

Arkansas Higher Education Comprehensive Annual Report



Miscellaneous
Legislative
Reports by
Institutional
Finance

Arkansas Department of Higher Education

114 East Capitol, Little Rock, Arkansas 72201

December 2011

Contents

Administrator's Compensation Survey for 2010-11
Annual Remediation Report for 2010-11
Cost Containment Survey 2010-11
Institutional Scholarships 2010-11
Intercollegiate Athletic Income and Expenditure Report for 2010-11
Out-of-State Tuition Waivers Survey 2010-11
Personnel by Gender as of September 1, 2011
Salaries Survey (\$100,000 and over) FY 2011
Salary Increases since May 1, 2011
Undergraduate Resident Tuition vs. Concurrent Tuition Report for 2010-11

Administrator's Compensation Survey 2010-11

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Doug Abel</u>				
3	Title: <u>Associate Director of Athletics</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,000	\$ -	\$ 100,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,053		\$ 10,053	
10	Health Insurance	\$ 3,873		\$ 3,873	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 7,502		\$ 7,502	
13	Unemployment Insurance	\$ 391		\$ 391	
14	Long-Term Disability Insurance	\$ 345		\$ 345	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 122,926	\$ -	\$ 122,926	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Osabuohien Amienyi</u>				
3	Title: <u>Dean of Schools</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 120,901			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 120,901	\$ -	\$ 120,901	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,090		\$ 12,090	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,763		\$ 8,763	
13	Unemployment Insurance	\$ 472		\$ 472	
14	Long-Term Disability Insurance	\$ 384		\$ 384	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 149,433	\$ -	\$ 149,433	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>David Beasley</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 137,735			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 34,434			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 1,231		Foundation
8	Total Base Salary	\$ 172,169	\$ 1,231	\$ 173,400	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,340		\$ 17,340	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 9,056		\$ 9,056	
13	Unemployment Insurance	\$ 678		\$ 678	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 206,486	\$ 1,231	\$ 207,717	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>John Brady</u>				
3	Title: <u>Head Men's Basketball Coach</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,000	\$ -	\$ 100,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,000		\$ 10,000	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 7,300		\$ 7,300	
13	Unemployment Insurance	\$ 390		\$ 390	
14	Long-Term Disability Insurance	\$ 350		\$ 350	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 124,863	\$ -	\$ 124,863	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Lynita Cooksey</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 137,735			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 15,572			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 153,307	\$ -	\$ 153,307	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,401		\$ 15,401	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,761		\$ 8,761	
13	Unemployment Insurance	\$ 603		\$ 603	
14	Long-Term Disability Insurance	\$ 407		\$ 407	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 700		\$ 700	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 186,002	\$ -	\$ 186,002	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Michael Dockter</u>				
3	Title: <u>Director of Research & Tech Transfer</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 155,542			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 38,886			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 194,428	\$ -	\$ 194,428	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 19,443		\$ 19,443	
10	Health Insurance	\$ 3,873		\$ 3,873	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 9,873		\$ 9,873	
13	Unemployment Insurance	\$ 761		\$ 761	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 228,960	\$ -	\$ 228,960	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Robert Evans</u>				
3	Title: <u>Vice President University Relations</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 149,785			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 30,229			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 180,014	\$ -	\$ 180,014	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 18,783		\$ 18,783	
10	Health Insurance	\$ 3,873		\$ 3,873	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 9,167		\$ 9,167	
13	Unemployment Insurance	\$ 769		\$ 769	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ 84		\$ 84	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses	\$ 7,217		\$ 7,217	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation Business Expense		\$ 12,000	\$ 12,000	Foundation
	Explain:				
23	Total Compensation	\$ 221,089	\$ 12,000	\$ 233,089	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Danny Hugh Freeze</u>				
3	Title: <u>ASU Head Football Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 151,660			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 151,660	\$ -	\$ 151,660	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,561		\$ 12,561	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 9,275		\$ 9,275	
13	Unemployment Insurance	\$ 491		\$ 491	
14	Long-Term Disability Insurance	\$ 371		\$ 371	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 181,181	\$ -	\$ 181,181	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Len Frey</u>				
3	Title: <u>Dean of Schools</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 137,735			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 24,559			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 162,294	\$ -	\$ 162,294	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 16,290		\$ 16,290	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,893		\$ 8,893	
13	Unemployment Insurance	\$ 644		\$ 644	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		\$ 3,098	\$ 3,098	Foundation
	Explain:				
23	Total Compensation	\$ 195,964	\$ 3,098	\$ 199,062	
	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Beverly Gilbert</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 127,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 127,000	\$ -	\$ 127,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,502		\$ 11,502	
10	Health Insurance	\$ 5,558		\$ 5,558	
11	Life Insurance	\$ 135		\$ 135	
12	Social Security Match	\$ 8,281		\$ 8,281	
13	Unemployment Insurance	\$ 449		\$ 449	
14	Long-Term Disability Insurance	\$ 282		\$ 282	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 153,207	\$ -	\$ 153,207	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Charles Hannah</u>				
3	Title: <u>Associate Vice Chancellor</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 121,296			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 121,296	\$ -	\$ 121,296	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,275		\$ 12,275	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,432		\$ 8,432	
13	Unemployment Insurance	\$ 481		\$ 481	
14	Long-Term Disability Insurance	\$ 415		\$ 415	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 150,622	\$ -	\$ 150,622	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Susan Hanrahan</u>				
3	Title: <u>Dean of Schools</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 137,735			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 24,559			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 162,294	\$ -	\$ 162,294	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 16,205		\$ 16,205	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 9,294		\$ 9,294	
13	Unemployment Insurance	\$ 632		\$ 632	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 700		\$ 700	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 196,368	\$ -	\$ 196,368	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Ruth Hawkins</u>				
3	Title: <u>Director of Delta Heritage Initiatives</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 122,749			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 13,325			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 136,074	\$ -	\$ 136,074	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,697		\$ 13,697	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,524		\$ 8,524	
13	Unemployment Insurance	\$ 536		\$ 536	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 166,974	\$ -	\$ 166,974	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Mark Hoeting</u>				
3	Title: <u>Associate Vice President</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 130,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 130,000	\$ -	\$ 130,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,060		\$ 13,060	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,754		\$ 8,754	
13	Unemployment Insurance	\$ 511		\$ 511	
14	Long-Term Disability Insurance	\$ 414		\$ 414	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 160,162	\$ -	\$ 160,162	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Dan Howard</u>				
3	Title: <u>Chancellor ASU Jonesboro</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 175,009			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 43,752			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		\$ 11,966		Foundation
8	Total Base Salary	\$ 218,761	\$ 11,966	\$ 230,727	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 23,072		\$ 23,072	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 10,860		\$ 10,860	
13	Unemployment Insurance	\$ 908		\$ 908	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 419		\$ 419	
16	House(s) Provided or Housing Allowance	\$ 6,000		\$ 6,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation <u>Rental Car Expenses</u>		\$ 1,174	\$ 1,174	Foundation
	Explain:				
23	Total Compensation	\$ 267,263	\$ 13,140	\$ 280,404	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Glendell Jones</u>				
3	Title: <u>Executive Vice Chancellor & Provost</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 172,010			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 31,990			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 204,000	\$ -	\$ 204,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 20,400		\$ 20,400	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 10,548		\$ 10,548	
13	Unemployment Insurance	\$ 802		\$ 802	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 109		\$ 109	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 1,548	\$ 1,548	Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 243,102	\$ 1,548	\$ 244,651	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Edwin Kremers</u>				
3	Title: <u>Vice Chancellor for Finance & Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 144,310			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 11,750			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 156,060	\$ -	\$ 156,060	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,696		\$ 15,696	
10	Health Insurance	\$ 661		\$ 661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,768		\$ 8,768	
13	Unemployment Insurance	\$ 619		\$ 619	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,264		\$ 1,264	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation Airfare for Spouse		\$ 283	\$ 283	Foundation
	Explain:				
23	Total Compensation	\$ 184,550	\$ 283	\$ 184,833	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Clifford Dean Lee</u>				
3	Title: <u>Director of Athletics</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 131,653			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		\$ 15,526		Red Wolf Club
8	Total Base Salary	\$ 131,653	\$ 15,526	\$ 147,179	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,718		\$ 14,718	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,549		\$ 8,549	
13	Unemployment Insurance	\$ 579		\$ 579	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 162,742	\$ 15,526	\$ 178,268	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-973-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Donald Maness</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 135,660			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 135,660	\$ -	\$ 135,660	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,566		\$ 13,566	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,534		\$ 8,534	
13	Unemployment Insurance	\$ 530		\$ 530	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 165,533	\$ -	\$ 165,533	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>JW Mason</u>				
3	Title: <u>Associate Vice Chancellor for Administration</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 124,848			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 124,848	\$ -	\$ 124,848	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,575		\$ 12,575	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,349		\$ 8,349	
13	Unemployment Insurance	\$ 492		\$ 492	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 154,407	\$ -	\$ 154,407	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Lucinda McDaniel</u>				
3	Title: <u>General Counsel</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 152,877			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 38,219			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 191,096	\$ -	\$ 191,096	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 19,110		\$ 19,110	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 9,996		\$ 9,996	
13	Unemployment Insurance	\$ 747		\$ 747	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 228,192	\$ -	\$ 228,192	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Alan McVey</u>				
3	Title: <u>Executive Director Delta Economic Development</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 92,612			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 14,549			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,161	\$ -	\$ 107,161	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,427		\$ 13,427	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 7,865		\$ 7,865	
13	Unemployment Insurance	\$ 423		\$ 423	
14	Long-Term Disability Insurance	\$ 371		\$ 371	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 136,670	\$ -	\$ 136,670	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Greg Meeks</u>				
3	Title: <u>Associate Dean of Schools</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 103,830			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 103,830	\$ -	\$ 103,830	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,536		\$ 14,536	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 7,596		\$ 7,596	
13	Unemployment Insurance	\$ 407		\$ 407	
14	Long-Term Disability Insurance	\$ 359		\$ 359	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 133,551	\$ -	\$ 133,551	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Cristian Murdock</u>				
3	Title: <u>Vice Chancellor for University Advancement</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 142,118			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 35,529			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		\$ 16,153		Foundation
8	Total Base Salary	\$ 177,647	\$ 16,153	\$ 193,800	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 19,380		\$ 19,380	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 9,354		\$ 9,354	
13	Unemployment Insurance	\$ 772		\$ 772	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,160		\$ 1,160	
16	House(s) Provided or Housing Allowance	\$ 24,000		\$ 24,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 3,686	\$ 3,686	Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 239,556	\$ 19,839	\$ 259,396	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Andrew Novobilski</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 137,735			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 25,465			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 163,200	\$ -	\$ 163,200	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,320		\$ 16,320	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,915		\$ 8,915	
13	Unemployment Insurance	\$ 639		\$ 639	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 196,317	\$ -	\$ 196,317	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Carol O'Connor</u>				
3	Title: <u>Associate Dean of Schools</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 122,741			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 122,741	\$ -	\$ 122,741	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,274		\$ 12,274	
10	Health Insurance	\$ 3,873		\$ 3,873	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,397		\$ 8,397	
13	Unemployment Insurance	\$ 479		\$ 479	
14	Long-Term Disability Insurance	\$ 363		\$ 363	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 148,289	\$ -	\$ 148,289	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Steve Owens</u>				
3	Title: <u>Vice President University Advancement</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 38,480			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		\$ 115,439		Foundation
8	Total Base Salary	\$ 38,480	\$ 115,439	\$ 153,919	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,452		\$ 15,452	
10	Health Insurance	\$ 3,873		\$ 3,873	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,590		\$ 8,590	
13	Unemployment Insurance	\$ 604		\$ 604	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 464		\$ 464	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 68,645	\$ 115,439	\$ 184,084	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Greg Phillips</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 137,735			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 27,797			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 165,532	\$ -	\$ 165,532	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 23,174		\$ 23,174	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,957		\$ 8,957	
13	Unemployment Insurance	\$ 647		\$ 647	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 205,553	\$ -	\$ 205,553	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>John Pratte</u>				
3	Title: <u>Associate Dean of Schools</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 115,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 115,000	\$ -	\$ 115,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,293		\$ 11,293	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 135		\$ 135	
12	Social Security Match	\$ 8,416		\$ 8,416	
13	Unemployment Insurance	\$ 440		\$ 440	
14	Long-Term Disability Insurance	\$ 312		\$ 312	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 142,257	\$ -	\$ 142,257	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Jim Prock</u>				
3	Title: <u>Director of Development</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 109,235			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 109,235	\$ -	\$ 109,235	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 3,641		\$ 3,641	
10	Health Insurance	\$ 2,235		\$ 2,235	
11	Life Insurance	\$ 54		\$ 54	
12	Social Security Match	\$ 2,602		\$ 2,602	
13	Unemployment Insurance	\$ 142		\$ 142	
14	Long-Term Disability Insurance			\$ -	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 117,909	\$ -	\$ 117,909	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Dan Reeves</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 137,004			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 137,004	\$ -	\$ 137,004	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,760		\$ 13,760	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,589		\$ 8,589	
13	Unemployment Insurance	\$ 537		\$ 537	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 167,733	\$ -	\$ 167,733	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Alvin Stoverink</u>				
3	Title: <u>Assistant Vice Chancellor for Facilities</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 104,872			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 8,814			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 113,686	\$ -	\$ 113,686	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,369		\$ 11,369	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,043		\$ 8,043	
13	Unemployment Insurance	\$ 445		\$ 445	
14	Long-Term Disability Insurance	\$ 394		\$ 394	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,760	\$ -	\$ 140,760	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>William Stripling</u>				
3	Title: <u>Vice Chancellor for Student Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 142,118			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 14,982			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 157,100	\$ -	\$ 157,100	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,800		\$ 15,800	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,723		\$ 8,723	
13	Unemployment Insurance	\$ 623		\$ 623	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,585		\$ 1,585	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 191,974	\$ -	\$ 191,974	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Andrew Sustich</u>				
3	Title: <u>Dean of Graduate School</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 137,181			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 137,181	\$ -	\$ 137,181	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,768		\$ 13,768	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,803		\$ 8,803	
13	Unemployment Insurance	\$ 539		\$ 539	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 167,534	\$ -	\$ 167,534	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Henry Torres</u>				
3	Title: <u>Research Associate</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 94,231			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 20,815			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 115,046	\$ -	\$ 115,046	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,571		\$ 11,571	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,221		\$ 8,221	
13	Unemployment Insurance	\$ 451		\$ 451	
14	Long-Term Disability Insurance	\$ 385		\$ 385	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 142,497	\$ -	\$ 142,497	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>James Washam</u>				
3	Title: <u>Associate Dean of Schools</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 122,387			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 122,387	\$ -	\$ 122,387	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,299		\$ 12,299	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,304		\$ 8,304	
13	Unemployment Insurance	\$ 480		\$ 480	
14	Long-Term Disability Insurance	\$ 420		\$ 420	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 151,313	\$ -	\$ 151,313	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Charles Welch</u>				
3	Title: <u>President, ASU System</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$44,466			Annualized \$235,406
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$44,466	\$0	\$44,466	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$4,414		\$4,414	
10	Health Insurance	\$1,118		\$1,118	
11	Life Insurance	\$27		\$27	
12	Social Security Match	\$3,270		\$3,270	
13	Unemployment Insurance	\$172		\$172	
14	Long-Term Disability Insurance			\$0	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance		\$242	\$242	Foundation
16	House(s) Provided or Housing Allowance	\$7,045		\$7,045	
17	Deferred Compensation Actually Paid During Fiscal Year			\$0	
18	Annual Bonus			\$0	
19	Special Bonuses			\$0	
20	Additional Life Insurance Premiums		\$1,220	\$1,220	Foundation
21	Club Dues (Country Club, Civic Clubs, etc.)		\$81	\$81	Foundation
22	Other Compensation			\$0	
	Explain:				
23	Total Compensation	\$60,512	\$1,542	\$62,054	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bates

Phone No. 870-972-3081

Notes:

The effective date of employment for Dr. Welch was **April 23, 2011**. Prior to becoming President of the Arkansas State University System, Dr. Welch served as President at Henderson State University (HSU).

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University</u>				
2	Employee Name: <u>Lonnie Williams</u>				
3	Title: <u>Associate Vice Chancellor</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 122,265			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 122,265	\$ -	\$ 122,265	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,259		\$ 12,259	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,478		\$ 8,478	
13	Unemployment Insurance	\$ 480		\$ 480	
14	Long-Term Disability Insurance	\$ 408		\$ 408	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 151,613	\$ -	\$ 151,613	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: JW Mason

Phone No. 870-972-3081

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Ralph Edward Bashaw</u>				
3	Title: <u>Dean of School</u>				
4	Base Salary:				
5	Salary within the Line-Item Maximum for 2010-11	\$ 131,976			
6	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 9,509			
7	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
8	Remaining Salary from other Sources		-	0	
9	Total Base Salary	\$ 141,485	-	\$ 141,485	
	Benefits Provided to All Full-Time Employees				
10	Retirement Match	\$ 19,808	0	\$ 19,808	
11	Health Insurance	\$ 3,870	0	\$ 3,870	
12	Life Insurance	\$ 171	0	\$ 171	
13	Social Security Match	\$ 10,281	0	\$ 10,281	
14	Unemployment Insurance	\$ 792	0	\$ 792	
15	Long-Term Disability Insurance	\$ -	0	\$ -	
16	Worker's Compensation	\$ 226	0	\$ 226	
	Special Benefits NOT Provided All Employees				
17	Car Provided or Car Allowance	\$ -	0	\$ -	
18	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
19	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
20	Annual Bonus	\$ -	0	\$ -	
21	Special Bonuses	\$ -	0	\$ -	
22	Additional Life Insurance Premiums	\$ -	0	\$ -	
23	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
24	Other Compensation	\$ -	0	\$ -	
	Explain:	\$ -	0	0	
		\$ -	0	0	
25	Total Compensation	\$ 176,633	-	\$ 176,633	
26	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Gary Biller</u>				
3	Title: <u>Vice President for Student Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,680			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 120,680	0	\$ 120,680	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,068	0	\$ 12,068	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,012	0	\$ 8,012	
13	Unemployment Insurance	\$ 676	0	\$ 676	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 193	0	\$ 193	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: Career Service Payment	\$ 600	0	600	
		\$ -	0	0	
23	Total Compensation	\$ 146,621	0	\$ 146,621	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Jo Alice Blondin</u>				
3	Title: <u>Chancellor</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 104,583			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 104,583	0	\$ 104,583	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,458	0	\$ 10,458	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ -	0	\$ -	
12	Social Security Match	\$ 7,970	0	\$ 7,970	
13	Unemployment Insurance	\$ 586	0	\$ 586	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 167	0	\$ 167	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: <u>Career Service Payment</u>	\$ -	0	0	
		\$ -	0	0	
		\$ -			
23	Total Compensation	\$ 127,970	0	\$ 127,970	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Robert Brown</u>				
3	Title: <u>President</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 167,705			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 41,926			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 209,631	0	\$ 209,631	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 22,833	0	\$ 22,833	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 124	0	\$ 124	
12	Social Security Match	\$ 10,109	0	\$ 10,109	
13	Unemployment Insurance	\$ 1,279	0	\$ 1,279	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 365	0	\$ 365	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ 2,540	3900	\$ 6,440	
16	House(s) Provided or Housing Allowance	\$ 18,000	0	\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	<u>Explain: Career Service Payment</u>	\$ 700	0	700	
		\$ -	0	0	
		\$ -			
23	Total Compensation	\$ 269,787	3900	\$ 273,687	
24	Deferred Compensation Annual Accumulation but NOT Paid		50,000	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Pam Carr</u>				
3	Title: <u>Department Chairperson</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 119,721			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 119,721	0	\$ 119,721	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,972	0	\$ 11,972	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,514	0	\$ 8,514	
13	Unemployment Insurance	\$ 670	0	\$ 670	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 192	0	\$ 192	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:		0	0	
		\$ -	0	0	
23	Total Compensation	\$ 145,461	0	\$ 145,461	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Eldon Clary</u>				
3	Title: <u>Dean of School</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 121,313			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 121,313	0	\$ 121,313	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,191	0	\$ 12,191	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 65	0	\$ 65	
12	Social Security Match	\$ 8,331	0	\$ 8,331	
13	Unemployment Insurance	\$ 683	0	\$ 683	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 195	0	\$ 195	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:	\$ -	0	0	
	Career Service Payment	\$ 600	0	600	
23	Total Compensation	\$ 147,584	0	\$ 147,584	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

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Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Richard Cohoon</u>				
3	Title: <u>Dean of School</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 124,428			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 124,428	0	\$ 124,428	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,523	0	\$ 12,523	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 83	0	\$ 83	
12	Social Security Match	\$ 8,379	0	\$ 8,379	
13	Unemployment Insurance	\$ 701	0	\$ 701	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 200	0	\$ 200	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: <u>Career Service Payment</u>	\$ 900	0	900	
			0	0	
23	Total Compensation	\$ 151,420	0	\$ 151,420	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Mary Gunter</u>				
3	Title: <u>Dean of School</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 110,683			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 110,683	0	\$ 110,683	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 15,496	0	\$ 15,496	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,217	0	\$ 8,217	
13	Unemployment Insurance	\$ 620	0	\$ 620	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 177	0	\$ 177	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:	\$ -	0	0	
		\$ -	0	0	
23	Total Compensation	\$ 139,585	0	\$ 139,585	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

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Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>William Hoefler</u>				
3	Title: <u>Dean of School</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 131,976			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 10,105			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 142,081	0	\$ 142,081	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,208	0	\$ 14,208	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 9,046	0	\$ 9,046	
13	Unemployment Insurance	\$ 796	0	\$ 796	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 227	0	\$ 227	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:	\$ -	0	0	
		\$ -	0	0	
23	Total Compensation	\$ 170,750	0	\$ 170,750	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Phil Jacobs</u>				
3	Title: <u>Vice President for Government Relations</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,680			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 120,680	0	\$ 120,680	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,128	0	\$ 12,128	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,389	0	\$ 8,389	
13	Unemployment Insurance	\$ 679	0	\$ 679	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 194	0	\$ 194	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: Career Service Payment	\$ 600	0	600	
		\$ -	0	0	
23	Total Compensation	\$ 147,062	0	\$ 147,062	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

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Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Jayne Jones</u>				
3	Title: <u>Vice President for Development</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 120,680			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 120,680	0	\$ 120,680	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,068	0	\$ 12,068	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,230	0	\$ 8,230	
13	Unemployment Insurance	\$ 676	0	\$ 676	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 193	0	\$ 193	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: <u>Career Service Payment</u>	\$ 900	0	900	
			0	0	
23	Total Compensation	\$ 147,139	0	\$ 147,139	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

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Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>John Krohn</u>				
3	Title: <u>Department Chairperson</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 106,266			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 106,266	0	\$ 106,266	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,627	0	\$ 10,627	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ -	0	\$ -	
12	Social Security Match	\$ 7,901	0	\$ 7,901	
13	Unemployment Insurance	\$ 595	0	\$ 595	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 170	0	\$ 170	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:		0	0	
		\$ -	0	0	
23	Total Compensation	\$ 129,765	0	\$ 129,765	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

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Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Kevin Mason</u>				
3	Title: <u>Department Chairperson</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 120,773			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 120,773	0	\$ 120,773	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,077	0	\$ 12,077	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ -	0	\$ -	
12	Social Security Match	\$ 8,408	0	\$ 8,408	
13	Unemployment Insurance	\$ 676	0	\$ 676	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 193	0	\$ 193	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:		0	0	
		\$ -	0	0	
23	Total Compensation	\$ 146,333	0	\$ 146,333	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

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Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>David Moseley</u>				
3	Title: <u>Vice President for Administration and Finance</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 138,281			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 22,919			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 161,200	0	\$ 161,200	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ -	0	\$ -	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 124	0	\$ 124	
12	Social Security Match	\$ 9,053	0	\$ 9,053	
13	Unemployment Insurance	\$ 908	0	\$ 908	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 259	0	\$ 259	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: Career Service Payment	\$ 900	0	900	
			0	0	
23	Total Compensation	\$ 176,650	0	\$ 176,650	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

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Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Steve Mullins</u>				
3	Title: <u>Athletic Director</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 102,403			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		11,727	0	
8	Total Base Salary	\$ 102,403	11,727	\$ 114,130	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,300	0	\$ 10,300	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ -	0	\$ -	
12	Social Security Match	\$ 7,698	0	\$ 7,698	
13	Unemployment Insurance	\$ 577	0	\$ 577	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 165	0	\$ 165	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:	\$ -	0	0	
	Career Service Payment	\$ 600	0	600	
23	Total Compensation	\$ 125,949	11,727	\$ 137,676	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Susan Nicholson</u>				
3	Title: <u>Executive Assistant to President</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 105,543			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 105,543	0	\$ 105,543	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,614	0	\$ 10,614	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ -	0	\$ -	
12	Social Security Match	\$ 7,560	0	\$ 7,560	
13	Unemployment Insurance	\$ 594	0	\$ 594	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 170	0	\$ 170	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:		0	0	
	Career Service Payment	\$ 600	0	600	
23	Total Compensation	\$ 129,287	0	\$ 129,287	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Thomas Pennington</u>				
3	Title: <u>General Counsel</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 107,172			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 15,000			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 122,172	0	\$ 122,172	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,457	0	\$ 12,457	
10	Health Insurance	\$ 4,152	0	\$ 4,152	
11	Life Insurance	\$ -	0	\$ -	
12	Social Security Match	\$ 8,416	0	\$ 8,416	
13	Unemployment Insurance	\$ 698	0	\$ 698	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 128	0	\$ 128	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: Career Service Payment	\$ 700	0	700	
			0	0	
23	Total Compensation	\$ 148,723	0	\$ 148,723	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Mary Ann Rollans</u>				
3	Title: <u>Dean of School</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 110,088			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 110,088	0	\$ 110,088	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,099	0	\$ 11,099	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,155	0	\$ 8,155	
13	Unemployment Insurance	\$ 621	0	\$ 621	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 178	0	\$ 178	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: <u>Career Service Payment</u>	\$ 900	0	900	
			0	0	
23	Total Compensation	\$ 135,433	0	\$ 135,433	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>Micheal Tarver</u>				
3	Title: <u>Dean of School</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 110,683			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -	0		
7	<u>Remaining Salary from other Sources</u>		0	0	
8	Total Base Salary	\$ 110,683	0	\$ 110,683	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,068	0	\$ 11,068	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,215	0	\$ 8,215	
13	Unemployment Insurance	\$ 620	0	\$ 620	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 177	0	\$ 177	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain:	\$ -	0	0	
		\$ -	0	0	
23	Total Compensation	\$ 135,155	0	\$ 135,155	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>David Underwood</u>				
3	Title: <u>Associate Vice President of Academic Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,245			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 120,245	0	\$ 120,245	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,025	0	\$ 12,025	
10	Health Insurance	\$ 4,152	0	\$ 4,152	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,339	0	\$ 8,339	
13	Unemployment Insurance	\$ 673	0	\$ 673	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 192	0	\$ 192	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: Career Service Payment	\$ 600	0	600	
		\$ -	0	0	
23	Total Compensation	\$ 146,412	0	\$ 146,412	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Tech University</u>				
2	Employee Name: <u>John Watson</u>				
3	Title: <u>Vice President for Academic Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 138,281			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 17,719			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -	0		
7	Remaining Salary from other Sources		0	0	
8	Total Base Salary	\$ 156,000	0	\$ 156,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 15,660	0	\$ 15,660	
10	Health Insurance	\$ 4,206	0	\$ 4,206	
11	Life Insurance	\$ 186	0	\$ 186	
12	Social Security Match	\$ 8,996	0	\$ 8,996	
13	Unemployment Insurance	\$ 877	0	\$ 877	
14	Long-Term Disability Insurance	\$ -	0	\$ -	
	Worker's Compensation	\$ 251	0	\$ 251	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -	0	\$ -	
16	House(s) Provided or Housing Allowance	\$ -	0	\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -	0	\$ -	
18	Annual Bonus	\$ -	0	\$ -	
19	Special Bonuses	\$ -	0	\$ -	
20	Additional Life Insurance Premiums	\$ -	0	\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	0	\$ -	
22	Other Compensation	\$ -	0	\$ -	
	Explain: <u>Career Service Payment</u>	\$ 600	0	600	
		\$ -	0	0	
23	Total Compensation	\$ 186,776	0	\$ 186,776	
24	Deferred Compensation Annual Accumulation but NOT Paid		-	0	

Survey completed by: Linda Johnson, Budget Director

Phone No. 479-964-0821

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Jeffrey L. Hamm</u>				
3	Title: <u>Dean of School</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 130,560			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 130,560	0	\$ 130,560	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,056		\$ 13,056	
10	Health Insurance	\$ 4,129		\$ 4,129	
11	Life Insurance	\$ 430		\$ 430	
12	Social Security Match	\$ 8,410		\$ 8,410	
13	Unemployment Insurance	\$ 131		\$ 131	
14	Long-Term Disability Insurance	\$ 306		\$ 306	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 157,022	0	\$ 157,022	
24	Deferred Compensation Annual Accumulation but NOT Paid		0		

Survey completed by: Kathy Taylor

Phone No. 870-230-5103

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Judy A. Harrison</u>				
3	Title: <u>Dean of School</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 106,029			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 106,029	0	\$ 106,029	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,603		\$ 10,603	
10	Health Insurance	\$ 3,980		\$ 3,980	
11	Life Insurance	\$ 349		\$ 349	
12	Social Security Match	\$ 8,052		\$ 8,052	
13	Unemployment Insurance	\$ 106		\$ 106	
14	Long-Term Disability Insurance	\$ 306		\$ 306	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 129,425	0	\$ 129,425	
24	Deferred Compensation Annual Accumulation but NOT Paid		0		

Survey completed by: Kathy Taylor

Phone No. 870-230-5103

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Margaret A. Hoskins</u>				
3	Title: <u>Associate Dean</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 106,025			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 2,072			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 108,097	0	\$ 108,097	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,810		\$ 10,810	
10	Health Insurance	\$ 4,129		\$ 4,129	
11	Life Insurance	\$ 433		\$ 433	
12	Social Security Match	\$ 7,903		\$ 7,903	
13	Unemployment Insurance	\$ 108		\$ 108	
14	Long-Term Disability Insurance	\$ 337		\$ 337	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 131,817	0	\$ 131,817	
24	Deferred Compensation Annual Accumulation but NOT Paid		0		

Survey completed by: Kathy Taylor

Phone No. 870-230-5103

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Bobby G. Jones</u>				
3	Title: <u>VP for Finance and Administration and Interim President*</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 125,307			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources			0	
8	Total Base Salary	\$ 125,307	0	\$ 125,307	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,611		\$ 12,611	
10	Health Insurance	\$ 3,980		\$ 3,980	
11	Life Insurance	\$ 427		\$ 427	
12	Social Security Match	\$ 9,275		\$ 9,275	
13	Unemployment Insurance	\$ 126		\$ 126	
14	Long-Term Disability Insurance	\$ 306		\$ 306	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses Career Service Recognition Payment	\$ 800		\$ 800	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 152,832	0	\$ 152,832	
24	Deferred Compensation Annual Accumulation but NOT Paid		0		

Survey completed by: Kathy Taylor Phone No. 870-230-5103

*During the 2011 Fiscal Year, Mr. Jones was named as our Interim President starting 4/23/2011. His budgeted salary was \$113,112 as VP and was raised to \$178,500 as Interim President. The figures above represent the monies we actually paid on his behalf for both positions in FY11 since he is performing the responsibilities of both positions at the same time.

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Vernon G. Miles</u>				
3	Title: <u>Provost and Vice President for Academic Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 132,600			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 132,600	0	\$ 132,600	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,260		\$ 13,260	
10	Health Insurance	\$ 4,129		\$ 4,129	
11	Life Insurance	\$ 437		\$ 437	
12	Social Security Match	\$ 8,553		\$ 8,553	
13	Unemployment Insurance	\$ 133		\$ 133	
14	Long-Term Disability Insurance	\$ 306		\$ 306	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 159,418	0	\$ 159,418	
24	Deferred Compensation Annual Accumulation but NOT Paid		0		

Survey completed by: Kathy Taylor

Phone No. 870-230-5103

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Maralyn T. Sommer</u>				
3	Title: <u>Dean Ellis College</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 107,928			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,928	0	\$ 107,928	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,853		\$ 10,853	
10	Health Insurance	\$ 3,980		\$ 3,980	
11	Life Insurance	\$ 356		\$ 356	
12	Social Security Match	\$ 8,253		\$ 8,253	
13	Unemployment Insurance	\$ 109		\$ 109	
14	Long-Term Disability Insurance	\$ 306		\$ 306	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses Career Service Recognition Payment	\$ 600		\$ 600	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 132,385	0	\$ 132,385	
24	Deferred Compensation Annual Accumulation but NOT Paid		0		

Survey completed by: Kathy Taylor

Phone No. 870-230-5103

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Carl D. Stark</u>				
3	Title: <u>Dean of School</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,955			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,955	0	\$ 107,955	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 10,796		\$ 10,796	
10	<u>Health Insurance</u>	\$ 3,660		\$ 3,660	
11	<u>Life Insurance</u>	\$ 74		\$ 74	
12	<u>Social Security Match</u>	\$ 8,104		\$ 8,104	
13	<u>Unemployment Insurance</u>	\$ 108		\$ 108	
14	<u>Long-Term Disability Insurance</u>	\$ 350		\$ 350	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>	\$ -		\$ -	
16	<u>House(s) Provided or Housing Allowance</u>	\$ -		\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>	\$ -		\$ -	
18	<u>Annual Bonus</u>	\$ -		\$ -	
19	<u>Special Bonuses</u>	\$ -		\$ -	
20	<u>Additional Life Insurance Premiums</u>	\$ -		\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>	\$ -		\$ -	
22	<u>Other Compensation</u>	\$ -		\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 131,047	0	\$ 131,047	
24	Deferred Compensation Annual Accumulation but NOT Paid		0		

Survey completed by: Kathy Taylor

Phone No. 870-230-5103

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Gail M. Stephens</u>				
3	Title: <u>Vice President for Student Services</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 106,793			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 106,793	0	\$ 106,793	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,679		\$ 10,679	
10	Health Insurance	\$ 3,980		\$ 3,980	
11	Life Insurance	\$ 353		\$ 353	
12	Social Security Match	\$ 8,106		\$ 8,106	
13	Unemployment Insurance	\$ 107		\$ 107	
14	Long-Term Disability Insurance	\$ 306		\$ 306	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 130,324	0	\$ 130,324	
24	Deferred Compensation Annual Accumulation but NOT Paid		0		

Survey completed by: Kathy Taylor

Phone No. 870-230-5103

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Henderson State University</u>				
2	Employee Name: <u>Charles L. Welch</u>				
3	Title: <u>President Henderson State University*</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 145,208			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 145,208	0	\$ 145,208	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,581		\$ 14,581	
10	Health Insurance	\$ 3,392		\$ 3,392	
11	Life Insurance	\$ 490		\$ 490	
12	Social Security Match	\$ 6,675		\$ 6,675	
13	Unemployment Insurance	\$ 146		\$ 146	
14	Long-Term Disability Insurance	\$ 255		\$ 255	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ 513		\$ 513	
16	House(s) Provided or Housing Allowance	\$ 12,565		\$ 12,565	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses Career Service Recognition Payment	\$ 600		\$ 600	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:	\$ -		0	
23	Total Compensation	\$ 184,425	0	\$ 184,425	
24	Deferred Compensation Annual Accumulation but NOT Paid		\$10,000		

Survey completed by: Kathy Taylor Phone No. 870-230-5103

*During the 2011 Fiscal Year, Dr. Welch was our President 7/1/2010 - 4/22/2011. The figures above represent monies we actually paid on his behalf in FY11.

His budgeted salary for all of FY11 was \$167,705 (LIM) + \$10,795 = \$178,500 from state funds. Part of the remaining budgeted funds were added to the Interim President's salary.

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>Donna Y. Allen</u>				
3	Title: <u>Vice president for Student Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 114,221			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 114,221	0	\$ 114,221	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,422		\$ 11,422	
10	Health Insurance	\$ 13,466		\$ 13,466	
11	Life Insurance	\$ 413		\$ 413	
12	Social Security Match	\$ 6,622		\$ 6,622	
13	Unemployment Insurance	\$ 240		\$ 240	
14	Long-Term Disability Insurance	\$ 331		\$ 331	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 851		\$ 851	
	Explain: <u>Required cell phone for 24 hour access</u>				
23	Total Compensation	\$ 158,988	0	\$ 147,566	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No. 8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>Kim Bloss</u>				
3	Title: <u>Dean School of Graduate Studies</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 101,761			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 101,761	0	\$ 101,761	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,176		\$ 10,176	
10	Health Insurance	\$ 5,964		\$ 5,964	
11	Life Insurance	\$ 386		\$ 386	
12	Social Security Match	\$ 6,309		\$ 6,309	
13	Unemployment Insurance	\$ 214		\$ 214	
14	Long-Term Disability Insurance	\$ 295		\$ 295	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 125,105	0	\$ 125,105	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>David L. Crouse</u>				
3	Title: <u>Interim Vice President for Academic Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 124,360			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 124,360	0	\$ 124,360	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,436		\$ 12,436	
10	Health Insurance	\$ 10,275		\$ 10,275	
11	Life Insurance	\$ 240		\$ 240	
12	Social Security Match	\$ 6,622		\$ 6,622	
13	Unemployment Insurance	\$ 261		\$ 261	
14	Long-Term Disability Insurance	\$ 361		\$ 361	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 764		\$ 764	
	Explain: <u>Required cell phone for 24 hour access</u>				
23	Total Compensation	\$ 155,319	0	\$ 155,319	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No. 870-235-4008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>Roger W. Giles</u>				
3	Title: <u>Vice President for Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 113,831			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 113,831	0	\$ 113,831	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,383		\$ 11,383	
10	Health Insurance	\$ 13,466		\$ 13,466	
11	Life Insurance	\$ 410		\$ 410	
12	Social Security Match	\$ 6,622		\$ 6,622	
13	Unemployment Insurance	\$ 239		\$ 239	
14	Long-Term Disability Insurance	\$ 330		\$ 330	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 742		\$ 742	
	Explain: <u>Required cell phone for 24 hour access</u>				
23	Total Compensation	\$ 147,023	0	\$ 147,023	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No. 8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>Ben Johnson</u>				
3	Title: <u>Dean College of Liberal and performing Arts</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 103,544			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 103,544	0	\$ 103,544	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,354		\$ 10,354	
10	Health Insurance	\$ 10,275		\$ 10,275	
11	Life Insurance	\$ 410		\$ 410	
12	Social Security Match	\$ 6,420		\$ 6,420	
13	Unemployment Insurance	\$ 217		\$ 217	
14	Long-Term Disability Insurance	\$ 300		\$ 300	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 131,520	0	\$ 131,520	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger w. Giles

Phone No. 8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkanss University</u>				
2	Employee Name: <u>Jasper Lewis</u>				
3	Title: <u>Vice President for Facilities</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 102,003			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 102,003	0	\$ 102,003	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,200		\$ 10,200	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 370		\$ 370	
12	Social Security Match	\$ 6,324		\$ 6,324	
13	Unemployment Insurance	\$ 214		\$ 214	
14	Long-Term Disability Insurance	\$ 296		\$ 296	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 777		\$ 777	
	Explain: <u>Required cell phone for 24 hour access</u>				
23	Total Compensation	\$ 120,184	0	\$ 120,184	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No.

8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>Zaidy MohdZain</u>				
3	Title: <u>Dean College of Education</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 108,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 108,000	0	\$ 108,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,120		\$ 15,120	
10	Health Insurance	\$ 13,466		\$ 13,466	
11	Life Insurance	\$ 358		\$ 358	
12	Social Security Match	\$ 6,222		\$ 6,222	
13	Unemployment Insurance	\$ 227		\$ 227	
14	Long-Term Disability Insurance	\$ 313		\$ 313	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 143,706	0	\$ 143,706	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No. 8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>Darrell Morrison</u>				
3	Title: <u>Vice President for Finance</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,627			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,627	0	\$ 120,627	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,030		\$ 15,030	
10	Health Insurance	\$ 16,754		\$ 16,754	
11	Life Insurance	\$ 434		\$ 434	
12	Social Security Match	\$ 6,622		\$ 6,622	
13	Unemployment Insurance	\$ 253		\$ 253	
14	Long-Term Disability Insurance	\$ 350		\$ 350	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Required cell phone for 24 hour access</u>	\$ 998			
23	Total Compensation	\$ 161,068	0	\$ 160,070	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No. 8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>David F. Rankin</u>				
3	Title: <u>President</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 161,851			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 18,149			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 180,000	0	\$ 180,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 18,000		\$ 18,000	
10	Health Insurance	\$ 13,575		\$ 13,575	
11	Life Insurance	\$ 284		\$ 284	
12	Social Security Match	\$ 6,622		\$ 6,622	
13	Unemployment Insurance	\$ 378		\$ 378	
14	Long-Term Disability Insurance	\$ 522		\$ 522	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 548		\$ 548	
16	House(s) Provided or Housing Allowance	\$ 15,600		\$ 15,600	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 1,642		\$ 1,642	
	Explain: <u>Required cell phone for 24 hour access</u>				
23	Total Compensation	\$ 237,171	0	\$ 237,171	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No. 8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>Lisa Toms</u>				
3	Title: <u>Dean College of Business</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 108,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 108,000	0	\$ 108,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 6,480		\$ 6,480	
10	Health Insurance	\$ 8,357		\$ 8,357	
11	Life Insurance	\$ 358		\$ 358	
12	Social Security Match	\$ 6,222		\$ 6,222	
13	Unemployment Insurance	\$ 227		\$ 227	
14	Long-Term Disability Insurance	\$ 313		\$ 313	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 129,957	0	\$ 129,957	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No. 8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas University</u>				
2	Employee Name: <u>Joe Winstead</u>				
3	Title: <u>Dean College of Science and Technology</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 101,544			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 101,544	0	\$ 101,544	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,154		\$ 10,154	
10	Health Insurance	\$ 5,964		\$ 5,964	
11	Life Insurance	\$ 202		\$ 202	
12	Social Security Match	\$ 6,296		\$ 6,296	
13	Unemployment Insurance	\$ 213		\$ 213	
14	Long-Term Disability Insurance	\$ 294		\$ 294	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 124,667	0	\$ 124,667	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Roger W. Giles

Phone No. 8702354008

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Michael Abbiatti</u>				
3	Title: <u>AREON Executive Director</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 168,300			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 168,300	0	\$ 168,300	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 16,830		\$ 16,830	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,982		\$ 5,982	
13	Unemployment Insurance	\$ 741		\$ 741	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 192,064	0	\$ 192,064	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Donald Pederson

Phone No. 479-575-5828

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Charles Adams				
3	Title: Associate Dean				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 134,799			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 134,799	0	\$ 134,799	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,564		\$ 13,564	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,419		\$ 6,419	
13	Unemployment Insurance	\$ 589		\$ 589	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: Career Service Award				
23	Total Compensation	\$ 159,456	0	\$ 159,456	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Susan Adkins</u>				
3	Title: <u>Associate Director of University Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,417			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,417	0	\$ 100,417	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,042		\$ 10,042	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,226		\$ 6,226	
13	Unemployment Insurance	\$ 442		\$ 442	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 117,338	0	\$ 117,338	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Bobby Allen				
3	Title: Assistant Football Coach				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,168			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		93632		Foundation
8	Total Base Salary	\$ 119,168	93632	\$ 212,800	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 20,473		\$ 20,473	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 6,700		\$ 6,700	Auxiliary & Foundation
13	Unemployment Insurance	\$ 102		\$ 102	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		4350	\$ 4,350	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		15833	\$ 15,833	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	376.62	223.38	\$ 600	Auxiliary & Foundation
	Explain: Career Service Award				
23	Total Compensation	\$ 157,200	114038.38	\$ 271,239	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Carolyn Allen				
3	Title: Dean				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 160,931			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 160,931	0	\$ 160,931	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 8,083		\$ 8,083	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,824		\$ 5,824	
13	Unemployment Insurance	\$ 759		\$ 759	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation Telecommunications,work expenses,travel		\$ 12,000	\$ 12,000	Foundation
	Explain: Career Service Award	\$ 600		600	
23	Total Compensation	\$ 179,582	12000	\$ 191,582	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Mike Anderson				
3	Title: Head Basketball Coach				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 163,500			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		586500		Foundation
8	Total Base Salary	\$ 163,500	586500	\$ 750,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 4,891		\$ 4,891	Auxiliary & Foundation
10	Health Insurance			\$ -	Auxiliary & Foundation
11	Life Insurance	\$ 16		\$ 16	Auxiliary & Foundation
12	Social Security Match	\$ 7,480		\$ 7,480	Auxiliary & Foundation
13	Unemployment Insurance	\$ 531		\$ 531	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 6		\$ 6	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		8121	\$ 8,121	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		750000	\$ 750,000	Foundation
	Explain: Salary Supplement				
23	Total Compensation	\$ 176,424	1344621	\$ 1,521,045	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Julie Bates</u>				
3	Title: <u>Associate Director of Planning and Research Services</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 112,200			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 112,200	0	\$ 112,200	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,782		\$ 6,782	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,686		\$ 6,686	
13	Unemployment Insurance	\$ 481		\$ 481	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 137,231	0	\$ 137,231	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Jeff Bell				
3	Title: Associate Vice President				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 138,509			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 138,509	0	\$ 138,509	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,959		\$ 13,959	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,426		\$ 6,426	
13	Unemployment Insurance	\$ 590		\$ 590	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: Career Service Award				
23	Total Compensation	\$ 170,766	0	\$ 170,766	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Rick Belt</u>				
3	Title: <u>Physician - Health Center</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 129,837			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 129,837	0	\$ 129,837	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,080		\$ 13,080	Auxiliary
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 6,467		\$ 6,467	Auxiliary
13	Unemployment Insurance	\$ 557		\$ 557	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 800		\$ 800	Auxiliary
	Explain: <u>Career service Award</u>				
23	Total Compensation	\$ 161,179	0	\$ 161,179	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Kim Bradford</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 114,444			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 114,444	0	\$ 114,444	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 16,140		\$ 16,140	
10	<u>Health Insurance</u>	\$ 3,173		\$ 3,173	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,641		\$ 6,641	
13	<u>Unemployment Insurance</u>	\$ 557		\$ 557	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>	\$ 700		\$ 700	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 141,867	0	\$ 141,867	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Steve Breeding</u>				
3	Title: <u>Director of Springdale Lab</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 92,230			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 11,810			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 104,040	0	\$ 104,040	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,476		\$ 10,476	
10	Health Insurance	\$ 9,143		\$ 9,143	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,495		\$ 6,495	
13	Unemployment Insurance	\$ 461		\$ 461	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 131,427	0	\$ 131,427	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Dennis Brewer</u>				
3	Title: <u>Associate Vice Provost for Research</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 139,693			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 307			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 140,000	0	\$ 140,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,740		\$ 13,740	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,785		\$ 6,785	
13	Unemployment Insurance	\$ 581		\$ 581	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: <u>Career Service Payment</u>				
23	Total Compensation	\$ 169,450	0	\$ 169,450	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Arkansas</u>				
2	Employee Name: <u>Craig Brown</u>				
3	Title: <u>Associate Director of University Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,210			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,210	0	\$ 100,210	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 4,052		\$ 4,052	
10	Health Insurance	\$ 7,228		\$ 7,228	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,005		\$ 6,005	
13	Unemployment Insurance	\$ 426		\$ 426	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 119,032	0	\$ 119,032	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Brenda Brugger</u>				
3	Title: <u>Major Gift Development Officer</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,264			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,264	0	\$ 100,264	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 5,049		\$ 5,049	
10	Health Insurance	\$ 5,608		\$ 5,608	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,066		\$ 6,066	
13	Unemployment Insurance	\$ 431		\$ 431	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		600	\$ 600	Foundation
	Explain:				
23	Total Compensation	\$ 117,630	600	\$ 118,230	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Chris Bucknam				
3	Title: Director of Tennis/Track Facility				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 111,575			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		15925		Foundation
8	Total Base Salary	\$ 111,575	15925	\$ 127,500	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 9,562		\$ 9,562	Auxiliary & Foundation
10	Health Insurance	\$ 10,204		\$ 10,204	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 5,187		\$ 5,187	Auxiliary & Foundation
13	Unemployment Insurance	\$ 852		\$ 852	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		10104	\$ 10,104	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		16000	\$ 16,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		50000	\$ 50,000	Foundation
	Explain: Salary Supplement				
23	Total Compensation	\$ 137,592	92029	\$ 229,621	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Todd Butler				
3	Title: Assistant Baseball Coach				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 68,115			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		73203		Foundation
8	Total Base Salary	\$ 68,115	73203	\$ 141,318	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,132		\$ 14,132	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 5,187		\$ 5,187	Auxiliary & Foundation
13	Unemployment Insurance	\$ 852		\$ 852	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		9250	\$ 9,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 98,667	82453	\$ 181,120	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Steve Caldwell</u>				
3	Title: <u>Assistant Football Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,145			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		115855		Foundation
8	Total Base Salary	\$ 119,145	115855	\$ 235,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 22,163		\$ 22,163	Auxiliary & Foundation
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,423		\$ 7,423	Auxiliary & Foundation
13	Unemployment Insurance	\$ 1,083		\$ 1,083	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		8748	\$ 8,748	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		17500	\$ 17,500	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 160,252	142103	\$ 302,355	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Douglas Case</u>				
3	Title: <u>Assistant Track Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 68,117			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		44083		Foundation
8	Total Base Salary	\$ 68,117	44083	\$ 112,200	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 9,020		\$ 9,020	Auxiliary & Foundation
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 6,202		\$ 6,202	Auxiliary & Foundation
13	Unemployment Insurance	\$ 563		\$ 563	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		7248	\$ 7,248	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 94,341	51331	\$ 145,672	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Lisa Childs</u>				
3	Title: <u>Associate Vice Provost for Research</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 134,972			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 134,972	0	\$ 134,972	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 6,749		\$ 6,749	
10	<u>Health Insurance</u>	\$ 10,170		\$ 10,170	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,587		\$ 6,587	
13	<u>Unemployment Insurance</u>	\$ 563		\$ 563	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 159,252	0	\$ 159,252	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Brad Choate</u>				
3	Title: <u>Vice Chancellor for University Advancement</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 206,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 51,500			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		28367		University Foundation
8	Total Base Salary	\$ 257,500	28367	\$ 285,867	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 25,235		\$ 25,235	
10	Health Insurance	\$ 9,287		\$ 9,287	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,946		\$ 7,946	
13	Unemployment Insurance	\$ 1,511		\$ 1,511	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		9750	\$ 9,750	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		814.02	\$ 814	Foundation
22	Other Compensation <u>Telecommunication,work expenses, travel</u>		\$ 41,333	\$ 41,333	Foundation
	Explain:				
23	Total Compensation	\$ 301,691	80264.35	\$ 381,955	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Kris Cinkovich</u>				
3	Title: <u>Assistant Football Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 119,081			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		80719		Foundation
8	Total Base Salary	\$ 119,081	80719	\$ 199,800	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 19,189		\$ 19,189	Auxiliary & Foundation
10	Health Insurance	\$ 8,816		\$ 8,816	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,281		\$ 7,281	Auxiliary & Foundation
13	Unemployment Insurance	\$ 931		\$ 931	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		8250	\$ 8,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		15417	\$ 15,417	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 155,510	104386	\$ 259,896	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>T.J. Cleveland</u>				
3	Title: <u>Assistant Basketball Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 105,077			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		64923		Foundation
8	Total Base Salary	\$ 105,077	64923	\$ 170,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match			\$ -	
10	Health Insurance			\$ -	
11	Life Insurance			\$ -	
12	Social Security Match	\$ 954		\$ 954	Auxiliary & Foundation
13	Unemployment Insurance	\$ 68		\$ 68	Auxiliary & Foundation
14	Long-Term Disability Insurance			\$ -	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		3948	\$ 3,948	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 106,098	68871	\$ 174,969	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Mark Cochran</u>				
3	Title: <u>Vice President for Agriculture</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 180,120			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 45,030			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		14850		Foundation
8	Total Base Salary	\$ 225,150	14850	\$ 240,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 21,091		\$ 21,091	
10	Health Insurance	\$ 7,146		\$ 7,146	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,801		\$ 7,801	
13	Unemployment Insurance	\$ 952		\$ 952	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		186.048	\$ 186	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		8400	\$ 8,400	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 281	37.13	\$ 319	Foundation
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 262,634	23473.178	\$ 286,107	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Tom Collen				
3	Title: Head Basketball Coach				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 163,525			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		224527		Foundation
8	Total Base Salary	\$ 163,525	224527	\$ 388,052	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 22,426		\$ 22,426	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,946		\$ 7,946	Auxiliary & Foundation
13	Unemployment Insurance	\$ 2,135		\$ 2,135	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		8400	\$ 8,400	Foundation
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		1250	\$ 1,250	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		75000	\$ 75,000	Foundation
	Explain: Salary Supplement				
23	Total Compensation	\$ 206,414	309177	\$ 515,591	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Willyerd Collier				
3	Title: Director of Affirmative Action				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 99,181			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 7,919			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,100	0	\$ 107,100	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,794		\$ 10,794	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,583		\$ 6,583	
13	Unemployment Insurance	\$ 467		\$ 467	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: Career Service Award				
23	Total Compensation	\$ 129,029	0	\$ 129,029	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Mark Cook</u>				
3	Title: <u>Director of Gymnastics Facility</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 109,130			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 109,130	0	\$ 109,130	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,913		\$ 10,913	Auxiliary
10	Health Insurance	\$ 3,176		\$ 3,176	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 5,951		\$ 5,951	Auxiliary
13	Unemployment Insurance	\$ 481		\$ 481	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		11913	\$ 11,913	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 129,862	11913	\$ 141,775	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Rene Cook				
3	Title: Head Coach				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 97,981			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		4660		Foundation
8	Total Base Salary	\$ 97,981	4660	\$ 102,641	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,264		\$ 10,264	Auxiliary & Foundation
10	Health Insurance	\$ 3,176		\$ 3,176	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 5,996		\$ 5,996	Auxiliary & Foundation
13	Unemployment Insurance	\$ 480		\$ 480	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		6348	\$ 6,348	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		11264	\$ 11,264	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 118,109	22272	\$ 140,381	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Robert Cox</u>				
3	Title: <u>Head Tennis Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 97,986			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		11276		Foundation
8	Total Base Salary	\$ 97,986	11276	\$ 109,262	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,022		\$ 11,022	Auxiliary & Foundation
10	Health Insurance	\$ 3,173		\$ 3,173	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 6,827		\$ 6,827	Auxiliary & Foundation
13	Unemployment Insurance	\$ 528		\$ 528	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		8748	\$ 8,748	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		1000	\$ 1,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 119,748	21024	\$ 140,772	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Chuck Culver</u>				
3	Title: <u>Director of Development</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,241			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,241	0	\$ 120,241	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,120		\$ 12,120	
10	Health Insurance	\$ 10,014		\$ 10,014	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,636		\$ 6,636	
13	Unemployment Insurance	\$ 515		\$ 515	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 800		\$ 800	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 150,537	0	\$ 150,537	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>John Diamond</u>				
3	Title: <u>Associate Vice Chancellor for Advancement</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 156,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 156,000	0	\$ 156,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,694		\$ 6,694	
10	Health Insurance	\$ 7,159		\$ 7,159	
11	Life Insurance	\$ 109		\$ 109	
12	Social Security Match	\$ 6,770		\$ 6,770	
13	Unemployment Insurance	\$ 480		\$ 480	
14	Long-Term Disability Insurance	\$ 39		\$ 39	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 177,251	0	\$ 177,251	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Elizabeth Dombek</u>				
3	Title: <u>Fiscal Operations Manager</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 104,969			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 5,681			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 110,650	0	\$ 110,650	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,111		\$ 10,111	
10	Health Insurance	\$ 3,208		\$ 3,208	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,126		\$ 6,126	
13	Unemployment Insurance	\$ 435		\$ 435	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 800		\$ 800	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 131,541	0	\$ 131,541	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Jeannine Durdik</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 69,502			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		39314		Grant
8	Total Base Salary	\$ 69,502	39314	\$ 108,816	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,882		\$ 10,882	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,627		\$ 6,627	
13	Unemployment Insurance	\$ 470		\$ 470	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 90,866	39314	\$ 130,180	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Timothy Eatman				
3	Title: Assistant Coach				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 68,105			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		58579		Foundation
8	Total Base Salary	\$ 68,105	58579	\$ 126,684	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,334		\$ 6,334	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 6,374		\$ 6,374	Auxiliary & Foundation
13	Unemployment Insurance	\$ 568		\$ 568	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		7250	\$ 7,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 91,762	65829	\$ 157,591	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Craig Edmonston</u>				
3	Title: <u>Assistant Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 113,609			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 1,391			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 115,000	0	\$ 115,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 5,750		\$ 5,750	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,925		\$ 6,925	
13	Unemployment Insurance	\$ 503		\$ 503	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 129,290	0	\$ 129,290	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Shauna Estes</u>				
3	Title: <u>Golf Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 97,981			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		19319		Foundation
8	Total Base Salary	\$ 97,981	19319	\$ 117,300	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,730		\$ 11,730	Auxiliary & Foundation
10	Health Insurance	\$ 7,228		\$ 7,228	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 6,427		\$ 6,427	Auxiliary & Foundation
13	Unemployment Insurance	\$ 523		\$ 523	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		6600	\$ 6,600	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		11000	\$ 11,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 124,100	36919	\$ 161,019	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Robert Evans				
3	Title: Assistant Basketball Coach				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 105,071			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		111169		Foundation
8	Total Base Salary	\$ 105,071	111169	\$ 216,240	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 21,624		\$ 21,624	Auxiliary & Foundation
10	Health Insurance	\$ 7,232		\$ 7,232	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 5,477		\$ 5,477	Auxiliary & Foundation
13	Unemployment Insurance	\$ 981		\$ 981	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		4575	\$ 4,575	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		2412	\$ 2,412	Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,597	118156	\$ 258,753	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Jon Fagg</u>				
3	Title: <u>Sr. Associate Athletic Director</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 131,250			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 131,250	0	\$ 131,250	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 9,877		\$ 9,877	Auxiliary
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 6,562		\$ 6,562	Auxiliary
13	Unemployment Insurance	\$ 651		\$ 651	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		6348	\$ 6,348	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		10417	\$ 10,417	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 158,721	16765	\$ 175,486	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Dan Ferritor</u>				
3	Title: <u>Vice President for Academic Affairs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 152,921			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 152,921	0	\$ 152,921	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 15,376		\$ 15,376	
10	Health Insurance	\$ 72,228		\$ 72,228	
11	Life Insurance	\$ 101		\$ 101	
12	Social Security Match	\$ 6,258		\$ 6,258	
13	Unemployment Insurance	\$ 651		\$ 651	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 248,291	0	\$ 248,291	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Jacob Flournoy				
3	Title: Associate Vice President				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 132,965			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 132,965	0	\$ 132,965	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,381		\$ 13,381	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,258		\$ 6,258	
13	Unemployment Insurance	\$ 651		\$ 651	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: Career Service Award				
23	Total Compensation	\$ 164,336	0	\$ 164,336	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Carol Fossey</u>				
3	Title: <u>Physician - Health Center</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 128,770			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 128,770	0	\$ 128,770	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,949		\$ 12,949	Auxiliary
10	Health Insurance	\$ 6,029		\$ 6,029	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 6,538		\$ 6,538	Auxiliary
13	Unemployment Insurance	\$ 555		\$ 555	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	Auxiliary
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 155,653	0	\$ 155,653	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Sharon Gaber</u>				
3	Title: <u>Vice Chancellor/Provost</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 187,892			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 44,692			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		22416		Foundation
8	Total Base Salary	\$ 232,584	22416	\$ 255,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,600		\$ 24,600	
10	Health Insurance	\$ 6,054		\$ 6,054	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,471		\$ 6,471	
13	Unemployment Insurance	\$ 1,151		\$ 1,151	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		9000	\$ 9,000	Foundation
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 271,072	31416	\$ 302,488	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Carol Gattis</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 135,482			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 135,482	0	\$ 135,482	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,548		\$ 13,548	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,432		\$ 6,432	
13	Unemployment Insurance	\$ 570		\$ 570	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 159,418	0	\$ 159,418	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: G. David Gearhart				
3	Title: Chancellor				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 190,356			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 47,589			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 50,246		Foundation
8	Total Base Salary	\$ 237,945	\$ 50,246	\$ 288,191	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 33,587		\$ 33,587	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,125		\$ 7,125	
13	Unemployment Insurance	\$ 1,271		\$ 1,271	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance		\$ 3,869	\$ 3,869	Taxable Benefit
16	House(s) Provided or Housing Allowance		\$ 21,788	\$ 21,788	Taxable Benefit/Univ Provided Home
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 2,826	\$ 2,826	Foundation
22	Other Compensation	\$ 572	\$ 128	\$ 700	Foundation
	Explain: Career Service Award				
23	Total Compensation	\$ 287,945	\$ 78,856	\$ 366,802	
24	Deferred Compensation Annual Accumulation but NOT Paid		\$ 225,000		

Survey completed by: _____ Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Barbara Goswick</u>				
3	Title: <u>Vice President for Finance and Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 170,623			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 41,377			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 212,000	0	\$ 212,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 21,284		\$ 21,284	
10	Health Insurance	\$ 7,228		\$ 7,228	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,086		\$ 6,086	
13	Unemployment Insurance	\$ 905		\$ 905	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 248,415	0	\$ 248,415	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Thomas Green</u>				
3	Title: <u>Director of Arkansas Archaeological Survey</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 110,405			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 110,405	0	\$ 110,405	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 5,832		\$ 5,832	
10	<u>Health Insurance</u>	\$ 10,170		\$ 10,170	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,941		\$ 6,941	
13	<u>Unemployment Insurance</u>	\$ 493		\$ 493	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>	\$ 700		\$ 700	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 134,753	0	\$ 134,753	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Mark Hagemeyer</u>				
3	Title: <u>Associate Director of Planning and Research Services</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 104,040			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 104,040	0	\$ 104,040	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,404		\$ 10,404	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,174		\$ 6,174	
13	Unemployment Insurance	\$ 438		\$ 438	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 131,438	0	\$ 131,438	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Clayton Hamilton</u>				
3	Title: <u>Associate Director of Athletics</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 122,400			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 122,400	0	\$ 122,400	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,120		\$ 6,120	Auxiliary
10	Health Insurance	\$ 10,204		\$ 10,204	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 7,383		\$ 7,383	Auxiliary
13	Unemployment Insurance	\$ 580		\$ 580	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		10000	\$ 10,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 146,899	10000	\$ 156,899	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Jim Harris</u>				
3	Title: <u>Director of Deferred Giving</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 133,900			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 10,494			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 144,394	0	\$ 144,394	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,511		\$ 14,511	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,416		\$ 6,416	
13	Unemployment Insurance	\$ 690		\$ 690	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 176,993	0	\$ 176,993	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Fred Harrison</u>				
3	Title: <u>General Counsel</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 157,463			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 2,446			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 159,909	0	\$ 159,909	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 16,099		\$ 16,099	
10	Health Insurance	\$ 7,228		\$ 7,228	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,138		\$ 6,138	
13	Unemployment Insurance	\$ 690		\$ 690	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 190,275	0	\$ 190,275	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Lance Harter				
3	Title: Head Track Coach				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 97,986			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		42014		Foundation
8	Total Base Salary	\$ 97,986	42014	\$ 140,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,096		\$ 14,096	Auxiliary & Foundation
10	Health Insurance			\$ -	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,028		\$ 7,028	Auxiliary & Foundation
13	Unemployment Insurance	\$ 850		\$ 850	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		8400	\$ 8,400	Foundation
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		20162	\$ 20,162	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 577	223.28	\$ 800	Auxiliary & Foundation
	Explain: Career Service Award		15000	15000	Foundation
	Salary Supplement				
23	Total Compensation	\$ 120,749	85799.28	\$ 206,548	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Michael Hegarty</u>				
3	Title: <u>Head Tennis Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 97,981			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		6310		Foundation
8	Total Base Salary	\$ 97,981	6310	\$ 104,291	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,429		\$ 10,429	Auxiliary & Foundation
10	Health Insurance			\$ -	
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 6,335		\$ 6,335	Auxiliary & Foundation
13	Unemployment Insurance	\$ 490		\$ 490	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		5000	\$ 5,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 115,447	11310	\$ 126,757	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Dan Hendrix</u>				
3	Title: <u>Associate Vice Chancellor</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 139,730			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 139,730	0	\$ 139,730	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 7,023		\$ 7,023	
10	Health Insurance	\$ 7,228		\$ 7,228	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,371		\$ 6,371	
13	Unemployment Insurance	\$ 599		\$ 599	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		600	\$ 600	Foundation
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 161,162	600	\$ 161,762	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Tim Horton</u>				
3	Title: <u>Assistant Football Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,145			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		75855		Foundation
8	Total Base Salary	\$ 119,145	75855	\$ 195,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 19,258		\$ 19,258	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 6,156		\$ 6,156	Auxiliary & Foundation
13	Unemployment Insurance	\$ 951		\$ 951	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		5850	\$ 5,850	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		15417	\$ 15,417	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 155,892	97122	\$ 253,014	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Richard Hudson</u>				
3	Title: <u>Vice Chancellor for Government & Community Relations</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 157,463			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 15,937			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 173,400	0	\$ 173,400	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 17,448		\$ 17,448	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,754		\$ 5,754	
13	Unemployment Insurance	\$ 770		\$ 770	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		4325.688	\$ 4,326	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 205,717	4325.688	\$ 210,042	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Mike Johnson</u>				
3	Title: <u>Associate Vice Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 150,788			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 35,810			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 186,598	0	\$ 186,598	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 18,490		\$ 18,490	
10	Health Insurance	\$ 7,228		\$ 7,228	
11	Life Insurance	\$ 172		\$ 172	
12	Social Security Match	\$ 5,552		\$ 5,552	
13	Unemployment Insurance	\$ 816		\$ 816	
14	Long-Term Disability Insurance	\$ 62		\$ 62	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		460.75	\$ 461	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		\$ 1,414	\$ 1,414	Foundation
	Explain: <u>Telecommunications, travel, work expenses</u>				
23	Total Compensation	\$ 218,917	1874.93	\$ 220,792	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Reggie Johnson</u>				
3	Title: <u>Assistant Football Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,156			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		64444		Foundation
8	Total Base Salary	\$ 119,156	64444	\$ 183,600	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,601		\$ 12,601	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,527		\$ 7,527	Auxiliary & Foundation
13	Unemployment Insurance	\$ 881		\$ 881	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		8250	\$ 8,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		14167	\$ 14,167	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 150,546	86861	\$ 237,407	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>David Jorn</u>				
3	Title: <u>Assistant Baseball Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 68,115			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		73203		Foundation
8	Total Base Salary	\$ 68,115	73203	\$ 141,318	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,204		\$ 14,204	Auxiliary & Foundation
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 4,968		\$ 4,968	Auxiliary & Foundation
13	Unemployment Insurance	\$ 643		\$ 643	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		8250	\$ 8,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 98,369	81453	\$ 179,822	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Steven Karp</u>				
3	Title: <u>AREON Network Engineer</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 109,242			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 109,242	0	\$ 109,242	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,924		\$ 10,924	
10	Health Insurance	\$ 10,227		\$ 10,227	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,511		\$ 6,511	
13	Unemployment Insurance	\$ 462		\$ 462	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 137,578	0	\$ 137,578	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Ann Kemp</u>				
3	Title: <u>Vice President for Planning & Development</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 157,463			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 21,037			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 178,500	0	\$ 178,500	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 17,934		\$ 17,934	
10	Health Insurance	\$ 9,287		\$ 9,287	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,894		\$ 5,894	
13	Unemployment Insurance	\$ 768		\$ 768	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 213,296	0	\$ 213,296	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Bill Kincaid				
3	Title: Associate General Counsel				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 100,225			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 100,225	0	\$ 100,225	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,095		\$ 10,095	
10	Health Insurance	\$ 10,227		\$ 10,227	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,661		\$ 5,661	
13	Unemployment Insurance	\$ 402		\$ 402	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	
	Explain: Career Service Award				
23	Total Compensation	\$ 127,421	0	\$ 127,421	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Christopher Klenakis</u>				
3	Title: <u>Assistant Football Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 119,264			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		123736		Foundation
8	Total Base Salary	\$ 119,264	123736	\$ 243,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 17,503		\$ 17,503	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,628		\$ 7,628	Auxiliary & Foundation
13	Unemployment Insurance	\$ 1,136		\$ 1,136	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		5100	\$ 5,100	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		18750	\$ 18,750	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 155,913	147586	\$ 303,499	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Patricia Koski				
3	Title: Associate Dean				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 107,334			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,334	0	\$ 107,334	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,817		\$ 10,817	
10	Health Insurance	\$ 3,176		\$ 3,176	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,604		\$ 6,604	
13	Unemployment Insurance	\$ 469		\$ 469	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: Career Service Award				
23	Total Compensation	\$ 129,312	0	\$ 129,312	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Beverly Lewis				
3	Title: Executive Associate Athletic Director				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 164,710			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		59690		Foundation
8	Total Base Salary	\$ 164,710	59690	\$ 224,400	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 26,148		\$ 26,148	Auxiliary & Foundation
10	Health Insurance	\$ 7,228		\$ 7,228	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,726		\$ 7,726	Auxiliary & Foundation
13	Unemployment Insurance	\$ 13,576		\$ 13,576	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		10250	\$ 10,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		80000.04	\$ 80,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 674	225.9	\$ 900	Auxiliary and Foundation
	Explain: Career Service Award				
23	Total Compensation	\$ 220,273	150165.94	\$ 370,439	
24	Deferred Compensation Annual Accumulation but NOT Paid		50000		Foundation

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Moez Limayem</u>				
3	Title: <u>Associate Dean of Walton College of Business</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 211,263			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		28737		Endowed Chair
8	Total Base Salary	\$ 211,263	28737	\$ 240,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 23,722		\$ 23,722	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,384		\$ 6,384	
13	Unemployment Insurance	\$ 988		\$ 988	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 252,739	28737	\$ 281,476	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Jeff Long</u>				
3	Title: <u>Director of Athletics</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 163,496			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		295504		Foundation
8	Total Base Salary	\$ 163,496	295504	\$ 459,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 20,760		\$ 20,760	Auxiliary & Foundation
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,946		\$ 7,946	Auxiliary & Foundation
13	Unemployment Insurance	\$ 2,622		\$ 2,622	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		12250	\$ 12,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		55000	\$ 55,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 205,263	362754	\$ 568,017	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Stephen Luoni</u>				
3	Title: <u>Director of Community Design Center</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 143,420			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 143,420	0	\$ 143,420	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,342		\$ 14,342	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,256		\$ 6,256	
13	Unemployment Insurance	\$ 618		\$ 618	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 172,080	0	\$ 172,080	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Mike Macechko</u>				
3	Title: <u>Associate Vice Chancellor for Advancement</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 139,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 8,034			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 147,084	0	\$ 147,084	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,708		\$ 14,708	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,187		\$ 6,187	
13	Unemployment Insurance	\$ 637		\$ 637	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 172,001	0	\$ 172,001	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Larry Malley</u>				
3	Title: <u>Director of University Press</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 130,984			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 130,984	0	\$ 130,984	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,170		\$ 13,170	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 101		\$ 101	
12	Social Security Match	\$ 6,466		\$ 6,466	
13	Unemployment Insurance	\$ 563		\$ 563	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 159,173	0	\$ 159,173	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Terry Martin</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 153,627			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		5123		Foundation
8	Total Base Salary	\$ 153,627	5123	\$ 158,750	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 15,875		\$ 15,875	
10	Health Insurance	\$ 10,227		\$ 10,227	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,241		\$ 6,241	
13	Unemployment Insurance	\$ 659		\$ 659	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 186,841	5123	\$ 191,964	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>David Martinson</u>				
3	Title: <u>Associate Vice Chancellor for Business</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 111,416			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 23,516			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 134,932	0	\$ 134,932	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,589		\$ 13,589	
10	Health Insurance	\$ 3,176		\$ 3,176	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,479		\$ 6,479	
13	Unemployment Insurance	\$ 588		\$ 588	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 800		\$ 800	
	Explain: <u>Career Service Awards</u>				
23	Total Compensation	\$ 159,775	0	\$ 159,775	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Cheryl May				
3	Title: Director of Criminal Justice Institute				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 112,725			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,725	0	\$ 112,725	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,381		\$ 11,381	
10	Health Insurance	\$ 16,170		\$ 16,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,881		\$ 6,881	
13	Unemployment Insurance	\$ 488		\$ 488	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: Career Service Award				
23	Total Compensation	\$ 148,756	0	\$ 148,756	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Suzanne McCray</u>				
3	Title: <u>Associate Provost/Dean</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 159,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 159,000	0	\$ 159,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 16,056		\$ 16,056	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,292		\$ 6,292	
13	Unemployment Insurance	\$ 701		\$ 701	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 800		\$ 800	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 183,061	0	\$ 183,061	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Garrick McGee</u>				
3	Title: <u>Offensive Coordinator</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 119,250			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		255750		Foundation
8	Total Base Salary	\$ 119,250	255750	\$ 375,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 33,067		\$ 33,067	Auxiliary & Foundation
10	Health Insurance	\$ 9,875		\$ 9,875	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,946		\$ 7,946	Auxiliary & Foundation
13	Unemployment Insurance	\$ 1,628		\$ 1,628	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		11250	\$ 11,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		25000	\$ 25,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 171,979	292000	\$ 463,979	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Brad McMakin				
3	Title: Golf Coach				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 97,978			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		34622		Foundation
8	Total Base Salary	\$ 97,978	34622	\$ 132,600	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,630		\$ 6,630	Auxiliary & Foundation
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,047		\$ 7,047	Auxiliary & Foundation
13	Unemployment Insurance	\$ 776		\$ 776	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		7750	\$ 7,750	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		12637	\$ 12,637	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		25000	\$ 25,000	Foundation
	Explain: Salary Supplement				
23	Total Compensation	\$ 122,870	80009	\$ 202,879	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Bob McMath</u>				
3	Title: <u>Dean</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 161,851			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 40,463			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		30246		Endowed Chair
8	Total Base Salary	\$ 202,314	30246	\$ 232,560	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 23,256		\$ 23,256	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,637		\$ 5,637	
13	Unemployment Insurance	\$ 999		\$ 999	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 232,418	30246	\$ 262,664	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: David Merrifield				
3	Title: AREON Chief Technology Officer				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 130,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 130,050	0	\$ 130,050	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,113		\$ 13,113	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,467		\$ 6,467	
13	Unemployment Insurance	\$ 563		\$ 563	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: Career Service Award				
23	Total Compensation	\$ 158,537	0	\$ 158,537	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: James Miller				
3	Title: Associate Dean				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 111,187			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 111,187	0	\$ 111,187	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,227		\$ 11,227	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,641		\$ 6,641	
13	Unemployment Insurance	\$ 471		\$ 471	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: Career Service Award				
23	Total Compensation	\$ 137,870	0	\$ 137,870	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Michael Miller</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 130,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 130,000	0	\$ 130,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 9,010		\$ 9,010	
10	<u>Health Insurance</u>	\$ 10,170		\$ 10,170	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,847		\$ 6,847	
13	<u>Unemployment Insurance</u>	\$ 552		\$ 552	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 156,791	0	\$ 156,791	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Adam Motherwell</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 123,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 123,000	0	\$ 123,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 12,396		\$ 12,396	
10	<u>Health Insurance</u>	\$ 3,176		\$ 3,176	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,821		\$ 6,821	
13	<u>Unemployment Insurance</u>	\$ 539		\$ 539	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>	\$ 800		\$ 800	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 146,944	0	\$ 146,944	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Cynthia Nance</u>				
3	Title: <u>Dean of Law</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 168,432			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 35,283			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 203,715	0	\$ 203,715	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 20,372		\$ 20,372	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,606		\$ 5,606	
13	Unemployment Insurance	\$ 888		\$ 888	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 233,966	0	\$ 233,966	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Brett Nelson</u>				
3	Title: <u>Assistant Basketball Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 105,079			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		24921		Foundation
8	Total Base Salary	\$ 105,079	24921	\$ 130,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,553		\$ 6,553	
10	Health Insurance	\$ 9,287		\$ 9,287	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,535		\$ 8,535	
13	Unemployment Insurance	\$ 606		\$ 606	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		7313	\$ 7,313	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 130,272	32234	\$ 162,506	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Katy Nelson</u>				
3	Title: <u>Major Gift Development Officer</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 72,703			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		42767		Foundation
8	Total Base Salary	\$ 72,703	42767	\$ 115,470	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,544		\$ 11,544	
10	Health Insurance	\$ 3,176		\$ 3,176	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,736		\$ 6,736	
13	Unemployment Insurance	\$ 492		\$ 492	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 94,863	42767	\$ 137,630	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Tom Ostrom</u>				
3	Title: <u>Assistant Basketball Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 105,071			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		111169		Foundation
8	Total Base Salary	\$ 105,071	111169	\$ 216,240	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 21,624		\$ 21,624	
10	Health Insurance	\$ 8,110		\$ 8,110	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,400		\$ 5,400	
13	Unemployment Insurance	\$ 973		\$ 973	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		5317	\$ 5,317	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 141,390	116486	\$ 257,876	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Donald Pederson</u>				
3	Title: <u>Vice Chancellor for Finance and Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 168,432			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 40,064			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		46504		Foundation
8	Total Base Salary	\$ 208,496	46504	\$ 255,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,600		\$ 24,600	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,451		\$ 6,451	
13	Unemployment Insurance	\$ 1,134		\$ 1,134	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		6000	\$ 6,000	Foundation
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	735.87	164.13	\$ 900	Foundation
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 248,861	52668.13	\$ 301,529	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Bobby Petrino				
3	Title: Head Football Coach				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 163,500			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		586500		Foundation
8	Total Base Salary	\$ 163,500	586500	\$ 750,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 27,300		\$ 27,300	Auxiliary & Foundation
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,946		\$ 7,946	Auxiliary & Foundation
13	Unemployment Insurance	\$ 11,819		\$ 11,819	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		28000	\$ 28,000	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		600000	\$ 600,000	Foundation
20	Additional Life Insurance Premiums		35000	\$ 35,000	Foundation
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation Salary Supplement		1149999.96	\$ 1,150,000	Foundation
	Explain:				
23	Total Compensation	\$ 221,004	2399499.96	\$ 2,620,504	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Bruce Pontious</u>				
3	Title: <u>Associate Vice Chancellor for Advancement</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 139,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 60,750			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 199,800	0	\$ 199,800	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 19,980		\$ 19,980	
10	Health Insurance	\$ 7,228		\$ 7,228	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,305		\$ 5,305	
13	Unemployment Insurance	\$ 890		\$ 890	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		2802.32	\$ 2,802	Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 233,414	2802.32	\$ 236,217	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Jeff Poppell				
3	Title: Head Swimming Coach				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 97,979			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		7750		Foundation
8	Total Base Salary	\$ 97,979	7750	\$ 105,729	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 5,286		\$ 5,286	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,305		\$ 5,305	
13	Unemployment Insurance	\$ 890		\$ 890	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		1250	\$ 1,250	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		10000	\$ 10,000	Foundation
	Explain: Salary Supplement				
23	Total Compensation	\$ 119,841	19000	\$ 138,841	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Mark Power</u>				
3	Title: <u>Associate Vice Chancellor</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 126,999			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 126,999	0	\$ 126,999	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 6,350		\$ 6,350	
10	<u>Health Insurance</u>	\$ 10,170		\$ 10,170	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,611		\$ 6,611	
13	<u>Unemployment Insurance</u>	\$ 540		\$ 540	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 150,882	0	\$ 150,882	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Danny Pugh</u>				
3	Title: <u>Associate Vice Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 150,788			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 22,612			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 173,400	0	\$ 173,400	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 17,340		\$ 17,340	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,911		\$ 5,911	
13	Unemployment Insurance	\$ 744		\$ 744	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 207,777	0	\$ 207,777	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Robert Pulliza</u>				
3	Title: <u>Head Volleyball Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 97,981			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		4019		Foundation
8	Total Base Salary	\$ 97,981	4019	\$ 102,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,200		\$ 10,200	Auxiliary & Foundation
10	Health Insurance	\$ 3,176		\$ 3,176	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 6,640		\$ 6,640	Auxiliary & Foundation
13	Unemployment Insurance	\$ 472		\$ 472	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		4350	\$ 4,350	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		1620	\$ 1,620	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 118,680	9989	\$ 128,669	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Scott Ramoly</u>				
3	Title: <u>AREON Network Engineer</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,100			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,100	0	\$ 107,100	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 5,998		\$ 5,998	
10	<u>Health Insurance</u>	\$ 10,170		\$ 10,170	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,445		\$ 6,445	
13	<u>Unemployment Insurance</u>	\$ 457		\$ 457	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 130,382	0	\$ 130,382	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Jim Rankin</u>				
3	Title: <u>Vice Chancellor for Student Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 164,047			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 41,012			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		11941		Foundation
8	Total Base Salary	\$ 205,059	11941	\$ 217,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,974		\$ 13,974	
10	Health Insurance	\$ 9,204		\$ 9,204	
11	Life Insurance	\$ 140		\$ 140	
12	Social Security Match	\$ 13,381		\$ 13,381	
13	Unemployment Insurance	\$ 953		\$ 953	
14	Long-Term Disability Insurance	\$ 50		\$ 50	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		5727.27	\$ 5,727	Foundation
16	House(s) Provided or Housing Allowance		9000	\$ 9,000	Foundation
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 242,763	26668.27	\$ 269,431	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Pauline Rankin</u>				
3	Title: <u>Dean</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 150,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 150,000	0	\$ 150,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 21,000		\$ 21,000	
10	<u>Health Insurance</u>	\$ 3,176		\$ 3,176	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 8,882		\$ 8,882	
13	<u>Unemployment Insurance</u>	\$ 656		\$ 656	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 183,925	0	\$ 183,925	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Javier Reyes</u>				
3	Title: <u>Associate Dean of Walton College of Business</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 135,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		15000		Foundation
8	Total Base Salary	\$ 135,000	15000	\$ 150,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,976		\$ 6,976	
10	Health Insurance	\$ 8,254		\$ 8,254	
11	Life Insurance	\$ 125		\$ 125	
12	Social Security Match	\$ 6,834		\$ 6,834	
13	Unemployment Insurance	\$ 588		\$ 588	
14	Long-Term Disability Insurance	\$ 45		\$ 45	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 157,822	15000	\$ 172,822	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Lona Robinson</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 117,630			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 117,630	0	\$ 117,630	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 8,912		\$ 8,912	
10	<u>Health Insurance</u>	\$ 3,387		\$ 3,387	
11	<u>Life Insurance</u>	\$ 166		\$ 166	
12	<u>Social Security Match</u>	\$ 5,407		\$ 5,407	
13	<u>Unemployment Insurance</u>	\$ 384		\$ 384	
14	<u>Long-Term Disability Insurance</u>	\$ 60		\$ 60	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 135,946	0	\$ 135,946	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Mark Robinson</u>				
3	Title: <u>Project/Program Director</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 86,960			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		13840		Foundation
8	Total Base Salary	\$ 86,960	13840	\$ 100,800	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 4,844		\$ 4,844	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,051		\$ 7,051	Auxiliary & Foundation
13	Unemployment Insurance	\$ 500		\$ 500	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		7750	\$ 7,750	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		7500	\$ 7,500	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 109,736	29090	\$ 138,826	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Willy Robinson				
3	Title: Defensive Coordinator				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 119,275			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		205725		Foundation
8	Total Base Salary	\$ 119,275	205725	\$ 325,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,524		\$ 24,524	Auxiliary & Foundation
10	Health Insurance	\$ 7,228		\$ 7,228	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,946		\$ 7,946	Auxiliary & Foundation
13	Unemployment Insurance	\$ 1,508		\$ 1,508	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		25000	\$ 25,000	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 160,693	230725	\$ 391,418	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Richard Roeder</u>				
3	Title: <u>Associate Director of Agriculture Experiment Station</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 155,056			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 25,244			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 180,300	0	\$ 180,300	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 17,190		\$ 17,190	
10	Health Insurance	\$ 10,332		\$ 10,332	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,254		\$ 6,254	
13	Unemployment Insurance	\$ 739		\$ 739	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 215,027	0	\$ 215,027	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Rosemary Ruff</u>				
3	Title: <u>Director of Research and Sponsored Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 102,395			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 102,395	0	\$ 102,395	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,240		\$ 10,240	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,339		\$ 6,339	
13	Unemployment Insurance	\$ 450		\$ 450	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 119,636	0	\$ 119,636	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Melissa Rust</u>				
3	Title: <u>Vice President for University Relations and Public Service</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 143,148			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 143,148	0	\$ 143,148	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,399		\$ 14,399	
10	Health Insurance	\$ 3,176		\$ 3,176	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,309		\$ 6,309	
13	Unemployment Insurance	\$ 628		\$ 628	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 168,571	0	\$ 168,571	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>James Rutherford</u>				
3	Title: <u>Dean of Clinton School</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 168,431			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 20,569			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 189,000	0	\$ 189,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 18,900		\$ 18,900	
10	Health Insurance	\$ 7,228		\$ 7,228	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,628		\$ 5,628	
13	Unemployment Insurance	\$ 822		\$ 822	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 221,790	0	\$ 221,790	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Ashok Saxena</u>				
3	Title: <u>Dean of Engineering</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 200,271			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		69573		Endowed Chair
8	Total Base Salary	\$ 200,271	69573	\$ 269,844	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,321		\$ 24,321	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,836		\$ 6,836	
13	Unemployment Insurance	\$ 1,203		\$ 1,203	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		6000	\$ 6,000	Foundation
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		3108.3	\$ 3,108	Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 240,075	78681.3	\$ 318,756	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Jean Schook</u>				
3	Title: <u>Associate Vice Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 113,525			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 113,525	0	\$ 113,525	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,298		\$ 14,298	
10	Health Insurance	\$ 9,581		\$ 9,581	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,648		\$ 6,648	
13	Unemployment Insurance	\$ 472		\$ 472	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	818.1	81.9	\$ 900	Foundation
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 145,554	81.9	\$ 145,636	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Bill Schwab</u>				
3	Title: <u>Dean</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 161,851			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 18,149			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 180,000	0	\$ 180,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 18,108		\$ 18,108	
10	Health Insurance	\$ 6,054		\$ 6,054	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,812		\$ 5,812	
13	Unemployment Insurance	\$ 767		\$ 767	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 211,853	0	\$ 211,853	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Judy Schwab</u>				
3	Title: <u>Associate Vice Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 135,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 135,000	0	\$ 135,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,584		\$ 13,584	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,445		\$ 6,445	
13	Unemployment Insurance	\$ 592		\$ 592	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 159,706	0	\$ 159,706	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Jeff Shannon				
3	Title: Dean				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 161,851			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 4,704			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 166,555	0	\$ 166,555	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 16,728		\$ 16,728	
10	Health Insurance	\$ 9,328		\$ 9,328	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,963		\$ 5,963	
13	Unemployment Insurance	\$ 739		\$ 739	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	600		\$ 600	
	Explain: Career Service Award				
	Telecommunications, work related expenses, travel		\$ 5,600	5600	Foundation
23	Total Compensation	\$ 200,125	5600	\$ 205,725	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Huda Sharaf</u>				
3	Title: <u>Physician - Health Center</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 126,848			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 126,848	0	\$ 126,848	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,322		\$ 6,322	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,646		\$ 6,646	
13	Unemployment Insurance	\$ 515		\$ 515	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 150,713	0	\$ 150,713	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Todd Shields</u>				
3	Title: <u>Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 142,466			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		15830		Endowed Chair
8	Total Base Salary	\$ 142,466	15830	\$ 158,296	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 15,830		\$ 15,830	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,092		\$ 7,092	
13	Unemployment Insurance	\$ 671		\$ 671	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 176,441	15830	\$ 192,271	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Patty Siebenmorgen</u>				
3	Title: <u>Associate Director of Agricultural Experiment Station</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 147,653			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 147,653	0	\$ 147,653	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 14,873		\$ 14,873	
10	<u>Health Insurance</u>	\$ 1,925		\$ 1,925	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,293		\$ 6,293	
13	<u>Unemployment Insurance</u>	\$ 645		\$ 645	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>	\$ 900		\$ 900	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 172,501	0	\$ 172,501	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Carlia Smith</u>				
3	Title: <u>Associate Vice President</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 134,529			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 134,529	0	\$ 134,529	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 13,453		\$ 13,453	
10	<u>Health Insurance</u>	\$ 3,176		\$ 3,176	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 6,406		\$ 6,406	
13	<u>Unemployment Insurance</u>	\$ 579		\$ 579	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 158,355	0	\$ 158,355	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>John Smith</u>				
3	Title: <u>Assistant Football Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,263			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		115737		Foundation
8	Total Base Salary	\$ 119,263	115737	\$ 235,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 22,388		\$ 22,388	Auxiliary & Foundation
10	Health Insurance	\$ 7,232		\$ 7,232	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 7,200		\$ 7,200	Auxiliary & Foundation
13	Unemployment Insurance	\$ 1,087		\$ 1,087	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		7750	\$ 7,750	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		17500	\$ 17,500	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 157,382	140987	\$ 298,369	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Thomas Smith</u>				
3	Title: <u>Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 161,851			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 6,149			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 168,000	0	\$ 168,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,080		\$ 10,080	
10	Health Insurance	\$ 9,581		\$ 9,581	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,202		\$ 6,202	
13	Unemployment Insurance	\$ 725		\$ 725	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 194,800	0	\$ 194,800	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Phil Stafford</u>				
3	Title: <u>Project/Program Specialist</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 45,320			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		60445		Foundation
8	Total Base Salary	\$ 45,320	60445	\$ 105,765	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 5,324		\$ 5,324	
10	Health Insurance	\$ 7,228		\$ 7,228	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,492		\$ 6,492	
13	Unemployment Insurance	\$ 461		\$ 461	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		600	\$ 600	Foundation
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 65,037	61045	\$ 126,082	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Tracey Stehlik				
3	Title: Associate Director of Athletics				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 101,316			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 101,316	0	\$ 101,316	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,244		\$ 10,244	Auxiliary
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 6,253		\$ 6,253	Auxiliary
13	Unemployment Insurance	\$ 444		\$ 444	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	Auxiliary
	Explain: Career Service Award				
23	Total Compensation	\$ 129,538	0	\$ 129,538	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>B. Alan Sugg</u>				
3	Title: <u>President, University of Arkansas</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 294,953			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 294,953	0	\$ 294,953	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 23,752		\$ 23,752	
10	Health Insurance	\$ 7,232		\$ 7,232	
11	Life Insurance	\$ 101		\$ 101	
12	Social Security Match	\$ 7,303		\$ 7,303	
13	Unemployment Insurance	\$ 1,284		\$ 1,284	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		\$ 4,800	\$ 4,800	Foundation
16	House(s) Provided or Housing Allowance		\$ 24,703	\$ 24,703	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 800		\$ 800	
23	Total Compensation	\$ 335,481	\$ 29,503	\$ 364,984	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Gina Terry</u>				
3	Title: <u>Director of Internal Audits</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 107,298			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,298	0	\$ 107,298	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,452		\$ 10,452	
10	Health Insurance	\$ 3,176		\$ 3,176	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,336		\$ 6,336	
13	Unemployment Insurance	\$ 450		\$ 450	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 128,523	0	\$ 128,523	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Matt Trantham				
3	Title: Sr. Associate Athletic Director				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 135,200			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 135,200	0	\$ 135,200	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,520		\$ 13,520	Auxiliary
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 6,574		\$ 6,574	Auxiliary
13	Unemployment Insurance	\$ 681		\$ 681	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		10833	\$ 10,833	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		10000	\$ 10,000	Foundation
	Explain: Salary Supplement				
23	Total Compensation	\$ 166,414	20833	\$ 187,247	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Dave Van Horn				
3	Title: Baseball Coach				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 97,988			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		127012		Foundation
8	Total Base Salary	\$ 97,988	127012	\$ 225,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 22,500		\$ 22,500	Auxiliary & Foundation
10	Health Insurance	\$ 10,170		\$ 10,170	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 645		\$ 645	Auxiliary & Foundation
13	Unemployment Insurance	\$ 1,143		\$ 1,143	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		13250	\$ 13,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation		25000	\$ 25,000	Foundation
	Explain: Salary Supplement				
23	Total Compensation	\$ 132,658	165262	\$ 297,920	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Kathy Van Laningham				
3	Title: Vice Provost				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 145,042			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 145,042	0	\$ 145,042	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,600		\$ 14,600	
10	Health Insurance	\$ 6,054		\$ 6,054	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,463		\$ 6,463	
13	Unemployment Insurance	\$ 629		\$ 629	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 800		\$ 800	
	Explain: Career Service Award				
23	Total Compensation	\$ 173,801	0	\$ 173,801	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Scott Varady</u>				
3	Title: <u>Associate Vice President</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 139,923			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 2,877			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 142,800	0	\$ 142,800	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 7,176		\$ 7,176	
10	Health Insurance	\$ 10,227		\$ 10,227	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,393		\$ 6,393	
13	Unemployment Insurance	\$ 591		\$ 591	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 168,000	0	\$ 168,000	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Michael Vayda</u>				
3	Title: <u>Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 161,851			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 32,105			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		16044		Foundation
8	Total Base Salary	\$ 193,956	16044	\$ 210,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 21,000		\$ 21,000	
10	Health Insurance	\$ 10,227		\$ 10,227	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 13,012		\$ 13,012	
13	Unemployment Insurance	\$ 923		\$ 923	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 239,330	16044	\$ 255,374	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Jason Veltkamp</u>				
3	Title: <u>Assistant Football Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 119,259			Auxiliary
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		69741		Foundation
8	Total Base Salary	\$ 119,259	69741	\$ 189,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 9,101		\$ 9,101	Auxiliary & Foundation
10	Health Insurance	\$ 10,227		\$ 10,227	Auxiliary & Foundation
11	Life Insurance	\$ 156		\$ 156	Auxiliary & Foundation
12	Social Security Match	\$ 13,012		\$ 13,012	Auxiliary & Foundation
13	Unemployment Insurance	\$ 923		\$ 923	Auxiliary & Foundation
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary & Foundation
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		7250	\$ 7,250	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		14583	\$ 14,583	Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 152,734	91574	\$ 244,308	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>T.A. Walton</u>				
3	Title: <u>Research Associate</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>				
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		120000		Grant
8	Total Base Salary	\$ -	120000	\$ 120,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match		11411.9	\$ 11,412	Grant
10	Health Insurance		10169.6	\$ 10,170	Grant
11	Life Insurance		156	\$ 156	Grant
12	Social Security Match		6794.89	\$ 6,795	Grant
13	Unemployment Insurance		482.22	\$ 482	Grant
14	Long-Term Disability Insurance		56.04	\$ 56	Grant
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ -	149070.65	\$ 149,071	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Melvin Watkins</u>				
3	Title: <u>Assistant Basketball Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 105,060			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		194940		Foundation
8	Total Base Salary	\$ 105,060	194940	\$ 300,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 1,357		\$ 1,357	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 16		\$ 16	
12	Social Security Match	\$ 1,683		\$ 1,683	
13	Unemployment Insurance	\$ 119		\$ 119	
14	Long-Term Disability Insurance	\$ 6		\$ 6	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		2382	\$ 2,382	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 108,241	197322	\$ 305,563	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas				
2	Employee Name: Dean Weber				
3	Title: Assistant Football Coach				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 108,150			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 108,150	0	\$ 108,150	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,923		\$ 10,923	Auxiliary
10	Health Insurance	\$ 3,176		\$ 3,176	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 6,656		\$ 6,656	Auxiliary
13	Unemployment Insurance	\$ 505		\$ 505	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		6397	\$ 6,397	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		1440	\$ 1,440	Foundation
22	Other Compensation	\$ 900		\$ 900	Auxiliary
	Explain: Career Service Award				
23	Total Compensation	\$ 130,522	7837	\$ 138,359	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Steven Wood</u>				
3	Title: <u>Associate Vice President</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 133,000	0	\$ 133,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 2,856		\$ 2,856	
10	Health Insurance	\$ 2,034		\$ 2,034	
11	Life Insurance	\$ 31		\$ 31	
12	Social Security Match	\$ 1,862		\$ 1,862	
13	Unemployment Insurance	\$ 132		\$ 132	
14	Long-Term Disability Insurance	\$ 11		\$ 11	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 139,927	0	\$ 139,927	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Elizabeth Woods</u>				
3	Title: <u>Physician - Health Center</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 131,002			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 131,002	0	\$ 131,002	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,184		\$ 13,184	Auxiliary
10	Health Insurance	\$ 4,317		\$ 4,317	Auxiliary
11	Life Insurance	\$ 156		\$ 156	Auxiliary
12	Social Security Match	\$ 6,530		\$ 6,530	Auxiliary
13	Unemployment Insurance	\$ 566		\$ 566	Auxiliary
14	Long-Term Disability Insurance	\$ 56		\$ 56	Auxiliary
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	Auxiliary
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 156,511	0	\$ 156,511	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Dan Worrell</u>				
3	Title: <u>Dean of Business Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 238,248			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 56,458			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 294,706	0	\$ 294,706	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,793		\$ 24,793	
10	Health Insurance	\$ 10,227		\$ 10,227	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,718		\$ 7,718	
13	Unemployment Insurance	\$ 1,432		\$ 1,432	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation <u>Telecommunication, work expenses, travel</u>		\$ 33,336	\$ 33,336	Foundation
	Explain:				
23	Total Compensation	\$ 339,087	33336	\$ 372,423	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Juana Young</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 104,057			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 104,057	0	\$ 104,057	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,406		\$ 10,406	
10	Health Insurance	\$ 3,173		\$ 3,173	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,358		\$ 6,358	
13	Unemployment Insurance	\$ 451		\$ 451	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 124,657	0	\$ 124,657	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Matt Zimmerman</u>				
3	Title: <u>Assistant Basketball Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 105,077			Auxiliary
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		64923		Foundation
8	Total Base Salary	\$ 105,077	64923	\$ 170,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match			\$ -	
10	Health Insurance			\$ -	
11	Life Insurance			\$ -	
12	Social Security Match	\$ 954		\$ 954	
13	Unemployment Insurance	\$ 68		\$ 68	
14	Long-Term Disability Insurance			\$ -	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		2026	\$ 2,026	Taxable Benefit
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 106,098	66949	\$ 173,047	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas</u>				
2	Employee Name: <u>Robert Zimmerman</u>				
3	Title: <u>Associate Vice Chancellor for University Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 168,956			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 168,956	0	\$ 168,956	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 16,452		\$ 16,452	
10	<u>Health Insurance</u>	\$ 7,228		\$ 7,228	
11	<u>Life Insurance</u>	\$ 101		\$ 101	
12	<u>Social Security Match</u>	\$ 6,055		\$ 6,055	
13	<u>Unemployment Insurance</u>	\$ 715		\$ 715	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>	\$ 800		\$ 800	
	Explain: <u>Career Service Award</u>				
23	Total Compensation	\$ 200,363	0	\$ 200,363	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas School for Mathematics, Sciences and the Arts</u>				
2	Employee Name: <u>Janet Hugo</u>				
3	Title: <u>Director</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 104,337			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 17,563			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 121,900	0	\$ 121,900	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,066		\$ 17,066	
10	Health Insurance	\$ 6,866		\$ 6,866	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,659		\$ 6,659	
13	Unemployment Insurance	\$ 536		\$ 536	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ 250		\$ 250	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 153,489	0	\$ 153,489	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Ashley Smith

Phone No. (501) 622-5118

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Sam Boyster</u>				
3	Title: <u>Sr. Project Program Director</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 97,350			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 24,338			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 4,563		
8	Total Base Salary	\$ 121,688	4562.5	\$ 126,250	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,625		\$ 12,625	
10	Health Insurance	\$ 10,552		\$ 10,552	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,794		\$ 8,794	
13	Unemployment Insurance	\$ 556		\$ 556	
14	State Workers' Compensation	\$ 442		\$ 442	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 154,868	\$ 4,563	\$ 159,431	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Karen Ballard</u>				
3	Title: <u>Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 112,077			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,077	0	\$ 112,077	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,208		\$ 11,208	
10	Health Insurance	\$ 538		\$ 538	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,572		\$ 8,572	
13	Unemployment Insurance	\$ 493		\$ 493	
14	State Workers' Compensation	\$ 392		\$ 392	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 133,492	\$ -	\$ 133,492	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Kelly Bryant</u>				
3	Title: <u>Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 126,622			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 126,622	0	\$ 126,622	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 8,863		\$ 8,863	
10	Health Insurance	\$ 10,552		\$ 10,552	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,507		\$ 8,507	
13	Unemployment Insurance	\$ 557		\$ 557	
14	State Workers' Compensation	\$ 443		\$ 443	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 155,756	\$ -	\$ 155,756	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Richard Cartwright</u>				
3	Title: <u>Associate Director</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 155,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 155,000	0	\$ 155,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,821		\$ 14,821	
10	Health Insurance	\$ 10,552		\$ 10,552	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,452		\$ 9,452	
13	Unemployment Insurance	\$ 519		\$ 519	
14	State Workers' Compensation	\$ 412		\$ 412	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 190,969	\$ -	\$ 190,969	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Victor Ford</u>				
3	Title: <u>Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 117,800			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 117,800	0	\$ 117,800	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 8,835		\$ 8,835	
10	Health Insurance	\$ 5,193		\$ 5,193	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,465		\$ 8,465	
13	Unemployment Insurance	\$ 818		\$ 818	
14	State Workers' Compensation	\$ 412		\$ 412	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 141,736	\$ -	\$ 141,736	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Bob Reynolds</u>				
3	Title: <u>Sr. Project Program Director</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 97,350			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 13,537			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 110,887	0	\$ 110,887	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,019		\$ 11,019	
10	Health Insurance	\$ 3,316		\$ 3,316	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,301		\$ 8,301	
13	Unemployment Insurance	\$ 485		\$ 485	
14	State Workers' Compensation	\$ 386		\$ 386	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 134,605	\$ -	\$ 134,605	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Tommy Riley</u>				
3	Title: <u>Associate Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 109,654			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 109,654	0	\$ 109,654	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,580		\$ 10,580	
10	Health Insurance	\$ 10,678		\$ 10,678	
11	Life Insurance	\$ 217		\$ 217	
12	Social Security Match	\$ 7,968		\$ 7,968	
13	Unemployment Insurance	\$ 482		\$ 482	
14	State Workers' Compensation	\$ 384		\$ 384	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,019	\$ -	\$ 140,019	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Anne Sortor</u>				
3	Title: <u>Associate Director</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 155,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 155,000	0	\$ 155,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,919		\$ 17,919	
10	Health Insurance	\$ 4,720		\$ 4,720	
11	Life Insurance	\$ 290		\$ 290	
12	Social Security Match	\$ 2,131		\$ 2,131	
13	Unemployment Insurance	\$ 657		\$ 657	
14	State Workers' Compensation	\$ 523		\$ 523	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 181,296	\$ -	\$ 181,296	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Kyleen Whitehead</u>				
3	Title: <u>Professor</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 130,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 130,000	0	\$ 130,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,492		\$ 10,492	
10	Health Insurance	\$ 3,576		\$ 3,576	
11	Life Insurance	\$ 104		\$ 104	
12	Social Security Match	\$ 6,363		\$ 6,363	
13	Unemployment Insurance	\$ 370		\$ 370	
14	State Workers' Compensation	\$ 295		\$ 295	
15	Long-Term Disability Insurance	\$ 37		\$ 37	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 151,238	\$ -	\$ 151,238	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Division of Agriculture</u>				
2	Employee Name: <u>Tony Windham</u>				
3	Title: <u>Assoc. V.P. - Ext. Serv./Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 163,433			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 26,817			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 190,250	0	\$ 190,250	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 18,525		\$ 18,525	
10	Health Insurance	\$ 10,552		\$ 10,552	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,688		\$ 9,688	
13	Unemployment Insurance	\$ 815		\$ 815	
14	State Workers' Compensation	\$ 648		\$ 648	
15	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance			\$ -	
17	House(s) Provided or Housing Allowance			\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
19	Annual Bonus			\$ -	
20	Special Bonuses			\$ -	
21	Additional Life Insurance Premiums			\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
23	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 230,691	\$ -	\$ 230,691	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Nazira Khaidakova

Phone No. 501-571-671-2061

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Criminal Justice Institute</u>				
2	Employee Name: <u>Dr. Cheryl P. May</u>				
3	Title: <u>Director</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 112,725			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,725	0	\$ 112,725	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,363		\$ 11,363	
10	Health Insurance	\$ 10,170		\$ 10,170	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match Medicare---1606.61 OASDI---6869.75	\$ 8,476		\$ 8,476	
13	Unemployment Insurance	\$ 488		\$ 488	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service</u>	\$ 900		\$ 900	
23	Total Compensation	\$ 144,333	0	\$ 144,333	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Margaret Cotton

Phone No. 501-570-8048

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Mark E. Arant</u>				
3	Title: <u>Dean/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 111,416			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 5,534			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 116,950	0	\$ 116,950	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,695		\$ 11,695	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 548		\$ 548	
12	Social Security Match	\$ 7,926		\$ 7,926	
13	Unemployment Insurance	\$ 374		\$ 374	
14	Long-Term Disability Insurance	\$ 1,299		\$ 1,299	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 143,922	0	\$ 143,922	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Paul B. Beran</u>				
3	Title: <u>Chancellor UA Fort Smith</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 175,009			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 5,531			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 180,540	0	\$ 180,540	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 18,054		\$ 18,054	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 846		\$ 846	
12	Social Security Match	\$ 9,196		\$ 9,196	
13	Unemployment Insurance	\$ 878		\$ 878	
14	Long-Term Disability Insurance	\$ 2,002		\$ 2,002	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance		1664	\$ 1,664	UA Fort Smith Foundation
16	House(s) Provided or Housing Allowance	\$ 18,000	15,400	\$ 33,400	UA Fort Smith Foundation
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 234,646	17064	\$ 251,710	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Arleene P. Breaux</u>				
3	Title: <u>Vice Chancellor for University Relations/Executive Assistant</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 127,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 127,050	0	\$ 127,050	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,705		\$ 12,705	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 598		\$ 598	
12	Social Security Match	\$ 8,100		\$ 8,100	
13	Unemployment Insurance	\$ 407		\$ 407	
14	Long-Term Disability Insurance	\$ 1,411		\$ 1,411	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 155,401	0	\$ 155,401	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Georgia M. Hale</u>				
3	Title: <u>Dean/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 111,416			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 16,697			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 128,113	0	\$ 128,113	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,811		\$ 12,811	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 605		\$ 605	
12	Social Security Match	\$ 8,106		\$ 8,106	
13	Unemployment Insurance	\$ 410		\$ 410	
14	Long-Term Disability Insurance	\$ 1,304		\$ 1,304	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 156,479	0	\$ 156,479	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Joe M. Hardin</u>				
3	Title: <u>Dean/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 109,880			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 109,880	0	\$ 109,880	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,988		\$ 10,988	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 515		\$ 515	
12	Social Security Match	\$ 7,666		\$ 7,666	
13	Unemployment Insurance	\$ 352		\$ 352	
14	Long-Term Disability Insurance	\$ 1,220		\$ 1,220	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 135,751	0	\$ 135,751	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Robert Mark Horn</u>				
3	Title: <u>Vice Chancellor for Finance & Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 127,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 127,050	0	\$ 127,050	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,775		\$ 12,775	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 598		\$ 598	
12	Social Security Match	\$ 8,138		\$ 8,138	
13	Unemployment Insurance	\$ 409		\$ 409	
14	Long-Term Disability Insurance	\$ 1,411		\$ 1,411	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Arkansas State Career Service</u>	\$ 700			
23	Total Compensation	\$ 156,211	0	\$ 155,511	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>John R. Jones</u>				
3	Title: <u>Dean/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 111,416			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 5,534			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 116,950	0	\$ 116,950	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,695		\$ 11,695	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 522		\$ 522	
12	Social Security Match	\$ 8,579		\$ 8,579	
13	Unemployment Insurance	\$ 374		\$ 374	
14	Long-Term Disability Insurance	\$ 1,232		\$ 1,232	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 144,482	0	\$ 144,482	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Lee E. Krehbiel</u>				
3	Title: <u>Vice Chancellor for Student Services</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 127,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 127,050	0	\$ 127,050	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,705		\$ 12,705	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 598		\$ 598	
12	Social Security Match	\$ 8,009		\$ 8,009	
13	Unemployment Insurance	\$ 407		\$ 407	
14	Long-Term Disability Insurance	\$ 1,412		\$ 1,412	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 155,310	0	\$ 155,310	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Marta M. Loyd</u>				
3	Title: <u>Vice Chancellor for Institutional Advancement</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 127,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 127,050	0	\$ 127,050	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,765		\$ 12,765	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 598		\$ 598	
12	Social Security Match	\$ 8,429		\$ 8,429	
13	Unemployment Insurance	\$ 408		\$ 408	
14	Long-Term Disability Insurance	\$ 1,411		\$ 1,411	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Arkansas State Career Service</u>	\$ 600			
23	Total Compensation	\$ 156,392	0	\$ 155,792	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Kenneth P. McPhail, Jr.</u>				
3	Title: <u>Director of Management Information Systems</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 115,583			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 115,583	0	\$ 115,583	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,558		\$ 11,558	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 525		\$ 525	
12	Social Security Match	\$ 8,443		\$ 8,443	
13	Unemployment Insurance	\$ 370		\$ 370	
14	Long-Term Disability Insurance	\$ 1,243		\$ 1,243	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 142,852	0	\$ 142,852	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Brenda J. Mitchell</u>				
3	Title: <u>Associate Provost/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,367			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 15,359			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 134,726	0	\$ 134,726	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,533		\$ 13,533	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 634		\$ 634	
12	Social Security Match	\$ 8,232		\$ 8,232	
13	Unemployment Insurance	\$ 433		\$ 433	
14	Long-Term Disability Insurance	\$ 1,497		\$ 1,497	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Arkansas State Career Service</u>	\$ 600			
23	Total Compensation	\$ 164,784	0	\$ 164,184	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Carolyn W. Mosley</u>				
3	Title: <u>Dean/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,367			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 936			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,303	0	\$ 120,303	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,030		\$ 12,030	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 567		\$ 567	
12	Social Security Match	\$ 8,412		\$ 8,412	
13	Unemployment Insurance	\$ 355		\$ 355	
14	Long-Term Disability Insurance	\$ 1,336		\$ 1,336	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 148,134	0	\$ 148,134	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Kyle D. Parker</u>				
3	Title: <u>Executive Vice Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 132,100			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 132,100	0	\$ 132,100	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,210		\$ 13,210	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 622		\$ 622	
12	Social Security Match	\$ 8,524		\$ 8,524	
13	Unemployment Insurance	\$ 423		\$ 423	
14	Long-Term Disability Insurance	\$ 1,468		\$ 1,468	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 161,477	0	\$ 161,477	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Carol Penny Pendleton</u>				
3	Title: <u>Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 104,850			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 104,850	0	\$ 104,850	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,575		\$ 10,575	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 494		\$ 494	
12	Social Security Match	\$ 7,404		\$ 7,404	
13	Unemployment Insurance	\$ 338		\$ 338	
14	Long-Term Disability Insurance	\$ 1,164		\$ 1,164	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Arkansas State Career Service</u>	\$ 900			
23	Total Compensation	\$ 130,856	0	\$ 129,956	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Henry Q. Rinne</u>				
3	Title: <u>Dean/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 109,880			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 109,880	0	\$ 109,880	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,988		\$ 10,988	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 515		\$ 515	
12	Social Security Match	\$ 7,751		\$ 7,751	
13	Unemployment Insurance	\$ 352		\$ 352	
14	Long-Term Disability Insurance	\$ 1,220		\$ 1,220	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Arkansas State Career Service</u>	\$ 600			
23	Total Compensation	\$ 136,436	0	\$ 135,836	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Diana L. Rowden</u>				
3	Title: <u>Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 104,850			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 104,850	0	\$ 104,850	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,485		\$ 10,485	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 494		\$ 494	
12	Social Security Match	\$ 7,930		\$ 7,930	
13	Unemployment Insurance	\$ 336		\$ 336	
14	Long-Term Disability Insurance	\$ 1,164		\$ 1,164	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 130,389	0	\$ 130,389	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Brian Ray Wallace</u>				
3	Title: <u>Provost/Chief Academic Officer</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 148,694			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 13,706			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 162,400	0	\$ 162,400	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,240		\$ 16,240	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 764		\$ 764	
12	Social Security Match	\$ 8,877		\$ 8,877	
13	Unemployment Insurance	\$ 520		\$ 520	
14	Long-Term Disability Insurance	\$ 1,805		\$ 1,805	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 195,735	0	\$ 195,735	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas - Fort Smith</u>				
2	Employee Name: <u>Steve W. Williams</u>				
3	Title: <u>Dean/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,367			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 9,022			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		30,274		UA Fort Smith Foundation
8	Total Base Salary	\$ 128,389	30,274	\$ 158,663	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,866		\$ 15,866	
10	Health Insurance	\$ 5,130		\$ 5,130	
11	Life Insurance	\$ 747		\$ 747	
12	Social Security Match	\$ 8,926		\$ 8,926	
13	Unemployment Insurance	\$ 508		\$ 508	
14	Long-Term Disability Insurance	\$ 1,764		\$ 1,764	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 161,329	30274.26	\$ 191,604	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Bryant

Phone No. 479-788-7055

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Robert H. Adams</u>				
3	Title: <u>Vice Chancellor for Finance & Admin</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 144,310			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 29,123			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 173,433	0	\$ 173,433	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,343		\$ 17,343	
10	Health Insurance	\$ 395		\$ 395	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,122		\$ 9,122	
13	Unemployment Insurance	\$ 832		\$ 832	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 28		\$ 28	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 201,365	0	\$ 201,365	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Joel E. Anderson</u>				
3	Title: <u>Chancellor U of A at Little Rock</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 175,009			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 37,376			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 7,021		Foundation
8	Total Base Salary	\$ 212,385	\$ 7,021	\$ 219,406	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 21,326	\$ 705.00	\$ 22,031	Foundation
10	Health Insurance	\$ 7,457	\$ 246.00	\$ 7,703	Foundation
11	Life Insurance	\$ 151	\$ 5.00	\$ 156	Foundation
12	Social Security Match	\$ 9,453	\$ 312.00	\$ 9,765	Foundation
13	Unemployment Insurance	\$ 1,023	\$ 34.00	\$ 1,057	Foundation
14	Long-Term Disability Insurance	\$ 54	\$ 2.00	\$ 56	Foundation
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 909		\$ 909	
16	House(s) Provided or Housing Allowance	\$ 4,120		\$ 4,120	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 872	\$ 28	\$ 900	Foundation
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 257,750	\$ 8,353	\$ 266,103	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Deborah J. Baldwin</u>				
3	Title: <u>Dean of Schools/Colleges</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 133,616			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 133,616	0	\$ 133,616	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,362		\$ 13,362	
10	Health Insurance	\$ 7,703		\$ 7,703	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,509		\$ 8,509	
13	Unemployment Insurance	\$ 641		\$ 641	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 700		\$ 700	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 164,743	0	\$ 164,743	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>David O. Belcher</u>				
3	Title: <u>Provost & VCAA</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 148,694			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 27,489			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 176,183	0	\$ 176,183	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,618		\$ 17,618	
10	Health Insurance	\$ 7,703		\$ 7,703	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,170		\$ 9,170	
13	Unemployment Insurance	\$ 846		\$ 846	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,678		\$ 1,678	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 213,410	0	\$ 213,410	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Abhijit Bhattacharyya</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 124,153			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 124,153	0	\$ 124,153	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,415		\$ 12,415	
10	Health Insurance	\$ 11,587		\$ 11,587	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,291		\$ 8,291	
13	Unemployment Insurance	\$ 596		\$ 596	
14	Long-Term Disability Insurance	\$ 50		\$ 50	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 157,248	0	\$ 157,248	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: UALR				
2	Employee Name: Alexandru S. Biris				
3	Title: Director of Nanotechnology Center				
4	Base Salary: Salary within the Line-Item Maximum for 2010-2011				
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 104,550		Nanotechnology Lab Grant 74.029%, Adv Thin Film Organic/Hybrid - 10.26%, Deve of Adv Pro for Anti-Icning App - 8.21%, Adv Func Nanomaterials - 7.5%
8	Total Base Salary	\$ -	\$ 104,550	\$ 104,550	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match		\$ 11,005	\$ 11,005	Nanotechnology Lab Grant 74.029%, Adv Thin Film Organic/Hybrid - 10.26%, Deve of Adv Pro for Anti-Icning App - 8.21%, Adv Func Nanomaterials - 7.5%
10	Health Insurance		\$ 3,403	\$ 3,403	Nanotechnology Lab Grant 74.029%, Adv Thin Film Organic/Hybrid - 10.26%, Deve of Adv Pro for Anti-Icning App - 8.21%, Adv Func Nanomaterials - 7.5%
11	Life Insurance		\$ 156	\$ 156	Nanotechnology Lab Grant 74.029%, Adv Thin Film Organic/Hybrid - 10.26%, Deve of Adv Pro for Anti-Icning App - 8.21%, Adv Func Nanomaterials - 7.5%
12	Social Security Match		\$ 8,219	\$ 8,219	Nanotechnology Lab Grant 74.029%, Adv Thin Film Organic/Hybrid - 10.26%, Deve of Adv Pro for Anti-Icning App - 8.21%, Adv Func Nanomaterials - 7.5%
13	Unemployment Insurance		\$ 533	\$ 533	Nanotechnology Lab Grant 74.029%, Adv Thin Film Organic/Hybrid - 10.26%, Deve of Adv Pro for Anti-Icning App - 8.21%, Adv Func Nanomaterials - 7.5%
14	Long-Term Disability Insurance		\$ 56	\$ 56	Nanotechnology Lab Grant 74.029%, Adv Thin Film Organic/Hybrid - 10.26%, Deve of Adv Pro for Anti-Icning App - 8.21%, Adv Func Nanomaterials - 7.5%
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation Faculty Excellence in Research Award	\$ 5,500		\$ 5,500	
	Explain:				
23	Total Compensation	\$ 5,500	\$ 127,922	\$ 133,422	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Angela M Brenton</u>				
3	Title: <u>Dean of Schools/Colleges</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 121,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 121,000	0	\$ 121,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,304		\$ 12,304	
10	Health Insurance	\$ 10,815		\$ 10,815	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,331		\$ 8,331	
13	Unemployment Insurance	\$ 591		\$ 591	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ 1,440		\$ 1,440	
	Explain: <u>Teaching Credit Course</u>				
23	Total Compensation	\$ 155,293	0	\$ 155,293	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Anthony F. Chelte</u>				
3	Title: <u>Dean of Business Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 140,982			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 33,963			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 13,905		Donaghy Dean Business
8	Total Base Salary	\$ 174,945	\$ 13,905	\$ 188,850	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 18,076	\$ 1,436	\$ 19,512	Donaghy Dean Business
10	Health Insurance	\$ 3,153	\$ 250	\$ 3,403	Donaghy Dean Business
11	Life Insurance	\$ 145	\$ 11	\$ 156	Donaghy Dean Business
12	Social Security Match	\$ 8,716	\$ 692	\$ 9,408	Donaghy Dean Business
13	Unemployment Insurance	\$ 868	\$ 69	\$ 937	Donaghy Dean Business
14	Long-Term Disability Insurance	\$ 52	\$ 4	\$ 56	Donaghy Dean Business
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ 6,269	Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 205,955	\$ 16,367	\$ 228,591	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Bob G. Denman</u>				
3	Title: <u>Director of Development</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 124,284			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 40,253		Donaghey Development Support
8	Total Base Salary	\$ 124,284	\$ 40,253	\$ 164,537	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,199	\$ 4,325	\$ 17,524	Donaghey Development Support
10	Health Insurance	\$ 5,505	\$ 1,803	\$ 7,308	Donaghey Development Support
11	Life Insurance	\$ 117	\$ 39	\$ 156	Donaghey Development Support
12	Social Security Match	\$ 6,885	\$ 2,256	\$ 9,141	Donaghey Development Support
13	Unemployment Insurance	\$ 633	\$ 208	\$ 841	Donaghey Development Support
14	Long-Term Disability Insurance	\$ 42	\$ 14	\$ 56	Donaghey Development Support
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 384		\$ 384	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 10,673.0	\$ 10,704	Foundation - Faculty & Staff
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 151,049	\$ 59,571	\$ 210,650	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>John M DiPippa</u>				
3	Title: <u>Dean of Law School</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 167,987			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 31,105			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -			
7	Remaining Salary from other Sources		\$ 10,258		Clinton Prof Const Law
8	Total Base Salary	\$ 199,092	\$ 10,258	\$ 209,350	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 20,575	\$ 1,060	\$ 21,635	Clinton Prof Const Law
10	Health Insurance	\$ 3,054	\$ 157	\$ 3,211	Clinton Prof Const Law
11	Life Insurance	\$ 148	\$ 8	\$ 156	Clinton Prof Const Law
12	Social Security Match	\$ 9,270	\$ 478	\$ 9,748	Clinton Prof Const Law
13	Unemployment Insurance	\$ 987	\$ 51	\$ 1,038	Clinton Prof Const Law
14	Long-Term Disability Insurance	\$ 53	\$ 3	\$ 56	Clinton Prof Const Law
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ 7,000		\$ 7,000	
	Explain: Compensation for teaching courses at the Clinton School for Public Service.				
23	Total Compensation	\$ 240,179	\$ 12,015	\$ 252,194	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Wanda V. Dole</u>				
3	Title: <u>Dean of Library</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 107,140			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,140	0	\$ 107,140	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,714		\$ 10,714	
10	Health Insurance	\$ 3,403		\$ 3,403	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,149		\$ 8,149	
13	Unemployment Insurance	\$ 514		\$ 514	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 130,132	0	\$ 130,132	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Charles W. Donaldson</u>				
3	Title: <u>Vice Chancellor for Educational Services</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 129,106			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 129,106	0	\$ 129,106	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,001		\$ 13,001	
10	Health Insurance	\$ 7,703		\$ 7,703	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,459		\$ 8,459	
13	Unemployment Insurance	\$ 624		\$ 624	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 39		\$ 39	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 160,044	0	\$ 160,044	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Joe M. Foley</u>				
3	Title: <u>Head Basketball Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 120,826			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 33,017		Foundation - Athletics
8	Total Base Salary	\$ 120,826	\$ 33,017	\$ 153,843	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,102	\$ 4,024	\$ 19,126	Foundation - Athletics
10	Health Insurance	\$ 2,847	\$ 759	\$ 3,606	Foundation - Athletics
11	Life Insurance	\$ 123	\$ 33	\$ 156	Foundation - Athletics
12	Social Security Match	\$ 7,414	\$ 1,975	\$ 9,389	Foundation - Athletics
13	Unemployment Insurance	\$ 725	\$ 193	\$ 918	Foundation - Athletics
14	Long-Term Disability Insurance	\$ 44	\$ 12	\$ 56	Foundation - Athletics
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 665		\$ 665	
16	House(s) Provided or Housing Allowance				
17	Deferred Compensation Actually Paid During Fiscal Year				
18	Annual Bonus	\$ 702	\$ 198	\$ 900	Foundation - Athletics
19	Special Bonuses <u>Women's Basketball Championship Bonus</u>		\$ 18,436	\$ 18,436	Foundation - Athletics
20	Additional Life Insurance Premiums				
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 7,200	\$ 7,200	Trojan Athletic Foundation
22	Other Compensation			\$ -	
	Explain: <u>Compensation for Sports Radio Show as per 2010-2011 contract</u>		15000	15000	
23	Total Compensation	\$ 148,448	\$ 65,847	\$ 229,295	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Michael A. Gealt</u>				
3	Title: <u>Dean of Science & Math</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 140,982			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 24,396			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 165,378	0	\$ 165,378	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,538		\$ 16,538	
10	Health Insurance	\$ 3,403		\$ 3,403	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,989		\$ 8,989	
13	Unemployment Insurance	\$ 794		\$ 794	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 195,314	0	\$ 195,314	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Mary L. Good</u>				
3	Title: <u>Dean of Engineering - EIT</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-2011</u>	\$ 167,098			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		\$ 28,842		INBRE Yr 5 Grant, and INBRE Partner for Biomedical Research Grant-4.508% and Donaghey Dean/CISSE-10.212%
8	Total Base Salary	\$ 167,098	\$ 28,842	\$ 195,940	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 8,134	\$ 1,451	\$ 9,585	INBRE Yr 5 Grant, and INBRE Partner for Biomedical Research Grant-4.508% and Donaghey Dean/CISSE-10.212%
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 133	\$ 23	\$ 156	INBRE Yr 5 Grant, and INBRE Partner for Biomedical Research Grant-4.508% and Donaghey Dean/CISSE-10.212%
12	Social Security Match	\$ 7,614	\$ 1,815	\$ 9,429	INBRE Yr 5 Grant, and INBRE Partner for Biomedical Research Grant-4.508% and Donaghey Dean/CISSE-10.212%
13	Unemployment Insurance	\$ 8,081	\$ 1,395	\$ 9,476	INBRE Yr 5 Grant, and INBRE Partner for Biomedical Research Grant-4.508% and Donaghey Dean/CISSE-10.212%
14	Long-Term Disability Insurance	\$ 47	\$ 9	\$ 56	INBRE Yr 5 Grant, and INBRE Partner for Biomedical Research Grant-4.508% and Donaghey Dean/CISSE-10.212%
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 600	88.32	\$ 512	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 191,707	\$ 33,623	\$ 225,153	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Sandra R. Greenwood</u>				
3	Title: <u>Exec Assist to the Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 119,437			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 119,437		\$ 119,437	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,034		\$ 12,034	
10	Health Insurance	\$ 7,703		\$ 7,703	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,318		\$ 8,318	
13	Unemployment Insurance	\$ 578		\$ 578	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 149,182	0	\$ 149,182	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Gregory L. Hamilton</u>				
3	Title: <u>Senior Research/Extension Spec</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 100,767			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 1,449		EDA University Center Project
8	Total Base Salary	\$ 100,767	\$ 1,449	\$ 102,216	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,136	\$ 146	\$ 10,282	EDA University Center Project
10	Health Insurance	\$ 10,662	\$ 153	\$ 10,815	EDA University Center Project
11	Life Insurance	\$ 154	\$ 2	\$ 156	EDA University Center Project
12	Social Security Match	\$ 7,700	\$ 111	\$ 7,811	EDA University Center Project
13	Unemployment Insurance	\$ 487	\$ 7	\$ 494	EDA University Center Project
14	Long-Term Disability Insurance	\$ 55	\$ 1	\$ 56	EDA University Center Project
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 591	\$ 9	\$ 600	EDA University Center Project
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 130,552	\$ 1,878	\$ 132,430	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Wanda G. Hoover</u>				
3	Title: <u>Research Associate</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 93,874			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 13,888			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,762	0	\$ 107,762	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,776		\$ 10,776	
10	Health Insurance	\$ 3,403		\$ 3,403	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,141		\$ 8,141	
13	Unemployment Insurance	\$ 517		\$ 517	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 130,811	0	\$ 130,811	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Thomas J. Lynch</u>				
3	Title: <u>Associate Dean</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 104,720			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 104,720	0	\$ 104,720	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,472		\$ 10,472	
10	Health Insurance	\$ 7,703		\$ 7,703	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,938		\$ 7,938	
13	Unemployment Insurance	\$ 503		\$ 503	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 131,548	0	\$ 131,548	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Linda Musun</u>				
3	Title: <u>Dean of Schools/Colleges</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 107,888			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,888	0	\$ 107,888	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,849		\$ 10,849	
10	Health Insurance	\$ 3,403		\$ 3,403	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,174		\$ 8,174	
13	Unemployment Insurance	\$ 521		\$ 521	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 131,647	0	\$ 131,647	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Michael R. Pakko</u>				
3	Title: <u>Senior Research/Extension Specialist</u>				
4	Base Salary:				
5	Salary within the Line-Item Maximum for 2010-2011	\$ 126,769			
6	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 30,810			
7	UAMS Professional Income Allowance (2.5 multiplier)*				
8	Remaining Salary from other Sources		\$ 35,319.00		Regional Innovation Clusters - 6.10% and Univ Center TA Program - 12.21%
9	Total Base Salary	\$ 157,579	\$ 35,319.00	\$ 192,898	
	Benefits Provided to All Full-Time Employees				
10	Retirement Match	\$ 7,879	\$ 1,766.00	\$ 9,645	Regional Innovation Clusters - 6.10% and Univ Center TA Program - 12.21%
11	Health Insurance	\$ 8,834	\$ 1,980.00	\$ 10,814	Regional Innovation Clusters - 6.10% and Univ Center TA Program - 12.21%
12	Life Insurance	\$ 127	\$ 29.00	\$ 156	Regional Innovation Clusters - 6.10% and Univ Center TA Program - 12.21%
13	Social Security Match	\$ 7,617	\$ 1,707.00	\$ 9,324	Regional Innovation Clusters - 6.10% and Univ Center TA Program - 12.21%
14	Unemployment Insurance	\$ 757	\$ 169.00	\$ 926	Regional Innovation Clusters - 6.10% and Univ Center TA Program - 12.21%
15	Long-Term Disability Insurance	\$ 46	\$ 10.00	\$ 56	Regional Innovation Clusters - 6.10% and Univ Center TA Program - 12.21%
	Special Benefits NOT Provided All Employees				
16	Car Provided or Car Allowance	\$ -		\$ -	
17	House(s) Provided or Housing Allowance	\$ -		\$ -	
18	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
19	Annual Bonus	\$ -		\$ -	
20	Special Bonuses	\$ -		\$ -	
21	Additional Life Insurance Premiums	\$ -		\$ -	
22	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
23	Other Compensation	\$ -		\$ -	
	Explain:				
24	Total Compensation	\$ 182,839	40980	\$ 223,819	
25	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Patrick J. Pellicane</u>				
3	Title: <u>Vice Provost for Research</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 137,736			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 25,864			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 163,600	0	\$ 163,600	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,360		\$ 16,360	
10	Health Insurance	\$ 10,037		\$ 10,037	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,936		\$ 8,936	
13	Unemployment Insurance	\$ 785		\$ 785	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 199,930	0	\$ 199,930	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Chris J. Peterson</u>				
3	Title: <u>Director of Athletics</u>				
4	Base Salary:				
5	Salary within the Line-Item Maximum for 2010-2011	\$ 123,020			
6	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
7	UAMS Professional Income Allowance (2.5 multiplier)*				
8	Remaining Salary from other Sources		\$ 51,042		20.347% Foundation-Athletics/ 8.55% Foundation-Misc
9	Total Base Salary	\$ 123,020	\$ 51,042	\$ 174,062	
10	Benefits Provided to All Full-Time Employees				
11	Retirement Match	\$ 12,594	\$ 5,118	\$ 17,712	20.347% Foundation-Athletics/ 8.55% Foundation-Misc
12	Health Insurance	\$ 7,690	\$ 3,125	\$ 10,815	20.347% Foundation-Athletics/ 8.55% Foundation-Misc
13	Life Insurance	\$ 111	\$ 45	\$ 156	20.347% Foundation-Athletics/ 8.55% Foundation-Misc
14	Social Security Match	\$ 6,516	\$ 2,648	\$ 9,164	20.347% Foundation-Athletics/ 8.55% Foundation-Misc
15	Unemployment Insurance	\$ 604	\$ 246	\$ 850	20.347% Foundation-Athletics/ 8.55% Foundation-Misc
16	Long-Term Disability Insurance	\$ 40	\$ 16	\$ 56	20.347% Foundation-Athletics/ 8.55% Foundation-Misc
17	Special Benefits NOT Provided All Employees				
18	Car Provided or Car Allowance	\$ 1,037		\$ 1,037	
19	House(s) Provided or Housing Allowance		\$ -	\$ -	
20	Deferred Compensation Actually Paid During Fiscal Year		\$ -	\$ -	
21	Annual Bonus	\$ 424	\$ 176	\$ 600	20.347% Foundation-Athletics/ 8.55% Foundation-Misc
22	Special Bonuses				
23	Additional Life Insurance Premiums		\$ -	\$ -	
24	Club Dues (Country Club, Civic Clubs, etc.)		\$ 16,262	\$ 16,262	Trojan Athletic Foundation
25	Other Compensation		\$ -	\$ -	
26	Explain:				
27					
28					
29	Total Compensation	\$ 152,036	\$ 78,677	\$ 230,713	
30	Deferred Compensation Annual Accumulation but NOT Paid				

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* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Daryl H Rice</u>				
3	Title: <u>Assoc. Vice Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 102,700			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 102,700	0	\$ 102,700	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,330		\$ 10,330	
10	Health Insurance	\$ 7,703		\$ 7,703	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,852		\$ 7,852	
13	Unemployment Insurance	\$ 496		\$ 496	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 129,893	0	\$ 129,893	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Janet M. Roderick</u>				
3	Title: <u>Director of Arkansas SBDC</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 101,290			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 21,899		Small Bus Development Ctr Grant
8	Total Base Salary	\$ 101,290	\$ 21,899	\$ 123,189	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 7,929	\$ 4,460	\$ 12,389	Small Bus Development Ctr Grant
10	Health Insurance	\$ 4,930	\$ 2,773	\$ 7,703	Small Bus Development Ctr Grant
11	Life Insurance	\$ 100	\$ 56	\$ 156	Small Bus Development Ctr Grant
12	Social Security Match	\$ 5,336	\$ 3,002	\$ 8,338	Small Bus Development Ctr Grant
13	Unemployment Insurance	\$ 381	\$ 214	\$ 595	Small Bus Development Ctr Grant
14	Long-Term Disability Insurance	\$ 36	\$ 20	\$ 56	Small Bus Development Ctr Grant
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 448	\$ 252	\$ 700	Small Bus Development Ctr Grant
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 120,450	\$ 32,676	\$ 153,126	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Roger D. Roderick</u>				
3	Title: <u>Senior Research/Extension Specialist</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 126,769			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 3,231			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 130,000	0	\$ 130,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,000		\$ 13,000	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,481		\$ 8,481	
13	Unemployment Insurance	\$ 624		\$ 624	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 152,317	0	\$ 152,317	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Angela M. Sewall</u>				
3	Title: <u>Dean of Schools/Colleges</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 120,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,000	0	\$ 120,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,060		\$ 12,060	
10	Health Insurance	\$ 3,403		\$ 3,403	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,336		\$ 8,336	
13	Unemployment Insurance	\$ 579		\$ 579	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 145,190	0	\$ 145,190	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Steven L. Shields</u>				
3	Title: <u>Head Basketball Coach</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-2011</u>	\$ 132,394			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		\$ 36,449		Foundation - Athletic
8	Total Base Salary	\$ 132,394	\$ 36,449	\$ 168,843	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,005	\$ 4,406	\$ 20,411	Foundation - Athletics
10	Health Insurance	\$ 5,039	\$ 1,387	\$ 6,426	Foundation - Athletics
11	Life Insurance	\$ 122	\$ 34	\$ 156	Foundation - Athletics
12	Social Security Match	\$ 7,510	\$ 2,067	\$ 9,577	Foundation - Athletics
13	Unemployment Insurance	\$ 768	\$ 212	\$ 980	Foundation - Athletics
14	Long-Term Disability Insurance	\$ 44	\$ 12	\$ 56	Foundation - Athletics
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,268		\$ 1,268	
16	House(s) Provided or Housing Allowance				
17	Deferred Compensation Actually Paid During Fiscal Year				
18	Annual Bonus	\$ 941	\$ 259.06	\$ 1,200	Foundation - Athletics
19	Special Bonuses		\$ 19,070.00	\$ 19,070	Foundation - Athletics
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 7,200	\$ 7,200	Trojans Athletic Foundation
22	Other Compensation				
	Explain: <u>Compensation for Sports Radio Show as per 2010-2011 contract</u>		\$ 15,000	\$ 15,000	Foundation - Athletics
23	Total Compensation	\$ 164,091	\$ 86,096	\$ 250,187	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Jerry G. Stevenson</u>				
3	Title: <u>Dean of Schools/Colleges</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 107,888			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,888	0	\$ 107,888	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,249		\$ 11,249	
10	Health Insurance	\$ 3,403		\$ 3,403	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,237		\$ 8,237	
13	Unemployment Insurance	\$ 540		\$ 540	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ 4,000		\$ 4,000	
	Explain: <u>Special Project for Provost's Office</u>				
23	Total Compensation	\$ 136,129	0	\$ 136,129	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>J. T. Walker</u>				
3	Title: <u>Vice Provost for Innovation and Comm</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 172,385			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 172,385	0	\$ 172,385	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 21,548		\$ 21,548	
10	Health Insurance	\$ 395		\$ 395	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,113		\$ 9,113	
13	Unemployment Insurance	\$ 827		\$ 827	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 204,480	0	\$ 204,480	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>William M. Walker</u>				
3	Title: <u>Vice Chancellor for Univ. Advancement</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 121,599			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 121,599		\$ 121,599	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,953		\$ 11,953	
10	Health Insurance	\$ 7,592		\$ 7,592	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,315		\$ 8,315	
13	Unemployment Insurance	\$ 60		\$ 60	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 73		\$ 73	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 900		\$ 900	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 150,704	0	\$ 150,704	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>Evelyn E. Winston</u>				
3	Title: <u>Vice Chancellor for Information Services</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 120,962			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,962	0	\$ 120,962	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,156		\$ 12,156	
10	Health Insurance	\$ 537		\$ 537	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,380		\$ 8,380	
13	Unemployment Insurance	\$ 583		\$ 583	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 411		\$ 411	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ 600		\$ 600	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 143,841	0	\$ 143,841	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UALR</u>				
2	Employee Name: <u>James L. Youngquist</u>				
3	Title: <u>Dir Ark Institute Econ Advanc</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-2011	\$ 124,169			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 27,831			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 152,000	0	\$ 152,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 7,600		\$ 7,600	
10	Health Insurance	\$ 10,037		\$ 10,037	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,767		\$ 8,767	
13	Unemployment Insurance	\$ 730		\$ 730	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 179,346	0	\$ 179,346	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Annette Murdock-Tangye

Phone No. 501-569-8678

* ACT 1334 Sec 21

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Monticello</u>				
2	Employee Name: <u>Clay E. Brown</u>				
3	Title: <u>V/C Univ. Advanc. & Public Serv.</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 116,280			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	-			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 116,280	0	\$ 116,280	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,792		\$ 5,792	
10	Health Insurance	\$ 10,651		\$ 10,651	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,266		\$ 8,266	
13	Unemployment Insurance	\$ 222		\$ 222	
14	Long-Term Disability Insurance	\$ 28		\$ 28	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Career Service Payment	\$ -			
23	Total Compensation	\$ 141,395	0	\$ 141,395	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Monticello</u>				
2	Employee Name: <u>Peggy M. Doss</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 104,694			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	-			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 104,694	0	\$ 104,694	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,657		\$ 14,657	
10	Health Insurance	\$ 10,651		\$ 10,651	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,753		\$ 7,753	
13	Unemployment Insurance	\$ 202		\$ 202	
14	Long-Term Disability Insurance	\$ 28		\$ 28	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Career Service Payment	\$ 700		\$ 700	
23	Total Compensation	\$ 138,842	0	\$ 138,842	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Monticello</u>				
2	Employee Name: <u>Jay S. Jones</u>				
3	Title: <u>Vice-Chanc. for Finance & Admin.</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,862			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	-			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,862	0	\$ 120,862	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 7,554		\$ 7,554	
10	Health Insurance	\$ 10,651		\$ 10,651	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,304		\$ 8,304	
13	Unemployment Insurance	\$ 234		\$ 234	
14	Long-Term Disability Insurance	\$ 28		\$ 28	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Career Service Payment	\$ 600		\$ 600	
23	Total Compensation	\$ 148,389	0	\$ 148,389	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Monticello</u>				
2	Employee Name: <u>H. Jackson Lassiter</u>				
3	Title: <u>Chancellor U of A Monticello</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 161,851			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 18,689			
6	UAMS Professional Income Allowance (2.5 multiplier)*	-			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 180,540	0	\$ 180,540	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 18,144		\$ 18,144	
10	Health Insurance	\$ 7,582		\$ 7,582	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,298		\$ 9,298	
13	Unemployment Insurance	\$ 359		\$ 359	
14	Long-Term Disability Insurance	\$ 28		\$ 28	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 7,200		\$ 7,200	
16	House(s) Provided or Housing Allowance	\$ 10,520		\$ 10,520	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Career Service Payment	\$ 900		\$ 900	
23	Total Compensation	\$ 234,727	0	\$ 234,727	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Monticello</u>				
2	Employee Name: <u>R. David Ray</u>				
3	Title: <u>Vice Chanc. for Academic Aff. & Provost</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 128,960			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 9,206			
6	UAMS Professional Income Allowance (2.5 multiplier)*	-			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 138,166	0	\$ 138,166	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,887		\$ 13,887	
10	Health Insurance	\$ 7,780		\$ 7,780	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,550		\$ 8,550	
13	Unemployment Insurance	\$ 267		\$ 267	
14	Long-Term Disability Insurance	\$ 28		\$ 28	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Career Service Payment	\$ 700		\$ 700	
23	Total Compensation	\$ 169,533	0	\$ 169,533	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Monticello</u>				
2	Employee Name: <u>Philip A. Tappe</u>				
3	Title: <u>Professor (Interim Dean Forest Resources/Dir. AFRC)</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 122,313			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	-			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 122,313	0	\$ 122,313	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,631		\$ 11,631	
10	Health Insurance	\$ 10,651		\$ 10,651	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,315		\$ 8,315	
13	Unemployment Insurance	\$ 223		\$ 223	
14	Long-Term Disability Insurance	\$ 28		\$ 28	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Career Service Payment	\$ -		\$ -	
23	Total Compensation	\$ 153,318	0	\$ 153,318	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Kay Allen</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 111,954			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 111,954	0	\$ 111,954	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,056		\$ 11,056	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,196		\$ 8,196	
13	Unemployment Insurance	\$ 493		\$ 493	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 800		\$ 800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 135,818	0	\$ 135,818	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Paula Alonso				
3	Title: Departmental Director , Clinical Programs				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 117,300			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 117,300	0	\$ 117,300	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 8,276		\$ 8,276	
10	Health Insurance	\$ 9,266		\$ 9,266	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,267		\$ 8,267	
13	Unemployment Insurance	\$ 516		\$ 516	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 144,437	0	\$ 144,437	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Mark Amox</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 116,203			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 116,203	0	\$ 116,203	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,587		\$ 5,587	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,188		\$ 8,188	
13	Unemployment Insurance	\$ 511		\$ 511	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,327	0	\$ 140,327	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Paula Archer</u>				
3	Title: <u>Compliance Officer, Institutional Compliance</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 115,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 115,000	0	\$ 115,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,445		\$ 5,445	
10	Health Insurance	\$ 2,941		\$ 2,941	
11	Life Insurance	\$ 73		\$ 73	
12	Social Security Match	\$ 4,028		\$ 4,028	
13	Unemployment Insurance	\$ 506		\$ 506	
14	Long-Term Disability Insurance	\$ 26		\$ 26	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 128,019	0	\$ 128,019	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Janet Aronson</u>				
3	Title: <u>Divisional Director, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 105,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 105,000	0	\$ 105,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 9,043		\$ 9,043	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,776		\$ 6,776	
13	Unemployment Insurance	\$ 462		\$ 462	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 125,199	0	\$ 125,199	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Donna Bass</u>				
3	Title: <u>Compliance Officer, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 111,869			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 111,869	0	\$ 111,869	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,148		\$ 11,148	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,194		\$ 8,194	
13	Unemployment Insurance	\$ 492		\$ 492	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 1,800		\$ 1,800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 136,820	0	\$ 136,820	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Marsha Ballard</u>				
3	Title: <u>Associate Vice Chancellor, Development & Alumni Affairs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 153,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 153,000	0	\$ 153,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,685		\$ 6,685	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,566		\$ 8,566	
13	Unemployment Insurance	\$ 673		\$ 673	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 178,762	0	\$ 178,762	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Brian Barnett</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 106,029			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 106,029	0	\$ 106,029	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 9,913		\$ 9,913	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,289		\$ 7,289	
13	Unemployment Insurance	\$ 467		\$ 467	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 133,535	0	\$ 133,535	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Claudia Barone</u>				
3	Title: <u>Dean, College of Nursing</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 205,231			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 205,231	0	\$ 205,231	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 19,652		\$ 19,652	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,566		\$ 9,566	
13	Unemployment Insurance	\$ 867		\$ 867	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 235,532	0	\$ 235,532	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>John (Phil) Baroni</u>				
3	Title: <u>Associate Director of Hospital, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 120,154			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 120,154	0	\$ 120,154	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,839		\$ 11,839	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,279		\$ 8,279	
13	Unemployment Insurance	\$ 529		\$ 529	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 151,238	0	\$ 151,238	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>George Belew</u>				
3	Title: <u>Director of University Hospital, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 115,159			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 115,159	0	\$ 115,159	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,690		\$ 5,690	
10	Health Insurance	\$ 5,716		\$ 5,716	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,209		\$ 8,209	
13	Unemployment Insurance	\$ 507		\$ 507	
14	Long-Term Disability Insurance	56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 136,393	0	\$ 136,393	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Tina Benton</u>				
3	Title: <u>Executive Divisional Director, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 115,894			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 115,894	0	\$ 115,894	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,995		\$ 11,995	
10	Health Insurance	\$ 9,658		\$ 9,658	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,344		\$ 7,344	
13	Unemployment Insurance	\$ 510		\$ 510	
14	Long-Term Disability Insurance	56		56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 146,513	0	\$ 146,513	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Jiang Bian</u>				
3	Title: <u>Senior Project/Program Director, Information Technology</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,230			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,230	0	\$ 107,230	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,070		\$ 6,070	
10	Health Insurance	\$ 6,796		\$ 6,796	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,574		\$ 5,574	
13	Unemployment Insurance	\$ 472		\$ 472	
14	Long-Term Disability Insurance	56		56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 126,354	0	\$ 126,354	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Robert Bishop</u>				
3	Title: <u>Vice Chancellor, Institutional Compliance</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 165,565			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 165,565	0	\$ 165,565	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,292		\$ 16,292	
10	Health Insurance	\$ 9,658		\$ 9,658	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,844		\$ 8,844	
13	Unemployment Insurance	\$ 728		\$ 728	
14	Long-Term Disability Insurance	56		56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 201,899	0	\$ 201,899	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Dawn Bolt</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 105,080			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 105,080	0	\$ 105,080	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,392		\$ 10,392	
10	Health Insurance	\$ 5,694		\$ 5,694	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,521		\$ 7,521	
13	Unemployment Insurance	\$ 462		\$ 462	
14	Long-Term Disability Insurance	56		56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 130,262	0	\$ 130,262	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Charlotte Brown</u>				
3	Title: <u>Divisional Director, Development and Alumni Affairs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 112,816			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 112,816	0	\$ 112,816	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,672		\$ 10,672	
10	Health Insurance	\$ 3,304		\$ 3,304	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,040		\$ 8,040	
13	Unemployment Insurance	\$ 496		\$ 496	
14	Long-Term Disability Insurance	56		56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 135,541	0	\$ 135,541	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Rodney Bryant</u>				
3	Title: <u>Associate Divisional Director, Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 128,040			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 128,040	0	\$ 128,040	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,737		\$ 12,737	
10	Health Insurance	\$ 6,993		\$ 6,993	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,435		\$ 8,435	
13	Unemployment Insurance	\$ 563		\$ 563	
14	Long-Term Disability Insurance	56		56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 157,581	0	\$ 157,581	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Tom Butler				
3	Title: Vice Chancellor, Administration				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 177,029			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 177,029	0	\$ 177,029	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 17,446		\$ 17,446	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,207		\$ 9,207	
13	Unemployment Insurance	\$ 779		\$ 779	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 1,571		\$ 1,571	
	MCPG Health Payments	\$ 3,393		\$ 3,393	
23	Total Compensation	\$ 221,728	0	\$ 221,728	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Ann Bynum</u>				
3	Title: <u>Assistant Vice Chancellor, Regional Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 112,781			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 112,781	0	\$ 112,781	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,057		\$ 11,057	
10	Health Insurance	\$ 6,998		\$ 6,998	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,164		\$ 8,164	
13	Unemployment Insurance	\$ 496		\$ 496	
14	Long-Term Disability Insurance	56		56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 139,709	0	\$ 139,709	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Michael Campbell</u>				
3	Title: <u>Executive Division Director, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 122,400			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 122,400	0	\$ 122,400	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 7,000		\$ 7,000	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,289		\$ 8,289	
13	Unemployment Insurance	\$ 538		\$ 538	
14	Long-Term Disability Insurance	56		56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 148,065	0	\$ 148,065	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Paula Card-Higginson</u>				
3	Title: <u>Assistant Dean, Arkansas Center for Health Improvement</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 115,535			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 115,535	0	\$ 115,535	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,098		\$ 11,098	
10	Health Insurance	\$ 3,442		\$ 3,442	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,160		\$ 8,160	
13	Unemployment Insurance	\$ 508		\$ 508	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 139,656	0	\$ 139,656	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: James Clardy, M. D.				
3	Title: Associate Dean, College of Medicine				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 216,300			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39	\$ 11,742			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 228,042	0	\$ 228,042	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 22,357		\$ 22,357	
10	Health Insurance	\$ 14,513		\$ 14,513	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,016		\$ 10,016	
13	Unemployment Insurance	\$ 1,003		\$ 1,003	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 1,837		\$ 1,837	
	MCPG Health Payments	\$ 8,053		\$ 8,053	
23	Total Compensation	\$ 286,611	0	\$ 286,611	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: **Norman E. Sward**

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>John Coffin</u>				
3	Title: <u>Executive Divisional Director, Development and Alumni Affairs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 122,162			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 122,162	0	\$ 122,162	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,067		\$ 12,067	
10	Health Insurance	\$ 6,993		\$ 6,993	
11	Life Insurance	\$ 101		\$ 101	
12	Social Security Match	\$ 8,327		\$ 8,327	
13	Unemployment Insurance	\$ 538		\$ 538	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 151,145	0	\$ 151,145	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Ronnie Cole</u>				
3	Title: <u>Area Director for AHEC, Regional Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 114,164			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 114,164	0	\$ 114,164	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,950		\$ 12,950	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,443		\$ 8,443	
13	Unemployment Insurance	\$ 502		\$ 502	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 15,000		\$ 15,000	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 161,797	0	\$ 161,797	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Mary Ann Coleman</u>				
3	Title: <u>Associate Director of Hospital, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 120,931			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 120,931	0	\$ 120,931	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,946		\$ 11,946	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,340		\$ 8,340	
13	Unemployment Insurance	\$ 531		\$ 531	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 145,967	0	\$ 145,967	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Candace Conners</u>				
3	Title: <u>Associate Administrator for Patient Care, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 119,768			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 119,768	0	\$ 119,768	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,812		\$ 11,812	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,325		\$ 8,325	
13	Unemployment Insurance	\$ 527		\$ 527	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 141,345	0	\$ 141,345	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Joe Cook</u>				
3	Title: <u>Assistant Dean, Stephens Spine Institute</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 116,119			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 116,119	0	\$ 116,119	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,472		\$ 11,472	
10	Health Insurance	\$ 384		\$ 384	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,393		\$ 8,393	
13	Unemployment Insurance	\$ 511		\$ 511	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 10,761		\$ 10,761	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 147,852	0	\$ 147,852	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
	Salaries of \$100,000 or More				
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Lawrence Cornett				
3	Title: Vice Chancellor, Research				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 214,322			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 214,322	0	\$ 214,322	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 21,012		\$ 21,012	
10	Health Insurance	\$ 11,854		\$ 11,854	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,718		\$ 9,718	
13	Unemployment Insurance	\$ 943		\$ 943	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 2,381		\$ 2,381	
	MCPG Health Payments	\$ 2,783		\$ 2,783	
23	Total Compensation	\$ 263,802	0	\$ 263,802	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: **Norman E. Sward**

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Michael Cotten</u>				
3	Title: <u>Executive Divisional Director, Campus Operations</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 141,927			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 141,927	0	\$ 141,927	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,974		\$ 13,974	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,570		\$ 8,570	
13	Unemployment Insurance	\$ 624		\$ 624	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 175,533	0	\$ 175,533	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Brady Crisp</u>				
3	Title: <u>Senior Program/Project Director, Information Technology</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 102,969			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 102,969	0	\$ 102,969	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,306		\$ 10,306	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,583		\$ 7,583	
13	Unemployment Insurance	\$ 453		\$ 453	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 131,748	0	\$ 131,748	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Dwight Davis</u>				
3	Title: <u>Divisional Director, College of Pharmacy</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 164,800			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>	\$ 848			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 165,648	0	\$ 165,648	
	Benefits Provided to All Full-Time Employees				
9	<u>Retirement Match</u>	\$ 16,240		\$ 16,240	
10	<u>Health Insurance</u>	\$ 9,626		\$ 9,626	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 8,919		\$ 8,919	
13	<u>Unemployment Insurance</u>	\$ 729		\$ 729	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 201,374	0	\$ 201,374	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Renee DeHart</u>				
3	Title: <u>Associate Dean, College of Pharmacy</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 142,800			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 142,800	0	\$ 142,800	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,000		\$ 14,000	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,622		\$ 8,622	
13	Unemployment Insurance	\$ 628		\$ 628	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 169,369	0	\$ 169,369	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Brian Dinsmore</u>				
3	Title: <u>Associate Director of Hospital, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 112,200			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 112,200	0	\$ 112,200	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,305		\$ 5,305	
10	Health Insurance	\$ 5,556		\$ 5,556	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,937		\$ 7,937	
13	Unemployment Insurance	\$ 494		\$ 494	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 132,303	0	\$ 132,303	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Gary Dollar</u>				
3	Title: <u>Assistant Administrator for Patient Care, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,858			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,858	0	\$ 100,858	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 4,984		\$ 4,984	
10	Health Insurance	\$ 6,993		\$ 6,993	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,394		\$ 7,394	
13	Unemployment Insurance	\$ 444		\$ 444	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 800		\$ 800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 121,685	0	\$ 121,685	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Mary Nell Donoho</u>				
3	Title: <u>Divisional Director, Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 136,193			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 136,193	0	\$ 136,193	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,601		\$ 13,601	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,562		\$ 8,562	
13	Unemployment Insurance	\$ 599		\$ 599	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 163,174	0	\$ 163,174	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Cherry Duckett</u>				
3	Title: <u>Associate Divisional Director, Administration</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 112,575			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 112,575	0	\$ 112,575	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,127		\$ 11,127	
10	Health Insurance	\$ 6,998		\$ 6,998	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,172		\$ 8,172	
13	Unemployment Insurance	\$ 495		\$ 495	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,479	0	\$ 140,479	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Andrea Easom</u>				
3	Title: <u>Clinical Services Manager, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 103,039			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 103,039	0	\$ 103,039	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,192		\$ 10,192	
10	Health Insurance	\$ 6,998		\$ 6,998	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,510		\$ 7,510	
13	Unemployment Insurance	\$ 453		\$ 453	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 129,305	0	\$ 129,305	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Thomas East</u>				
3	Title: <u>Assistant Dean, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 174,479			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 174,479	0	\$ 174,479	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,196		\$ 17,196	
10	Health Insurance	\$ 186		\$ 186	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,098		\$ 9,098	
13	Unemployment Insurance	\$ 768		\$ 768	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 202,839	0	\$ 202,839	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Gail Edelmann</u>				
3	Title: <u>Associate Administrator for Patient Care, Institute on Aging</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 105,476			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 105,476	0	\$ 105,476	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,411		\$ 10,411	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,615		\$ 7,615	
13	Unemployment Insurance	\$ 464		\$ 464	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 127,985	0	\$ 127,985	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Peter Emanuel, M.D.</u>				
3	Title: <u>Executive Divisional Director, Rockefeller Cancer Institute</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 190,550			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 47,638			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>	\$ 171,941			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 410,128	0	\$ 410,128	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 14,513		\$ 14,513	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 12,460		\$ 12,460	
13	Unemployment Insurance	\$ 1,805		\$ 1,805	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 7,989		\$ 7,989	
	MCPG Health Payments	\$ 1,182		\$ 1,182	
23	Total Compensation	\$ 473,365	0	\$ 473,365	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: **Norman E. Sward**

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Andriene Etheredge</u>				
3	Title: <u>Compliance Officer, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 106,745			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 106,745	0	\$ 106,745	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,465		\$ 10,465	
10	Health Insurance	\$ 5,694		\$ 5,694	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,817		\$ 7,817	
13	Unemployment Insurance	\$ 470		\$ 470	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 131,403	0	\$ 131,403	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>J.O. Evans, Jr.</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 135,949			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 135,949	0	\$ 135,949	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 6,842		\$ 6,842	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,574		\$ 8,574	
13	Unemployment Insurance	\$ 598		\$ 598	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 156,182	0	\$ 156,182	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Sally Everson-Bates</u>				
3	Title: <u>Associate Director of Hospital, Clinical Programs</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 127,296			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 127,296	0	\$ 127,296	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,550		\$ 12,550	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,433		\$ 8,433	
13	Unemployment Insurance	\$ 560		\$ 560	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 149,751	0	\$ 149,751	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>L. Keith Faught</u>				
3	Title: <u>Divisional Director, Chancellor's Office</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 115,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 115,000	0	\$ 115,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 958		\$ 958	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 59		\$ 59	
12	Social Security Match	\$ 3,332		\$ 3,332	
13	Unemployment Insurance	\$ 506		\$ 506	
14	Long-Term Disability Insurance	\$ 21		\$ 21	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 119,876	0	\$ 119,876	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: R. T. Findley				
3	Title: Clinical Director, Clinical Programs				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 162,978			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 162,978	0	\$ 162,978	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,038		\$ 16,038	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,999		\$ 8,999	
13	Unemployment Insurance	\$ 717		\$ 717	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 1,027		\$ 1,027	
	MCPG Health Payments	\$ 2,406		\$ 2,406	
23	Total Compensation	\$ 204,168	0	\$ 204,168	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: **Norman E. Sward**

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Gayle Fiser</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 112,833			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 112,833	0	\$ 112,833	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,293		\$ 11,293	
10	Health Insurance	\$ 6,998		\$ 6,998	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,207		\$ 8,207	
13	Unemployment Insurance	\$ 497		\$ 497	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,940	0	\$ 140,940	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Debra Fiser, M. D.</u>				
3	Title: <u>Dean, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 247,200			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>	\$ 233,985			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 481,185	0	\$ 481,185	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 14,513		\$ 14,513	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 13,440		\$ 13,440	
13	Unemployment Insurance	\$ 2,117		\$ 2,117	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 6,473		\$ 6,473	
	MCPG Health Payments	\$ 912		\$ 912	
23	Total Compensation	\$ 543,930	0	\$ 543,930	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: **Norman E. Sward**

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Michael Fitts</u>				
3	Title: <u>Area Director for AHEC, Regional Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 112,200			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 112,200	0	\$ 112,200	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 11,400		\$ 11,400	
10	<u>Health Insurance</u>	\$ 6,993		\$ 6,993	
11	<u>Life Insurance</u>	\$ 156		\$ 156	
12	<u>Social Security Match</u>	\$ 9,135		\$ 9,135	
13	<u>Unemployment Insurance</u>	\$ 494		\$ 494	
14	<u>Long-Term Disability Insurance</u>	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 140,433	0	\$ 140,433	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Jonathan Flannery</u>				
3	Title: <u>Divisional Director, Campus Operations</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 117,300			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 117,300	0	\$ 117,300	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,500		\$ 11,500	
10	Health Insurance	\$ 5,626		\$ 5,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,234		\$ 8,234	
13	Unemployment Insurance	\$ 516		\$ 516	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 143,388	0	\$ 143,388	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Schwanda Flowers</u>				
3	Title: <u>Assistant Dean, College of Pharmacy</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 117,643			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 117,643	0	\$ 117,643	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 5,392		\$ 5,392	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,130		\$ 8,130	
13	Unemployment Insurance	\$ 518		\$ 518	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 135,001	0	\$ 135,001	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Melissa Fontaine</u>				
3	Title: <u>Associate Vice Chancellor, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 247,200			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 4,485			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 251,685	0	\$ 251,685	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 4,730		\$ 4,730	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,277		\$ 10,277	
13	Unemployment Insurance	\$ 1,107		\$ 1,107	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 2,550		\$ 2,550	
	MCPG Health Payments	\$ 1,968		\$ 1,968	
23	Total Compensation	\$ 298,207	0	\$ 298,207	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Mary Helen Forrest</u>				
3	Title: <u>Clinic Director, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 180,336			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 180,336	0	\$ 180,336	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,770		\$ 17,770	
10	Health Insurance	\$ 9,658		\$ 9,658	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,123		\$ 9,123	
13	Unemployment Insurance	\$ 793		\$ 793	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 218,792	0	\$ 218,792	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Howell Foster</u>				
3	Title: <u>Director of Poison and Drug Information, College of Pharmacy</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 124,511			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 124,511	0	\$ 124,511	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 9,699		\$ 9,699	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,397		\$ 8,397	
13	Unemployment Insurance	\$ 548		\$ 548	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 144,067	0	\$ 144,067	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Stephanie Gardner</u>				
3	Title: <u>Dean, College of Pharmacy</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 222,640			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 222,640	0	\$ 222,640	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 20,240		\$ 20,240	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,471		\$ 9,471	
13	Unemployment Insurance	\$ 980		\$ 980	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 263,169	0	\$ 263,169	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Jeri Garland</u>				
3	Title: <u>Associate Divisional Director, Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,100			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,100	0	\$ 107,100	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,336		\$ 6,336	
10	Health Insurance	\$ 5,694		\$ 5,694	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,054		\$ 8,054	
13	Unemployment Insurance	\$ 471		\$ 471	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 128,468	0	\$ 128,468	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Barry Gentry</u>				
3	Title: <u>Divisional Director, Rockefeller Cancer Institute</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 131,027			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 131,027	0	\$ 131,027	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,916		\$ 12,916	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,343		\$ 8,343	
13	Unemployment Insurance	\$ 577		\$ 577	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 163,400	0	\$ 163,400	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Melony Goodhand				
3	Title: Vice Chancellor, Finance				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 252,671			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 53,329			
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 306,000	0	\$ 306,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 16,466		\$ 16,466	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,422		\$ 10,422	
13	Unemployment Insurance	\$ 1,346		\$ 1,346	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 447	2500	\$ 2,947	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 3,558		\$ 3,558	
	MCPG Health Payments	\$ 2,588		\$ 2,588	
23	Total Compensation	\$ 366,117	2500	\$ 368,617	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Shirley Gray</u>				
3	Title: <u>Divisional Director, Rockefeller Cancer Institute</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 124,209			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 124,209	0	\$ 124,209	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,247		\$ 12,247	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,397		\$ 8,397	
13	Unemployment Insurance	\$ 547		\$ 547	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 146,313	0	\$ 146,313	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Robert Gullett, Jr., M. D.</u>				
3	Title: <u>Area Director of AHEC, Regional Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 156,356			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>	\$ 67,394			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 223,750	0	\$ 223,750	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,278		\$ 10,278	
13	Unemployment Insurance	\$ 985		\$ 985	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 25,491		\$ 25,491	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 5,562		\$ 5,562	
	MCPG Health Payments	\$ 286		\$ 286	
23	Total Compensation	\$ 302,255	0	\$ 302,255	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Coleen Habenicht</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 139,310			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 139,310	0	\$ 139,310	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,971		\$ 6,971	
10	Health Insurance	\$ 5,650		\$ 5,650	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,585		\$ 8,585	
13	Unemployment Insurance	\$ 613		\$ 613	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 161,940	0	\$ 161,940	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Becky Hall</u>				
3	Title: <u>Area Director of AHEC, Regional Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 139,625			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 139,625	0	\$ 139,625	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,689		\$ 13,689	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,721		\$ 8,721	
13	Unemployment Insurance	\$ 614		\$ 614	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses				
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 1,110		\$ 1,110	
	MCPG Health Payments	\$ 7,872		\$ 7,872	
23	Total Compensation	\$ 183,032	0	\$ 183,032	
24	Deferred Compensation Annual Accumulation but NOT Paid				

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Martha Hall</u>				
3	Title: <u>Associate Director of Hospital, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 116,267			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 116,267	0	\$ 116,267	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,415		\$ 11,415	
10	Health Insurance	\$ 2,920		\$ 2,920	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,254		\$ 8,254	
13	Unemployment Insurance	\$ 512		\$ 512	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,179	0	\$ 140,179	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Don Heard				
3	Title: Arera Director of AHEC, Regional Programs				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 135,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 135,000	0	\$ 135,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,723		\$ 15,723	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,932		\$ 8,932	
13	Unemployment Insurance	\$ 594		\$ 594	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 15,000		\$ 15,000	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 1,584		\$ 1,584	
23	Total Compensation	\$ 188,235	0	\$ 188,235	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Darrin (Keith) Henning</u>				
3	Title: <u>Assistant Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,000	0	\$ 100,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 4,492		\$ 4,492	
10	Health Insurance	\$ 5,914		\$ 5,914	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,618		\$ 6,618	
13	Unemployment Insurance	\$ 440		\$ 440	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 117,676	0	\$ 117,676	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Connie Hill				
3	Title: Department Director, College of Medicine				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 102,567			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 102,567	0	\$ 102,567	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,136		\$ 10,136	
10	Health Insurance	\$ 6,993		\$ 6,993	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,550		\$ 7,550	
13	Unemployment Insurance	\$ 451		\$ 451	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 800		\$ 800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 128,709	0	\$ 128,709	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Catherine (Jane) Hohn</u>				
3	Title: <u>Compliance Officer, Institutional Compliance</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 118,540			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 118,540	0	\$ 118,540	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 9,353		\$ 9,353	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,275		\$ 8,275	
13	Unemployment Insurance	\$ 522		\$ 522	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 137,602	0	\$ 137,602	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Art Horne</u>				
3	Title: <u>Executive Divisional Director, Development and Alumni Affairs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 122,163			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 122,163	0	\$ 122,163	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,977		\$ 11,977	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,303		\$ 8,303	
13	Unemployment Insurance	\$ 538		\$ 538	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 152,819	0	\$ 152,819	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Timothy Hudson</u>				
3	Title: <u>Divisional Director, Development and Alumni Affairs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 101,803			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 101,803	0	\$ 101,803	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 9,981		\$ 9,981	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,671		\$ 7,671	
13	Unemployment Insurance	\$ 448		\$ 448	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ 624		\$ 624	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 120,739	0	\$ 120,739	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Alvin (Tim) Irby</u>				
3	Title: <u>Assistant Vice Chancellor, Communications</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 114,521			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 114,521	0	\$ 114,521	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,298		\$ 11,298	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,160		\$ 8,160	
13	Unemployment Insurance	\$ 504		\$ 504	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 145,020	0	\$ 145,020	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Lisa Jackson</u>				
3	Title: <u>Executive Divisional Director, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 123,041			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 123,041	0	\$ 123,041	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 8,503		\$ 8,503	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,238		\$ 6,238	
13	Unemployment Insurance	\$ 528		\$ 528	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 142,329	0	\$ 142,329	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Bonnie Jenkins</u>				
3	Title: <u>Associate Administrator for Patient Care, Myeloma Institute</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 111,076			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 111,076	0	\$ 111,076	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,582		\$ 6,582	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,183		\$ 8,183	
13	Unemployment Insurance	\$ 489		\$ 489	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 800		\$ 800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 130,448	0	\$ 130,448	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Angela Johnson</u>				
3	Title: <u>Patient Care Administrator, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 114,240			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 114,240	0	\$ 114,240	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,630		\$ 5,630	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,808		\$ 7,808	
13	Unemployment Insurance	\$ 503		\$ 503	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 138,618	0	\$ 138,618	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Rhonda Jorden</u>				
3	Title: <u>Divisional Director, Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 141,164			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 141,164	0	\$ 141,164	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,033		\$ 14,033	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,634		\$ 8,634	
13	Unemployment Insurance	\$ 621		\$ 621	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 168,470	0	\$ 168,470	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Thomas Kemp</u>				
3	Title: <u>Assistant Vice Chancellor, Finance</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 102,019			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 102,019	0	\$ 102,019	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,272		\$ 10,272	
10	Health Insurance	\$ 7,210		\$ 7,210	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,249		\$ 7,249	
13	Unemployment Insurance	\$ 449		\$ 449	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 128,111	0	\$ 128,111	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Mark Kenneday</u>				
3	Title: <u>Vice Chancellor, Campus Operations</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 186,660			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 186,660	0	\$ 186,660	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 20,130		\$ 20,130	
10	Health Insurance	\$ 6,874		\$ 6,874	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,487		\$ 9,487	
13	Unemployment Insurance	\$ 821		\$ 821	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 18,300		\$ 18,300	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 242,485	0	\$ 242,485	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Margarite Kirk</u>				
3	Title: <u>Clinic Director, Clinical Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 102,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 102,000	0	\$ 102,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 9,500		\$ 9,500	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,318		\$ 7,318	
13	Unemployment Insurance	\$ 449		\$ 449	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 129,104	0	\$ 129,104	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Peter Kohler, M. D.</u>				
3	Title: <u>Vice Chancellor, Chancellor's Office</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 252,671			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>	\$ 40,075			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 292,746	0	\$ 292,746	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 101		\$ 101	
12	Social Security Match	\$ 10,779		\$ 10,779	
13	Unemployment Insurance	\$ 1,288		\$ 1,288	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 7,241		\$ 7,241	
	MCPG Health Payments	\$ 87		\$ 87	
23	Total Compensation	\$ 347,988	0	\$ 347,988	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: **Norman E. Sward**

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Cheryl Lane</u>				
3	Title: <u>Associate Divisional Director, Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 110,355			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 110,355	0	\$ 110,355	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,899		\$ 10,899	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,982		\$ 7,982	
13	Unemployment Insurance	\$ 486		\$ 486	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 800		\$ 800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,359	0	\$ 140,359	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Lynn Lanier</u>				
3	Title: <u>Associate Divisional Director, Information Technology</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 109,056			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 109,056	0	\$ 109,056	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 9,448		\$ 9,448	
10	Health Insurance	\$ 6,483		\$ 6,483	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,874		\$ 7,874	
13	Unemployment Insurance	\$ 480		\$ 480	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 133,553	0	\$ 133,553	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Susan Leon</u>				
3	Title: <u>Associate Dean, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 142,015			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 142,015	0	\$ 142,015	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 13,993		\$ 13,993	
10	Health Insurance	\$ 14,513		\$ 14,513	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,706		\$ 8,706	
13	Unemployment Insurance	\$ 625		\$ 625	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 1,170			
	MCPG Health Payments	\$ 4,705			
23	Total Compensation	\$ 187,215	0	\$ 181,341	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: **Norman E. Sward**

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Hosea Long</u>				
3	Title: <u>Associate Vice Chancellor, Administration</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 123,137			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 123,137	0	\$ 123,137	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 2,560		\$ 2,560	
10	Health Insurance	\$ 8,695		\$ 8,695	
11	Life Insurance	\$ 141		\$ 141	
12	Social Security Match	\$ 8,279		\$ 8,279	
13	Unemployment Insurance	\$ 542		\$ 542	
14	Long-Term Disability Insurance	\$ 50		\$ 50	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 144,304	0	\$ 144,304	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Lou McAdams</u>				
3	Title: <u>Clinical Services Manager, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 103,968			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 103,968	0	\$ 103,968	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 9,911		\$ 9,911	
10	Health Insurance	\$ 5,716		\$ 5,716	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,634		\$ 7,634	
13	Unemployment Insurance	\$ 457		\$ 457	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 128,597	0	\$ 128,597	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Robin McAtee</u>				
3	Title: <u>Departmental Director, Institute on Aging</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 104,126			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 104,126	0	\$ 104,126	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,288		\$ 10,288	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,308		\$ 7,308	
13	Unemployment Insurance	\$ 458		\$ 458	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 800		\$ 800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 132,817	0	\$ 132,817	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Judith McClain</u>				
3	Title: <u>Departmental Director, College of Medicine</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 102,692			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 102,692	0	\$ 102,692	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 5,034		\$ 5,034	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,470		\$ 7,470	
13	Unemployment Insurance	\$ 452		\$ 452	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 118,966	0	\$ 118,966	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Kathleen McComber</u>				
3	Title: <u>Campus Director, Administration</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 110,334			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 110,334	0	\$ 110,334	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,817		\$ 10,817	
10	Health Insurance	\$ 3,442		\$ 3,442	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,975		\$ 7,975	
13	Unemployment Insurance	\$ 485		\$ 485	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 133,266	0	\$ 133,266	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Gary McHenry</u>				
3	Title: <u>Associate Director for Programs, Institute on Aging</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,000	0	\$ 100,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 1,712		\$ 1,712	
10	Health Insurance	\$ 3,313		\$ 3,313	
11	Life Insurance	\$ 52		\$ 52	
12	Social Security Match	\$ 2,505		\$ 2,505	
13	Unemployment Insurance	\$ 440		\$ 440	
14	Long-Term Disability Insurance	\$ 19		\$ 19	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 108,940	0	\$ 108,940	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Jean McSweeney</u>				
3	Title: <u>Associate Dean, College of Nursing</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 167,898			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 167,898	0	\$ 167,898	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 16,461		\$ 16,461	
10	Health Insurance	\$ 384		\$ 384	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,218		\$ 9,218	
13	Unemployment Insurance	\$ 739		\$ 739	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 16,461		\$ 16,461	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 211,372	0	\$ 211,372	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Mark Mengel, M. D.				
3	Title: Vice Chancellor, Regional Programs				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 252,671			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39	\$ 44,439			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 297,110	0	\$ 297,110	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 11,659		\$ 11,659	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,893		\$ 10,893	
13	Unemployment Insurance	\$ 1,307		\$ 1,307	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 2,797		\$ 2,797	
23	Total Compensation	\$ 349,055	0	\$ 349,055	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Mark Michalski</u>				
3	Title: <u>Senior Project/Program Director, Information Technology</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 105,047			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 105,047	0	\$ 105,047	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 7,281		\$ 7,281	
10	Health Insurance	\$ 6,993		\$ 6,993	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,447		\$ 7,447	
13	Unemployment Insurance	\$ 462		\$ 462	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 127,442	0	\$ 127,442	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Larry Milne				
3	Title: Vice Chancellor, Academic Affairs				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 199,512			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 199,512	0	\$ 199,512	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 19,760		\$ 19,760	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 151		\$ 151	
12	Social Security Match	\$ 9,560		\$ 9,560	
13	Unemployment Insurance	\$ 878		\$ 878	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 603	2000	\$ 2,603	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 2,118		\$ 2,118	
	MCPG Health Payments	\$ 3,840		\$ 3,840	
23	Total Compensation	\$ 247,669	2000	\$ 249,669	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Dennis Moore</u>				
3	Title: <u>Area Director for AHEC, Regional Programs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 132,641			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)* C39</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 132,641	0	\$ 132,641	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,004		\$ 13,004	
10	Health Insurance	\$ 4,730		\$ 4,730	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,533		\$ 8,533	
13	Unemployment Insurance	\$ 584		\$ 584	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
	<u>MCPG Health Payments</u>	\$ 1,149		\$ 1,149	
23	Total Compensation	\$ 161,429	0	\$ 161,429	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Sterling Moore</u>				
3	Title: <u>Assistant Vice Chancellor, Regional Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 106,080			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 106,080	0	\$ 106,080	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,070		\$ 5,070	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,467		\$ 7,467	
13	Unemployment Insurance	\$ 467		\$ 467	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 129,621	0	\$ 129,621	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Terrell Neal</u>				
3	Title: <u>Associate Administrator for Patient Care, Clinical Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 109,650			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 109,650	0	\$ 109,650	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,313		\$ 5,313	
10	Health Insurance	\$ 7,350		\$ 7,350	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,436		\$ 7,436	
13	Unemployment Insurance	\$ 482		\$ 482	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 130,444	0	\$ 130,444	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Joe Newman, III</u>				
3	Title: <u>Director of University Hospital, Clinical Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 100,799			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 100,799	0	\$ 100,799	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 4,941		\$ 4,941	
10	Health Insurance	\$ 9,658		\$ 9,658	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,183		\$ 7,183	
13	Unemployment Insurance	\$ 444		\$ 444	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 123,237	0	\$ 123,237	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Olan Nugent</u>				
3	Title: <u>Executive Associate Dean, College of Medicine</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 242,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 9,207			
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 251,257	0	\$ 251,257	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,342		\$ 10,342	
13	Unemployment Insurance	\$ 1,106		\$ 1,106	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 3,373			
	MCPG Health Payments	\$ 2,552			
23	Total Compensation	\$ 305,431	0	\$ 299,507	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Michael Parr</u>				
3	Title: <u>Director of Pharmacy, Clinical Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 134,722			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 134,722	0	\$ 134,722	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,288		\$ 13,288	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,491		\$ 8,491	
13	Unemployment Insurance	\$ 593		\$ 593	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 800		\$ 800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 167,731	0	\$ 167,731	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas for Medical Sciences				
2	Employee Name: Richard Pierson				
3	Title: Vice Chancellor, Clinical Programs				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 252,671			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 36,244			
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 288,915	0	\$ 288,915	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,779		\$ 10,779	
13	Unemployment Insurance	\$ 1,271		\$ 1,271	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 720	1250	\$ 1,970	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 4,520		4520.16	
	MCPG Health Payments	\$ 607		606.79	
23	Total Compensation	\$ 343,615	1250	\$ 344,865	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Lawrence Price, M. D.</u>				
3	Title: <u>Area Director of AHEC, Regional Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 156,356			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39	\$ 22,508			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 178,864	0	\$ 178,864	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 20,195		\$ 20,195	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 101		\$ 101	
12	Social Security Match	\$ 9,616		\$ 9,616	
13	Unemployment Insurance	\$ 787		\$ 787	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 27,444		\$ 27,444	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 4,311		4311	
	MCPG Health Payments	\$ 286		286	
23	Total Compensation	\$ 252,851	0	\$ 252,851	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>James Raczynski</u>				
3	Title: <u>Dean, College of Public Health</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 247,200			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39	\$ 3,391			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 250,591	0	\$ 250,591	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,131		\$ 10,131	
13	Unemployment Insurance	\$ 1,103		\$ 1,103	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 289,643	0	\$ 289,643	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Daniel Rahn, M. D.</u>				
3	Title: <u>Chancellor, Chancellor's Office</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 290,572			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39	\$ 321,428			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 612,000	0	\$ 612,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 14,513		\$ 14,513	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 15,941		\$ 15,941	
13	Unemployment Insurance	\$ 2,693		\$ 2,693	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 570	2500	\$ 3,070	
16	House(s) Provided or Housing Allowance	\$ 18,000	7000	\$ 25,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 7,779		7778.52	
	MCPG Health Payments	\$ 2,106		2106.13	
23	Total Compensation	\$ 698,890	9500	\$ 708,390	
24	Deferred Compensation Annual Accumulation but NOT Paid		100000		

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Joyce Randof</u>				
3	Title: <u>Associate Administrator for Patient Care, Clinical Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,819			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,819	0	\$ 120,819	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,935		\$ 11,935	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,324		\$ 8,324	
13	Unemployment Insurance	\$ 532		\$ 532	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 145,828	0	\$ 145,828	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Daniel Reimer</u>				
3	Title: <u>Associate Division Director, Arkansas Center for Health Improvement</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 115,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 115,000	0	\$ 115,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 3,877		\$ 3,877	
10	Health Insurance	\$ 132		\$ 132	
11	Life Insurance	\$ 65		\$ 65	
12	Social Security Match	\$ 546		\$ 546	
13	Unemployment Insurance	\$ 506		\$ 506	
14	Long-Term Disability Insurance	\$ 23		\$ 23	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 120,148	0	\$ 120,148	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Daniel Riley</u>				
3	Title: <u>Associate Vice Chancellor, Clinical Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 237,868			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 237,868	0	\$ 237,868	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,690		\$ 11,690	
10	Health Insurance	\$ 14,513		\$ 14,513	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,082		\$ 10,082	
13	Unemployment Insurance	\$ 1,047		\$ 1,047	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 2,107			
	MCPG Health Payments	\$ 2,123			
23	Total Compensation	\$ 280,820	0	\$ 276,590	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>David Ripa</u>				
3	Title: <u>Assistant Vice Chancellor, Finance</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 148,111			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 148,111	0	\$ 148,111	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 7,888		\$ 7,888	
10	Health Insurance	\$ 2,802		\$ 2,802	
11	Life Insurance	\$ 70		\$ 70	
12	Social Security Match	\$ 4,727		\$ 4,727	
13	Unemployment Insurance	\$ 652		\$ 652	
14	Long-Term Disability Insurance	\$ 25		\$ 25	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 164,276	0	\$ 164,276	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Amy Rossi</u>				
3	Title: <u>Associate Divisional Director, Arkansas Center for Health Improvement</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 116,438			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 116,438	0	\$ 116,438	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,644		\$ 11,644	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,285		\$ 8,285	
13	Unemployment Insurance	\$ 512		\$ 512	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,198	0	\$ 140,198	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Rennis Rule</u>				
3	Title: <u>Campus Director, Development and Alumni Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,000	0	\$ 120,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 6,829		\$ 6,829	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,573		\$ 8,573	
13	Unemployment Insurance	\$ 528		\$ 528	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 35,000		\$ 35,000	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 174,248	0	\$ 174,248	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Rachelle Sanders</u>				
3	Title: <u>Associate Divisional Director, Rockefeller Cancer Institute</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 111,384			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 111,384	0	\$ 111,384	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,460		\$ 5,460	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,200		\$ 8,200	
13	Unemployment Insurance	\$ 490		\$ 490	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 135,372	0	\$ 135,372	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Darri Scalzo</u>				
3	Title: <u>Compliance Officer, Institutional Compliance</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 104,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 104,000	0	\$ 104,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 3,545		\$ 3,545	
10	Health Insurance	\$ 2,036		\$ 2,036	
11	Life Insurance	\$ 53		\$ 53	
12	Social Security Match	\$ 2,621		\$ 2,621	
13	Unemployment Insurance	\$ 458		\$ 458	
14	Long-Term Disability Insurance	\$ 19		\$ 19	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 112,732	0	\$ 112,732	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Cheryl Schmidt</u>				
3	Title: <u>Associate Dean, College of Nursing</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 101,200			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 101,200	0	\$ 101,200	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 7,693		\$ 7,693	
10	Health Insurance	\$ 6,616		\$ 6,616	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 5,835		\$ 5,835	
13	Unemployment Insurance	\$ 445		\$ 445	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 122,000	0	\$ 122,000	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Eric Schneider</u>				
3	Title: <u>Associate Dean, College of Pharmacy</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 142,800			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 142,800	0	\$ 142,800	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 7,000		\$ 7,000	
10	Health Insurance	\$ 5,716		\$ 5,716	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,599		\$ 8,599	
13	Unemployment Insurance	\$ 628		\$ 628	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 164,956	0	\$ 164,956	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Judith Seidenschnur</u>				
3	Title: <u>Associate Administrator for Patient Care, Psychiatric Research Institute</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 112,200			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,200	0	\$ 112,200	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,000		\$ 11,000	
10	Health Insurance	\$ 384		\$ 384	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,204		\$ 8,204	
13	Unemployment Insurance	\$ 494		\$ 494	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 132,494	0	\$ 132,494	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Jennifer Sharp</u>				
3	Title: <u>Division Director, Research</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 122,400			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 122,400	0	\$ 122,400	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,485		\$ 5,485	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,050		\$ 8,050	
13	Unemployment Insurance	\$ 539		\$ 539	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 146,311	0	\$ 146,311	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Jeanette Shorey, M. D.</u>				
3	Title: <u>Associate Dean, College of Medicine</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 205,419			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 205,419	0	\$ 205,419	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 20,139		\$ 20,139	
10	Health Insurance	\$ 4,306		\$ 4,306	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,629		\$ 9,629	
13	Unemployment Insurance	\$ 904		\$ 904	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 2,839		\$ 2,839	
	MCPG Health Payments	\$ 3,231		\$ 3,231	
23	Total Compensation	\$ 247,257	0	\$ 247,257	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Diane Skinner</u>				
3	Title: <u>Associate Dean, College of Health Related Professions</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 130,736			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 130,736	0	\$ 130,736	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,887		\$ 12,887	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,482		\$ 8,482	
13	Unemployment Insurance	\$ 575		\$ 575	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 153,592	0	\$ 153,592	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Virginia Smith</u>				
3	Title: <u>Associate Administrator for Patient Care, Clinical Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 112,200			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,200	0	\$ 112,200	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,000		\$ 11,000	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,181		\$ 8,181	
13	Unemployment Insurance	\$ 494		\$ 494	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 135,194	0	\$ 135,194	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Charles Smith, M.D.</u>				
3	Title: <u>Executive Associate Dean, College of Medicine</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 242,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39	\$ 56,184			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 298,234	0	\$ 298,234	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 14,513		\$ 14,513	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,992		\$ 10,992	
13	Unemployment Insurance	\$ 1,312		\$ 1,312	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 2,814		\$ 2,814	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 3,756			
	MCPG Health Payments	\$ 2,453			
23	Total Compensation	\$ 359,364	0	\$ 353,155	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Tom South</u>				
3	Title: <u>Assistant Dean, College of Medicine</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 105,421			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 105,421	0	\$ 105,421	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,425		\$ 10,425	
10	Health Insurance	\$ 9,656		\$ 9,656	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,085		\$ 8,085	
13	Unemployment Insurance	\$ 464		\$ 464	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 90		\$ 90	
	MCPG Health Payments	\$ 1,184		\$ 1,184	
23	Total Compensation	\$ 137,014	0	\$ 137,014	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Katharine Stewart</u>				
3	Title: <u>Associate Dean, College of Public Health</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 139,651			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 139,651	0	\$ 139,651	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,691		\$ 13,691	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,992		\$ 8,992	
13	Unemployment Insurance	\$ 614		\$ 614	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 29,730		\$ 29,730	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 195,996	0	\$ 195,996	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Cindy Stowe</u>				
3	Title: <u>Associate Dean, College of Pharmacy</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 145,738			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 145,738	0	\$ 145,738	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,288		\$ 13,288	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,506		\$ 8,506	
13	Unemployment Insurance	\$ 641		\$ 641	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 171,491	0	\$ 171,491	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Marvin Stricklin</u>				
3	Title: <u>Patient Care Administrator, Clinical Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 116,931			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 116,931	0	\$ 116,931	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,554		\$ 11,554	
10	Health Insurance	\$ 6,998		\$ 6,998	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,243		\$ 8,243	
13	Unemployment Insurance	\$ 515		\$ 515	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 145,352	0	\$ 145,352	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Kelley Suskie</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 121,776			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 121,776	0	\$ 121,776	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,999		\$ 11,999	
10	Health Insurance	\$ 384		\$ 384	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,328		\$ 8,328	
13	Unemployment Insurance	\$ 536		\$ 536	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 143,835	0	\$ 143,835	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Norman Sward</u>				
3	Title: <u>Campus Director, Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 108,914			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 108,914	0	\$ 108,914	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,758		\$ 10,758	
10	Health Insurance	\$ 3,304		\$ 3,304	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,796		\$ 7,796	
13	Unemployment Insurance	\$ 479		\$ 479	
14	Long-Term Disability Insurance	\$ 53		\$ 53	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 800		\$ 800	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 132,261	0	\$ 132,261	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Hosea W. Long

Phone No. 686-7085

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Leslie Taylor</u>				
3	Title: <u>Associate Vice Chancellor, Communications</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 145,203			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 145,203	0	\$ 145,203	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,296		\$ 14,296	
10	Health Insurance	\$ 5,892		\$ 5,892	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,661		\$ 8,661	
13	Unemployment Insurance	\$ 639		\$ 639	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 600		\$ 600	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 175,503	0	\$ 175,503	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Pat Torvestad</u>				
3	Title: <u>Vice Chancellor, Communications</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 162,757			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 162,757	0	\$ 162,757	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,027		\$ 16,027	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,906		\$ 8,906	
13	Unemployment Insurance	\$ 716		\$ 716	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 192,425	0	\$ 192,425	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Laura Tyler</u>				
3	Title: <u>Clinic Director, Psychiatric Research Institute</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 176,501			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 176,501	0	\$ 176,501	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,304		\$ 17,304	
10	Health Insurance	\$ 14,513		\$ 14,513	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,141		\$ 9,141	
13	Unemployment Insurance	\$ 777		\$ 777	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 1,899		\$ 1,899	
	MCPG Health Payments	\$ 2,865		\$ 2,865	
23	Total Compensation	\$ 223,788	0	\$ 223,788	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Kenneth Wagner</u>				
3	Title: <u>Associate Vice Chancellor, Academic Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 120,622			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 120,622	0	\$ 120,622	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,916		\$ 11,916	
10	Health Insurance	\$ 6,998		\$ 6,998	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,245		\$ 8,245	
13	Unemployment Insurance	\$ 531		\$ 531	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 149,423	0	\$ 149,423	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Ronnie Wallingsford</u>				
3	Title: <u>Associate Divisional Director, Information Technology</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 113,512			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 113,512	0	\$ 113,512	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,129		\$ 11,129	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,183		\$ 8,183	
13	Unemployment Insurance	\$ 499		\$ 499	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 143,161	0	\$ 143,161	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Rod West</u>				
3	Title: <u>Assistant Dean, College of Public Health</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 106,450			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 106,450	0	\$ 106,450	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,436		\$ 10,436	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,832		\$ 7,832	
13	Unemployment Insurance	\$ 468		\$ 468	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 128,505	0	\$ 128,505	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Elizabeth Wheeler</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 112,883			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,883	0	\$ 112,883	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,781		\$ 11,781	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,330		\$ 8,330	
13	Unemployment Insurance	\$ 497		\$ 497	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 134,602	0	\$ 134,602	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Richard Wheeler, M. D.</u>				
3	Title: <u>Executive Associate Dean, College of Medicine</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 242,050			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39	\$ 38,258			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 280,308	0	\$ 280,308	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 24,500		\$ 24,500	
10	Health Insurance	\$ 10,613		\$ 10,613	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 10,720		\$ 10,720	
13	Unemployment Insurance	\$ 1,233		\$ 1,233	
14	Long-Term Disability Insurance	\$ 633		\$ 633	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 1,800		\$ 1,800	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Expanded Long Term Disability	\$ 3,941		\$ 3,941	
	MCPG Health Payments	\$ 2,100		\$ 2,100	
23	Total Compensation	\$ 336,005	0	\$ 336,005	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

*** Act 287 of 2010**

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Paula White</u>				
3	Title: <u>Associate Administrator for Patient Care, College of Medicine</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 102,371			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 102,371	0	\$ 102,371	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 9,692		\$ 9,692	
10	Health Insurance	\$ 9,626		\$ 9,626	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 7,111		\$ 7,111	
13	Unemployment Insurance	\$ 450		\$ 450	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 129,462	0	\$ 129,462	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>David Wilcox</u>				
3	Title: <u>Associate Vice Chancellor, Finance</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 140,934			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 140,934	0	\$ 140,934	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,753		\$ 13,753	
10	Health Insurance	\$ 6,993		\$ 6,993	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,498		\$ 8,498	
13	Unemployment Insurance	\$ 620		\$ 620	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 700		\$ 700	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 171,710	0	\$ 171,710	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Anna Williams</u>				
3	Title: <u>Director of University Hospital, Clinical Programs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 137,088			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 137,088	0	\$ 137,088	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,440		\$ 13,440	
10	Health Insurance	\$ 5,716		\$ 5,716	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,497		\$ 8,497	
13	Unemployment Insurance	\$ 603		\$ 603	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 165,556	0	\$ 165,556	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Sue Williamson</u>				
3	Title: <u>Executive Divisional Director, Development and Alumni Affairs</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 114,110			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 114,110	0	\$ 114,110	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,277		\$ 11,277	
10	Health Insurance	\$ 3,107		\$ 3,107	
11	Life Insurance	\$ 78		\$ 78	
12	Social Security Match	\$ 8,234		\$ 8,234	
13	Unemployment Insurance	\$ 502		\$ 502	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 138,265	0	\$ 138,265	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas for Medical Sciences</u>				
2	Employee Name: <u>Williams Woodell</u>				
3	Title: <u>Associate Dean, College of Health Related Professions</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 112,519			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)* C39				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,519	0	\$ 112,519	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,121		\$ 11,121	
10	Health Insurance	\$ 6,993		\$ 6,993	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,186		\$ 8,186	
13	Unemployment Insurance	\$ 495		\$ 495	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses	\$ 900		\$ 900	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,427	0	\$ 140,427	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Norman E. Sward

Phone No. 603-1303

* Act 287 of 2010

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>Mary E. Benjamin</u>				
3	Title: <u>Vice Chancellor for Academic Affairs</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 124,764			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 124,764	0	\$ 124,764	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,745		\$ 12,745	
10	Health Insurance	\$ 2,945		\$ 2,945	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,531		\$ 8,531	
13	Unemployment Insurance	\$ 1,020		\$ 1,020	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Recognition</u>	\$ 700		\$ 700	
				\$ -	
23	Total Compensation	\$ 150,917	0	\$ 150,917	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>Monte Coleman</u>				
3	Title: <u>Head Coach - Football</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 110,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 110,000	0	\$ 110,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 5,375		\$ 5,375	
10	Health Insurance	\$ 8,861		\$ 8,861	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,313		\$ 9,313	
13	Unemployment Insurance	\$ 861		\$ 861	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Cell Phone Allowances</u>	\$ 2,400		\$ 2,400	
23	Total Compensation	\$ 137,022	0	\$ 137,022	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>Lawrence A Davis, Jr</u>				
3	Title: <u>Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 161,851			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 18,689			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 180,540	0	\$ 180,540	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,780		\$ 10,780	
10	Health Insurance	\$ 6,710		\$ 6,710	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,308		\$ 9,308	
13	Unemployment Insurance	\$ 1,438		\$ 1,438	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ 1,820		\$ 1,820	
16	House(s) Provided or Housing Allowance	\$ 8,759		\$ 8,759	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Recognition</u>	\$ 900		\$ 900	
				\$ -	
23	Total Compensation	\$ 220,467	0	\$ 220,467	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>Carole R Engle</u>				
3	Title: <u>Department Chairperson</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 37,819			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		\$ 62,924		Cooperative Extension and Fisheries
8	Total Base Salary	\$ 37,818	\$ 62,924	\$ 100,742	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,032		\$ 10,032	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,312		\$ 6,312	
13	Unemployment Insurance	\$ 803		\$ 803	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Services Recognition</u>	\$ 800		\$ 800	
23	Total Compensation	\$ 55,977	\$ 62,924	\$ 118,901	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>Wille Fulton</u>				
3	Title: <u>Director of Athletics</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,000	0	\$ 100,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 3,250		\$ 3,250	
10	Health Insurance	\$ -		\$ -	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 6,624		\$ 6,624	
13	Unemployment Insurance	\$ 546		\$ 546	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Recognition</u>	\$ 600		\$ 600	
23	Total Compensation	\$ 111,232	0	\$ 111,232	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>George W. Ivory</u>				
3	Title: <u>Head Coach - Men's Basketball</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 120,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 120,000	0	\$ 120,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 5,000		\$ 5,000	
10	Health Insurance	\$ 5,645		\$ 5,645	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 9,091		\$ 9,091	
13	Unemployment Insurance	\$ 808		\$ 808	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Cell Phone Allowance</u>	\$ 1,800		\$ 1,800	
				\$ -	
23	Total Compensation	\$ 142,556	0	\$ 142,556	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>Calvin Johnson</u>				
3	Title: <u>Dean of Schools</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 104,973			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>		\$ 12,539		Minority Initiative Sub Recipient
8	Total Base Salary	\$ 104,973	\$ 12,539.00	\$ 117,512	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,706		\$ 11,706	
10	Health Insurance	\$ 9,212		\$ 9,212	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,317		\$ 8,317	
13	Unemployment Insurance	\$ 937		\$ 937	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Recognition</u>	\$ 700		\$ 700	
				\$ -	
23	Total Compensation	\$ 136,057	\$ 12,539	\$ 148,596	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>Carla M Martin</u>				
3	Title: <u>Dean of Schools</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 111,416			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 3,334			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 114,750	0	\$ 114,750	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,363		\$ 11,363	
10	Health Insurance	\$ 2,938		\$ 2,938	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,835		\$ 8,835	
13	Unemployment Insurance	\$ 910		\$ 910	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 139,008	0	\$ 139,008	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas at Pine Bluff</u>				
2	Employee Name: <u>Pauline Thomas</u>				
3	Title: <u>Vice Chancellor for Finance and Administration</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 121,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 121,000	0	\$ 121,000	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,100		\$ 12,100	
10	Health Insurance	\$ 7,027		\$ 7,027	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 8,387		\$ 8,387	
13	Unemployment Insurance	\$ 964		\$ 964	
14	Long-Term Disability Insurance	\$ 56		\$ 56	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Recognition</u>	\$ 900		\$ 900	
23	Total Compensation	\$ 150,590	0	\$ 150,590	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Cynthia Anderson/Pauline Thomas

Phone No. (870)575-8873

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Stephen Addison</u>				
3	Title: <u>Department Chair - Physics and Astronomy, Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 107,831			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,831	0	\$ 107,831	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,783		\$ 10,783	
10	Health Insurance	\$ 5,340		\$ 5,340	
11	Life Insurance	\$ 177		\$ 177	
12	Social Security Match	\$ 7,777		\$ 7,777	
13	Unemployment Insurance	\$ 431		\$ 431	
14	Long-Term Disability Insurance	\$ 231		\$ 231	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 132,570	0	\$ 132,570	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Timothy N. Atkinson</u>				
3	Title: <u>Director of Grants, Assistant Provost / Assistant Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 97,262			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 10,101			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 107,363	0	\$ 107,363	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,796		\$ 10,796	
10	Health Insurance	\$ 6,896		\$ 6,896	
11	Life Insurance	\$ 179		\$ 179	
12	Social Security Match	\$ 7,859		\$ 7,859	
13	Unemployment Insurance	\$ 432		\$ 432	
14	Long-Term Disability Insurance	\$ 234		\$ 234	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	
	Explain: <u>Career Service</u>				
23	Total Compensation	\$ 134,359	0	\$ 134,359	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Timothy O.Bisping</u>				
3	Title: <u>Department Chair - Economics, Assoc Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 112,895			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,895	0	\$ 112,895	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,290		\$ 11,290	
10	Health Insurance	\$ 6,160		\$ 6,160	
11	Life Insurance	\$ 168		\$ 168	
12	Social Security Match	\$ 8,251		\$ 8,251	
13	Unemployment Insurance	\$ 452		\$ 452	
14	Long-Term Disability Insurance	\$ 218		\$ 218	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 139,434	0	\$ 139,434	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Joseph Cangelosi</u>				
3	Title: <u>Department Chair - Marketing & Management, Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 128,651			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 128,651	0	\$ 128,651	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,865		\$ 12,865	
10	Health Insurance	\$ 7,179		\$ 7,179	
11	Life Insurance	\$ 211		\$ 211	
12	Social Security Match	\$ 8,525		\$ 8,525	
13	Unemployment Insurance	\$ 515		\$ 515	
14	Long-Term Disability Insurance	\$ 275		\$ 275	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 158,221	0	\$ 158,221	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Patricia K. Cantrell</u>				
3	Title: <u>Dean, College of Business, Assoc Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 134,516			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 134,516	0	\$ 134,516	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,452		\$ 13,452	
10	Health Insurance	\$ 7,179		\$ 7,179	
11	Life Insurance	\$ 225		\$ 225	
12	Social Security Match	\$ 8,721		\$ 8,721	
13	Unemployment Insurance	\$ 538		\$ 538	
14	Long-Term Disability Insurance	\$ 293		\$ 293	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 164,924	0	\$ 164,924	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No.

501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Mike K. Casey</u>				
3	Title: <u>Associate Dean/ Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 126,769			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 10,988			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 137,757	0	\$ 137,757	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,164		\$ 17,164	
10	Health Insurance	\$ 5,470		\$ 5,470	
11	Life Insurance	\$ 213		\$ 213	
12	Social Security Match	\$ 8,494		\$ 8,494	
13	Unemployment Insurance	\$ 551		\$ 551	
14	Long-Term Disability Insurance	\$ 278		\$ 278	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 169,927	0	\$ 169,927	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Alexander Chen</u>				
3	Title: <u>Assoc VP for International Engagement</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 116,655			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 116,655	0	\$ 116,655	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,665		\$ 11,665	
10	Health Insurance	\$ 5,714		\$ 5,714	
11	Life Insurance	\$ 154		\$ 154	
12	Social Security Match	\$ 8,662		\$ 8,662	
13	Unemployment Insurance	\$ 467		\$ 467	
14	Long-Term Disability Insurance	\$ 201		\$ 201	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 143,518	0	\$ 143,518	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Clint S. Conque</u>				
3	Title: <u>Head Football Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 151,059			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		14857		
8	Total Base Salary	\$ 151,059	14857	\$ 165,916	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,312		\$ 13,312	
10	Health Insurance	\$ 7,009		\$ 7,009	
11	Life Insurance	\$ 221		\$ 221	
12	Social Security Match	\$ 9,167	207	\$ 9,374	
13	Unemployment Insurance	\$ 666	59	\$ 725	
14	Long-Term Disability Insurance	\$ 289		\$ 289	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 2,987		\$ 2,987	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		588	\$ 588	
22	Other Compensation	\$ 600		\$ 600	
	Explain: <u>Career Service</u>				
23	Total Compensation	\$ 185,310	15711	\$ 201,021	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Thomas C. Courtway</u>				
3	Title: <u>Exec. Asst to President</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 144,310			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 18,267			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 162,577	0	\$ 162,577	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,318		\$ 16,318	
10	Health Insurance	\$ 5,519		\$ 5,519	
11	Life Insurance	\$ 271		\$ 271	
12	Social Security Match	\$ 9,460		\$ 9,460	
13	Unemployment Insurance	\$ 653		\$ 653	
14	Long-Term Disability Insurance	\$ 354		\$ 354	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 9,000		\$ 9,000	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 600		\$ 600	
	Explain: <u>Career Service</u>				
23	Total Compensation	\$ 204,752	0	\$ 204,752	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valeie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Matthew Daniel</u>				
3	Title: <u>Head Basketball Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 127,666			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 127,666	0	\$ 127,666	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,000		\$ 10,000	
10	Health Insurance	\$ 3,999		\$ 3,999	
11	Life Insurance	\$ 165		\$ 165	
12	Social Security Match	\$ 9,097		\$ 9,097	
13	Unemployment Insurance	\$ 487		\$ 487	
14	Long-Term Disability Insurance	\$ 220		\$ 220	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 6,000		\$ 6,000	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		588	\$ 588	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 157,634	588	\$ 158,222	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>John A. Gale</u>				
3	Title: <u>Department Chair - Mass Com and Theatre/Assoc Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 119,484			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 119,484	0	\$ 119,484	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,948		\$ 11,948	
10	Health Insurance	\$ 3,999		\$ 3,999	
11	Life Insurance	\$ 200		\$ 200	
12	Social Security Match	\$ 8,472		\$ 8,472	
13	Unemployment Insurance	\$ 478		\$ 478	
14	Long-Term Disability Insurance	\$ 260		\$ 260	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 144,841	0	\$ 144,841	
24	Deferred Compensation Annual Accumulation but NOT Paid				
	Survey completed by: <u>Valerie Nicholson</u>	Phone No. <u>501-450-5053</u>			

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Ramesh V. Garimella</u>				
3	Title: <u>Department Chair - Mathematics/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 102,737			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 102,737	0	\$ 102,737	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,274		\$ 10,274	
10	Health Insurance	\$ 5,340		\$ 5,340	
11	Life Insurance	\$ 172		\$ 172	
12	Social Security Match	\$ 7,483		\$ 7,483	
13	Unemployment Insurance	\$ 411		\$ 411	
14	Long-Term Disability Insurance	\$ 224		\$ 224	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 126,641	0	\$ 126,641	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Jack Gillean</u>				
3	Title: <u>Executive Vice President</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 146,971			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 146,971	0	\$ 146,971	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,787		\$ 14,787	
10	Health Insurance	\$ 4,080		\$ 4,080	
11	Life Insurance	\$ 245		\$ 245	
12	Social Security Match	\$ 8,920		\$ 8,920	
13	Unemployment Insurance	\$ 592		\$ 592	
14	Long-Term Disability Insurance	\$ 320		\$ 320	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service</u>	\$ 900		\$ 900	
23	Total Compensation	\$ 176,815	0	\$ 176,815	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Jonathan A. Glenn</u>				
3	Title: <u>Associate Provost / Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 129,763			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 1,158			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 130,921	0	\$ 130,921	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,092		\$ 13,092	
10	Health Insurance	\$ 5,277		\$ 5,277	
11	Life Insurance	\$ 219		\$ 219	
12	Social Security Match	\$ 8,631		\$ 8,631	
13	Unemployment Insurance	\$ 524		\$ 524	
14	Long-Term Disability Insurance	\$ 285		\$ 285	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 158,949	0	\$ 158,949	
24	Deferred Compensation Annual Accumulation but NOT Paid				
Survey completed by: <u>Valerie Nicholson</u> Phone No. <u>501-450-5053</u>					

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Lance R. Grahn</u>				
3	Title: <u>Vice-President & Provost</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 148,694			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 27,176			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 175,870	0	\$ 175,870	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,587		\$ 17,587	
10	Health Insurance	\$ 5,470		\$ 5,470	
11	Life Insurance	\$ 293		\$ 293	
12	Social Security Match	\$ 9,294		\$ 9,294	
13	Unemployment Insurance	\$ 703		\$ 703	
14	Long-Term Disability Insurance	\$ 383		\$ 383	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 209,600	0	\$ 209,600	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No.

501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Kenneth M. Griffin</u>				
3	Title: <u>Department Chair - Management Info Systems/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 122,315			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 122,315	0	\$ 122,315	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,232		\$ 12,232	
10	Health Insurance	\$ 5,519		\$ 5,519	
11	Life Insurance	\$ 133		\$ 133	
12	Social Security Match	\$ 8,471		\$ 8,471	
13	Unemployment Insurance	\$ 489		\$ 489	
14	Long-Term Disability Insurance	\$ 267		\$ 267	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 149,426	0	\$ 149,426	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Neil W. Hattlestad</u>				
3	Title: <u>Dean, College of Health and Behavioral Sciences/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 137,735			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 6,642			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 144,377	0	\$ 144,377	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,438		\$ 14,438	
10	Health Insurance	\$ 5,519		\$ 5,519	
11	Life Insurance	\$ 1,520		\$ 1,520	
12	Social Security Match	\$ 8,852		\$ 8,852	
13	Unemployment Insurance	\$ 577		\$ 577	
14	Long-Term Disability Insurance	\$ 315		\$ 315	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 175,598	0	\$ 175,598	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Chenyi Hu</u>				
3	Title: <u>Department Chair - Computer Science/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 128,962			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 3,301			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 132,263	0	\$ 132,263	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 13,226		\$ 13,226	
10	Health Insurance	\$ 5,476		\$ 5,476	
11	Life Insurance	\$ 221		\$ 221	
12	Social Security Match	\$ 8,396		\$ 8,396	
13	Unemployment Insurance	\$ 529		\$ 529	
14	Long-Term Disability Insurance	\$ 288		\$ 288	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 160,399	0	\$ 160,399	
24	Deferred Compensation Annual Accumulation but NOT Paid				
	Survey completed by: <u>Valerie Nicholson</u>	Phone No. <u>501-450-5053</u>			

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Maurice A. Lee</u>				
3	Title: <u>Dean, College of Liberal Arts/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 128,414			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 128,414	0	\$ 128,414	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,841		\$ 12,841	
10	Health Insurance	\$ 5,519		\$ 5,519	
11	Life Insurance	\$ 140		\$ 140	
12	Social Security Match	\$ 8,605		\$ 8,605	
13	Unemployment Insurance	\$ 514		\$ 514	
14	Long-Term Disability Insurance	\$ 280		\$ 280	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 156,313	0	\$ 156,313	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Elaine McNiece</u>				
3	Title: <u>Associate Provost / Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 126,567			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 126,567	0	\$ 126,567	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,719		\$ 17,719	
10	Health Insurance	\$ 3,999		\$ 3,999	
11	Life Insurance	\$ 211		\$ 211	
12	Social Security Match	\$ 8,564		\$ 8,564	
13	Unemployment Insurance	\$ 506		\$ 506	
14	Long-Term Disability Insurance	\$ 276		\$ 276	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 157,842	0	\$ 157,842	
24	Deferred Compensation Annual Accumulation but NOT Paid				

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Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Allen C. Meadors</u>				
3	Title: <u>President</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 175,009			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 43,752			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources		\$ 27,079		
8	Total Base Salary	\$ 218,761	\$ 27,079	\$ 245,840	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 30,627	\$ 3,791	\$ 34,418	
10	Health Insurance	\$ 5,519		\$ 5,519	
11	Life Insurance	\$ 363	\$ 45	\$ 408	
12	Social Security Match	\$ 9,895	\$ 393	\$ 10,288	
13	Unemployment Insurance	\$ 875	\$ 108	\$ 983	
14	Long-Term Disability Insurance	\$ 474	\$ 58	\$ 532	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance		\$ 9,000	\$ 9,000	
16	House(s) Provided or Housing Allowance (House Value \$1,246,175 * .04 * .45) + Parent's House	\$ 22,431	\$ 12,000	\$ 34,431	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 1,092	\$ 1,092	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 288,945	\$ 53,566	\$ 342,511	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No.

501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Shelley Mehl</u>				
3	Title: <u>VP for Development</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 142,118			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 11,257			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 153,375	0	\$ 153,375	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,338		\$ 15,338	
10	Health Insurance	\$ 4,971		\$ 4,971	
11	Life Insurance	\$ 249		\$ 249	
12	Social Security Match	\$ 10,150		\$ 10,150	
13	Unemployment Insurance	\$ 613		\$ 613	
14	Long-Term Disability Insurance	\$ 334		\$ 334	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 185,030	0	\$ 185,030	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Linda K. Musselman</u>				
3	Title: <u>Department Chair - Occupational Therapy/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 108,231			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 108,231	0	\$ 108,231	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,823		\$ 10,823	
10	Health Insurance	\$ 4,048		\$ 4,048	
11	Life Insurance	\$ 181		\$ 181	
12	Social Security Match	\$ 8,105		\$ 8,105	
13	Unemployment Insurance	\$ 433		\$ 433	
14	Long-Term Disability Insurance	\$ 236		\$ 236	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 132,057	0	\$ 132,057	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Diane D. Newton</u>				
3	Title: <u>Vice-President for Finance and Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 144,310			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 29,515			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 173,825	0	\$ 173,825	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,463		\$ 17,463	
10	Health Insurance	\$ 3,902		\$ 3,902	
11	Life Insurance	\$ 290		\$ 290	
12	Social Security Match	\$ 9,570		\$ 9,570	
13	Unemployment Insurance	\$ 699		\$ 699	
14	Long-Term Disability Insurance	\$ 379		\$ 379	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 800		\$ 800	
	Explain: <u>Career Service</u>				
23	Total Compensation	\$ 206,928	0	\$ 206,928	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Thomas Oxner</u>				
3	Title: <u>Interim Department Chair -Accounting/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 128,962			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 16,373			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 145,335	0	\$ 145,335	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,534		\$ 14,534	
10	Health Insurance	\$ 423		\$ 423	
11	Life Insurance	\$ 205		\$ 205	
12	Social Security Match	\$ 9,711		\$ 9,711	
13	Unemployment Insurance	\$ 581		\$ 581	
14	Long-Term Disability Insurance	\$ 267		\$ 267	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 171,056	0	\$ 171,056	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Randy J. Pastor</u>				
3	Title: <u>Senior Physician</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 159,135			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 375			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 159,510	0	\$ 159,510	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 22,331		\$ 22,331	
10	Health Insurance	\$ 7,179		\$ 7,179	
11	Life Insurance	\$ 266		\$ 266	
12	Social Security Match	\$ 9,038		\$ 9,038	
13	Unemployment Insurance	\$ 638		\$ 638	
14	Long-Term Disability Insurance	\$ 348		\$ 348	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 199,310	0	\$ 199,310	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Jeffery L. Pitchford</u>				
3	Title: <u>VP for Univ/Gov Relations</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 100,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 100,000	0	\$ 100,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,070		\$ 10,070	
10	Health Insurance	\$ 3,999		\$ 3,999	
11	Life Insurance	\$ 161		\$ 161	
12	Social Security Match	\$ 7,641		\$ 7,641	
13	Unemployment Insurance	\$ 403		\$ 403	
14	Long-Term Disability Insurance	\$ 211		\$ 211	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: <u>Career Service</u>				
23	Total Compensation	\$ 123,185	0	\$ 123,185	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Rollin R. Potter</u>				
3	Title: <u>Dean, College of Fine Arts/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 129,296			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 129,296	0	\$ 129,296	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,930		\$ 12,930	
10	Health Insurance	\$ 3,999		\$ 3,999	
11	Life Insurance	\$ 141		\$ 141	
12	Social Security Match	\$ 8,652		\$ 8,652	
13	Unemployment Insurance	\$ 517		\$ 517	
14	Long-Term Disability Insurance	\$ 282		\$ 282	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 155,817	0	\$ 155,817	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Diana G. Pounder</u>				
3	Title: <u>Dean, College of Education/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 137,735			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 3,370			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 141,105	0	\$ 141,105	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,111		\$ 14,111	
10	Health Insurance	\$ 5,489		\$ 5,489	
11	Life Insurance	\$ 236		\$ 236	
12	Social Security Match	\$ 8,797		\$ 8,797	
13	Unemployment Insurance	\$ 565		\$ 565	
14	Long-Term Disability Insurance	\$ 308		\$ 308	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 170,611	0	\$ 170,611	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Nancy Reese</u>				
3	Title: <u>Department Chair - Physical Therapy/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 114,255			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 114,255	0	\$ 114,255	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,426		\$ 11,426	
10	Health Insurance	\$ 3,999		\$ 3,999	
11	Life Insurance	\$ 191		\$ 191	
12	Social Security Match	\$ 8,296		\$ 8,296	
13	Unemployment Insurance	\$ 457		\$ 457	
14	Long-Term Disability Insurance	\$ 249		\$ 249	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 138,873	0	\$ 138,873	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No.

501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Sally A. Roden</u>				
3	Title: <u>Interim VP for Enrollment Services</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 142,670			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 142,670	0	\$ 142,670	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,267		\$ 14,267	
10	Health Insurance	\$ 3,999		\$ 3,999	
11	Life Insurance	\$ 1,469		\$ 1,469	
12	Social Security Match	\$ 9,492		\$ 9,492	
13	Unemployment Insurance	\$ 571		\$ 571	
14	Long-Term Disability Insurance	\$ 308		\$ 308	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 172,776	0	\$ 172,776	
24	Deferred Compensation Annual Accumulation but NOT Paid				
	Survey completed by: <u>Valerie Nicholson</u>	Phone No. <u>501-450-5053</u>			

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Michael J. Rubach</u>				
3	Title: <u>MBA Director/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 122,647			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 122,647	0	\$ 122,647	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,265		\$ 12,265	
10	Health Insurance	\$ 5,476		\$ 5,476	
11	Life Insurance	\$ 205		\$ 205	
12	Social Security Match	\$ 8,598		\$ 8,598	
13	Unemployment Insurance	\$ 491		\$ 491	
14	Long-Term Disability Insurance	\$ 267		\$ 267	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 149,949	0	\$ 149,949	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No.

501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Steven W. Runge</u>				
3	Title: <u>Dean, College of Natural Science & Math/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 137,735			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 4,393			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 142,128	0	\$ 142,128	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,213		\$ 14,213	
10	Health Insurance	\$ 7,179		\$ 7,179	
11	Life Insurance	\$ 235		\$ 235	
12	Social Security Match	\$ 9,294		\$ 9,294	
13	Unemployment Insurance	\$ 569		\$ 569	
14	Long-Term Disability Insurance	\$ 308		\$ 308	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 173,926	0	\$ 173,926	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No.

501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Richard I. Scott</u>				
3	Title: <u>Dean, Honors College/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 106,678			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 106,678	0	\$ 106,678	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,668		\$ 10,668	
10	Health Insurance	\$ 4,048		\$ 4,048	
11	Life Insurance	\$ 178		\$ 178	
12	Social Security Match	\$ 8,195		\$ 8,195	
13	Unemployment Insurance	\$ 427		\$ 427	
14	Long-Term Disability Insurance	\$ 233		\$ 233	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 130,427	0	\$ 130,427	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>David J. Skotko</u>				
3	Title: <u>Department Chair - Psychology-Counseling/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 114,904			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 114,904	0	\$ 114,904	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,490		\$ 11,490	
10	Health Insurance	\$ 4,953		\$ 4,953	
11	Life Insurance	\$ 192		\$ 192	
12	Social Security Match	\$ 8,282		\$ 8,282	
13	Unemployment Insurance	\$ 460		\$ 460	
14	Long-Term Disability Insurance	\$ 250		\$ 250	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 140,531	0	\$ 140,531	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Daniel Scott Smith</u>				
3	Title: <u>Executive Director of AR Public School Resource Center- (Provisional)</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 127,314			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 127,314	0	\$ 127,314	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,922		\$ 17,922	
10	Health Insurance	\$ 3,843		\$ 3,843	
11	Life Insurance	\$ 211		\$ 211	
12	Social Security Match	\$ 8,656		\$ 8,656	
13	Unemployment Insurance	\$ 512		\$ 512	
14	Long-Term Disability Insurance	\$ 276		\$ 276	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: <u>Career Service</u>				
23	Total Compensation	\$ 159,434	0	\$ 159,434	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Bradley B. Teague</u>				
3	Title: <u>Athletic Director</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 142,076			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 1,074			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 143,150	0	\$ 143,150	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,315		\$ 14,315	
10	Health Insurance	\$ 7,179		\$ 7,179	
11	Life Insurance	\$ 239		\$ 239	
12	Social Security Match	\$ 8,749		\$ 8,749	
13	Unemployment Insurance	\$ 573		\$ 573	
14	Long-Term Disability Insurance	\$ 312		\$ 312	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,051		\$ 1,051	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		5512	\$ 5,512	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 175,568	5512	\$ 181,080	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Barbara G. Williams</u>				
3	Title: <u>Department Chair - Nursing/Professor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 105,196			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 105,196	0	\$ 105,196	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,520		\$ 10,520	
10	Health Insurance	\$ 5,476		\$ 5,476	
11	Life Insurance	\$ 176		\$ 176	
12	Social Security Match	\$ 7,784		\$ 7,784	
13	Unemployment Insurance	\$ 421		\$ 421	
14	Long-Term Disability Insurance	\$ 229		\$ 229	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 129,802	0	\$ 129,802	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-503

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Ronald D. Williams</u>				
3	Title: <u>Vice-President for Student Services</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 142,118			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 8,102			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 150,220	0	\$ 150,220	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,112		\$ 15,112	
10	Health Insurance	\$ 4,048		\$ 4,048	
11	Life Insurance	\$ 246		\$ 246	
12	Social Security Match	\$ 9,375		\$ 9,375	
13	Unemployment Insurance	\$ 604		\$ 604	
14	Long-Term Disability Insurance	\$ 320		\$ 320	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: <u>Career Service</u>				
23	Total Compensation	\$ 180,825	0	\$ 180,825	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Corliss Williamson</u>				
3	Title: <u>Head Basketball Coach</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 111,554			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 111,554	0	\$ 111,554	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,956		\$ 10,956	
10	Health Insurance	\$ 6,989		\$ 6,989	
11	Life Insurance	\$ 185		\$ 185	
12	Social Security Match	\$ 8,133		\$ 8,133	
13	Unemployment Insurance	\$ 446		\$ 446	
14	Long-Term Disability Insurance	\$ 241		\$ 241	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 644		\$ 644	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		588	\$ 588	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 139,148	588	\$ 139,736	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Univeristy of Central Arkansas</u>				
2	Employee Name: <u>Laura J. Young</u>				
3	Title: <u>Assistant Provost / Instructor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 104,672			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 7,803			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 112,475	0	\$ 112,475	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 11,247		\$ 11,247	
10	Health Insurance	\$ 4,971		\$ 4,971	
11	Life Insurance	\$ 188		\$ 188	
12	Social Security Match	\$ 8,387		\$ 8,387	
13	Unemployment Insurance	\$ 450		\$ 450	
14	Long-Term Disability Insurance	\$ 245		\$ 245	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 137,963	0	\$ 137,963	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Valerie Nicholson

Phone No. 501-450-5053

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas Northeastern College</u>				
2	Employee Name: <u>Robert L. Myers</u>				
3	Title: <u>President, ANC</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 30,880			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 164,220	\$ -	\$ 164,220	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 19,707		\$ 19,707	
10	Health Insurance	\$ 4,872		\$ 4,872	
11	Life Insurance	\$ 1,487		\$ 1,487	
12	Social Security Match	\$ 9,003		\$ 9,003	
13	Unemployment Insurance	\$ 493		\$ 493	
14	Long-Term Disability Insurance	\$ 315		\$ 315	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance	\$ 5,204		\$ 5,204	
16	House(s) Provided or Housing Allowance	\$ 12,000		\$ 12,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 3,474	\$ 3,474	
22	Other Compensation			\$ -	
	Explain: <u>Career Service</u>	\$ 800		\$ 800	
23	Total Compensation	\$ 218,101	\$ 3,474	\$ 221,575	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Carol Wilf Phone No. (870) 762-3121

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University-Beebe</u>				
2	Employee Name: <u>Jerry Carlisle</u>				
3	Title: <u>Vice Chancellor for Finance & Administration</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,360			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 7,094			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,454	0	\$ 107,454	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,745		\$ 10,745	
10	Health Insurance	\$ 3,873		\$ 3,873	
11	Life Insurance	\$ 169		\$ 169	
12	Social Security Match	\$ 8,180		\$ 8,180	
13	Unemployment Insurance	\$ 376		\$ 376	
14	Long-Term Disability Insurance	\$ 252		\$ 252	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 900		\$ 900	
				\$ -	
23	Total Compensation	\$ 131,949	0	\$ 131,949	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Jerry Carlisle Phone No. 501-882-8835

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University-Beebe</u>				
2	Employee Name: <u>Don Harlan</u>				
3	Title: <u>Vice Chancellor / ASU-Searcy</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 101,199			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 101,199	0	\$ 101,199	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,168		\$ 14,168	
10	Health Insurance	\$ 3,873		\$ 3,873	
11	Life Insurance	\$ 169		\$ 169	
12	Social Security Match	\$ 7,742		\$ 7,742	
13	Unemployment Insurance	\$ 354		\$ 354	
14	Long-Term Disability Insurance	\$ 252		\$ 252	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 222		\$ 222	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 900		\$ 900	
23	Total Compensation	\$ 128,879	0	\$ 128,879	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Jerry Carlisle Phone No. 501-882-8835

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University-Beebe</u>				
2	Employee Name: <u>Ted Kalthoff</u>				
3	Title: <u>Vice Chancellor for Academic Affairs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 103,547			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 103,547	0	\$ 103,547	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 10,355		\$ 10,355	
10	Health Insurance	\$ 6,662		\$ 6,662	
11	Life Insurance	\$ 169		\$ 169	
12	Social Security Match	\$ 7,921		\$ 7,921	
13	Unemployment Insurance	\$ 362		\$ 362	
14	Long-Term Disability Insurance	\$ 252		\$ 252	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 129,268	0	\$ 129,268	
24	Deferred Compensation Annual Accumulation but NOT Paid				
Survey completed by: <u>Jerry Carlisle</u> Phone No. <u>501-882-8835</u>					

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University-Beebe</u>				
2	Employee Name: <u>Eugene McKay</u>				
3	Title: <u>Chancellor</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 33,335			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 166,675	0	\$ 166,675	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,668		\$ 16,668	
10	Health Insurance	\$ 3,873		\$ 3,873	
11	Life Insurance	\$ 169		\$ 169	
12	Social Security Match	\$ 9,039		\$ 9,039	
13	Unemployment Insurance	\$ 583		\$ 583	
14	Long-Term Disability Insurance	\$ 252		\$ 252	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,095		\$ 1,095	
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 800		\$ 800	
23	Total Compensation	\$ 217,154	0	\$ 217,154	
24	Deferred Compensation Annual Accumulation but NOT Paid				
Survey completed by: <u>Jerry Carlisle</u> Phone No. <u>501-882-8835</u>					

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University - Mountain Home</u>				
2	Employee Name: <u>William "Ed" Coulter</u>				
3	Title: <u>Chancellor</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 33,335			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 166,675	\$ -	\$ 166,675	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,738		\$ 16,738	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 169		\$ 169	
12	Social Security Match	\$ 6,652		\$ 6,652	
13	Unemployment Insurance	\$ -		\$ -	
14	Long-Term Disability Insurance	\$ 569		\$ 569	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,137		\$ 1,137	
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 713	\$ 713	
22	Other Compensation	\$ 700		\$ 700	
	Explain: Career Service Bonus				
23	Total Compensation	\$ 217,301	\$ 713	\$ 218,014	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: John Davidson

Phone No. 870.508.6122

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University - Mountain Home</u>				
2	Employee Name: <u>Patricia Bailey</u>				
3	Title: <u>Vice Chancellor for Administrative Affairs & Provost</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,023			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 7,342			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 114,365	\$ -	\$ 114,365	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 11,527		\$ 11,527	
10	Health Insurance	\$ 6,661		\$ 6,661	
11	Life Insurance	\$ 169		\$ 169	
12	Social Security Match	\$ 6,677		\$ 6,677	
13	Unemployment Insurance	\$ -		\$ -	
14	Long-Term Disability Insurance	\$ 386		\$ 386	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: Career Service Bonus				
23	Total Compensation	\$ 140,685	\$ -	\$ 140,685	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: John Davidson

Phone No. 870.508.6122

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University-Newport</u>				
2	Employee Name: <u>Dr. Sandra Massey</u>				
3	Title: <u>Vice-Chancellor for Academic Affairs</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 102,500			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 102,500	\$ -	\$ 102,500	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,350		\$ 14,350	
10	Health Insurance	\$ 3,926		\$ 3,926	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 7,841		\$ 7,841	
13	Unemployment Insurance	\$ 1,835		\$ 1,835	
14	Long-Term Disability Insurance	\$ 252		\$ 252	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Donations to civic organizations or events</u>				
23	Total Compensation	\$ 130,866	\$ -	\$ 130,866	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____ Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Arkansas State University-Newport</u>				
2	Employee Name: <u>Dr. Larry N. Williams</u>				
3	Title: <u>Chancellor</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 33,335			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 166,675	\$ -	\$ 166,675	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,668		\$ 16,668	
10	Health Insurance	\$ 3,940		\$ 3,940	
11	Life Insurance	\$ 162		\$ 162	
12	Social Security Match	\$ 8,170		\$ 8,170	
13	Unemployment Insurance	\$ 2,800		\$ 2,800	
14	Long-Term Disability Insurance	\$ 252		\$ 252	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 4,131	\$ 4,500	\$ 8,631	
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 4,430	\$ 4,430	
22	Other Compensation		\$ 1,070	\$ 1,070	
	Explain: <u>Donations to civic organizations or events</u>				
23	Total Compensation	\$ 220,798	\$ 10,000	\$ 230,798	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____ Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Black River Technical College</u>				
2	Employee Name: <u>Richard Gaines</u>				
3	Title: <u>President</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 26,801			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 160,141	\$ -	\$ 160,141	
	Benefits Provided to All Full-Time Employees				
9	<u>Retirement Match</u>	\$ 22,420		\$ 22,420	
10	<u>Health Insurance</u>	\$ 5,400		\$ 5,400	
11	<u>Life Insurance</u>	\$ -		\$ -	
12	<u>Social Security Match</u>	\$ 12,251		\$ 12,251	
13	<u>Unemployment Insurance</u>	\$ 1,121		\$ 1,121	
14	<u>Long-Term Disability Insurance</u>			\$ -	
	Special Benefits NOT Provided All Employees				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>	\$ 12,000		\$ 12,000	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>	\$ 1,550		\$ 1,550	
22	<u>Other Compensation</u>	\$ 900		\$ 900	
	<u>Explain: Career Service</u>				
23	Total Compensation	\$ 215,783	\$ -	\$ 215,783	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Julie Edington, Human Resources

Phone No. 870-248-4000 Ext. 4032

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: COLLEGE OF THE OUACHITAS				
2	Employee Name: BARRY BALLARD				
3	Title: PRESIDENT				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 129,000			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 129,000	\$ -	\$ 129,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,480		\$ 15,480	
10	Health Insurance	\$ 4,200		\$ 4,200	
11	Life Insurance			\$ -	
12	Social Security Match	\$ 9,869		\$ 9,869	
13	Unemployment Insurance			\$ -	
14	Long-Term Disability Insurance			\$ -	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 868		\$ 868	
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation	\$ 700		\$ 700	
	Explain: Career Service Bonus				
23	Total Compensation	\$ 178,116	\$ -	\$ 178,116	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: ROGER COOMER

Phone No. 501-332-0220

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Cossatot Community College of the University</u>				
2	Employee Name: <u>Steve Cole</u>				
3	Title: <u>Chancellor</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 24,760			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 158,100	\$ -	\$ 158,100	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 20,553		\$ 20,553	
10	<u>Health Insurance</u>	\$ 5,712		\$ 5,712	
11	<u>Life Insurance</u>	\$ 50		\$ 50	
12	<u>Social Security Match</u>	\$ 6,844		\$ 6,844	
13	<u>Unemployment Insurance</u>	\$ 711		\$ 711	
14	<u>Long-Term Disability Insurance</u>			\$ -	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>	\$ 3,325		\$ 3,325	
16	<u>House(s) Provided or Housing Allowance</u>	\$ 18,000		\$ 18,000	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 213,296	\$ -	\$ 213,296	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Charlotte Johnson

Phone No. 870-584-4471

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>East Arkansas Community College</u>				
2	Employee Name: <u>Morris Boydston</u>				
3	Title: <u>Vice President for Business Affairs</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,360			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 1,758			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 102,118	\$ -	\$ 102,118	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 6,127		\$ 6,127	
10	Health Insurance	\$ 6,300		\$ 6,300	
11	Life Insurance	\$ 80		\$ 80	
12	Social Security Match	\$ 7,137		\$ 7,137	
13	Unemployment Insurance	\$ 541		\$ 541	
14	Long-Term Disability Insurance	\$ 408		\$ 408	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance	\$ 1,800		\$ 1,800	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 700		\$ 700	
23	Total Compensation	\$ 125,211	\$ -	\$ 125,211	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Morris Boydston

Phone No. 870-633-4480 ext 208

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>East Arkansas Community College</u>				
2	Employee Name: <u>Coy Grace</u>				
3	Title: <u>President</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 31,834			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 165,174	\$ -	\$ 165,174	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 23,124		\$ 23,124	
10	Health Insurance	\$ 6,300		\$ 6,300	
11	Life Insurance	\$ 80		\$ 80	
12	Social Security Match	\$ 9,017		\$ 9,017	
13	Unemployment Insurance	\$ 875		\$ 875	
14	Long-Term Disability Insurance	\$ 661		\$ 661	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 746		\$ 746	
16	House(s) Provided or Housing Allowance	\$ 12,830		\$ 12,830	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Family Health Insurance</u>	\$ 6,888		\$ 6,888	
	<u>Family Dental Insurance</u>	\$ 558		\$ 558	
	<u>Career Service Bonus</u>	\$ 700		\$ 700	
23	Total Compensation	\$ 226,953	\$ -	\$ 226,953	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Morris Boydston

Phone No. 870-633-4480 ext 208

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Mid-South Community College</u>				
2	Employee Name: <u>Barbara Baxter</u>				
3	Title: <u>Chief Administrative Officer</u>				
	Base Salary: <u>\$121,711</u>				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 118,990			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 2,721			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 121,711	\$ -	\$ 121,711	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match <u>14%</u>	\$ 17,040		\$ 17,040	
10	Health Insurance <u>\$450 mo</u>	\$ 5,400		\$ 5,400	
11	Life Insurance <u>\$2.74 mo</u>	\$ 33		\$ 33	
12	Social Security Match <u>6.2% up to 106,800</u>	\$ 6,621		\$ 6,621	
13	Unemployment Insurance <u>1.17%</u>	\$ 1,424		\$ 1,424	
14	Long-Term Disability Insurance <u>47.38 mo</u>	\$ 569		\$ 569	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus <u>CSB</u>	\$ 700		\$ 700	Career Service Bonus
19	Special Bonuses <u>Productivity - estimated</u>	\$ 2,434		\$ 2,434	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 155,932	\$ -	\$ 155,932	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Jackie Brubaker

Phone No. 870-733-6741

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Mid-South Community College</u>				
2	Employee Name: <u>Glen Fenter</u>				
3	Title: <u>President</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 33,335			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 166,675	\$ -	\$ 166,675	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match <u>14%</u>	\$ 23,335		\$ 23,335	
10	Health Insurance <u>\$450 mo</u>	\$ 5,400		\$ 5,400	
11	Life Insurance <u>\$4.20 mo</u>	\$ 50		\$ 50	
12	Social Security Match <u>6.2% up to 106,800</u>	\$ 6,621		\$ 6,621	
13	Unemployment Insurance <u>1.17%</u>	\$ 1,950		\$ 1,950	
14	Long-Term Disability Insurance <u>49.04 mo</u>	\$ 588		\$ 588	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 2,155	\$ 4,311	\$ 6,466	
16	House(s) Provided or Housing Allowance	\$ 13,685		\$ 13,685	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 700		\$ 700	Career Service Bonus
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ 600	\$ 2,802	\$ 3,402	Rotary/Meadowbrook CC
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 221,759	\$ 7,113	\$ 228,871	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Jackie Brubaker

Phone No. 870-733-6741

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Mid-South Community College</u>				
2	Employee Name: <u>Susan Marshall</u>				
3	Title: <u>Chief Financial Officer</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,360			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 8,285			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 108,645	\$ -	\$ 108,645	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match <u>14%</u>	\$ 15,210		\$ 15,210	
10	Health Insurance <u>\$450 mo</u>	\$ 5,400		\$ 5,400	
11	Life Insurance <u>\$4.20 mo</u>	\$ 50		\$ 50	
12	Social Security Match <u>6.2% up to 106,800</u>	\$ 6,621		\$ 6,621	
13	Unemployment Insurance <u>1.17%</u>	\$ 1,271		\$ 1,271	
14	Long-Term Disability Insurance <u>\$42.28 mo</u>	\$ 507		\$ 507	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus <u>CSB</u>	\$ 800		\$ 800	Career Service Bonus
19	Special Bonuses <u>Productivity - estimated</u>	\$ 2,173		\$ 2,173	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ 600		\$ 600	Rotary
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 141,277	\$ -	\$ 141,277	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Jackie Brubaker

Phone No. 870-733-6741

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Mid-South Community College</u>				
2	Employee Name: <u>Judith Scherer</u>				
3	Title: <u>Chief Academic Officer</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,023			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 6,977			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 114,000	\$ -	\$ 114,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match <u>14%</u>	\$ 15,960		\$ 15,960	
10	Health Insurance <u>\$450 mo</u>	\$ 5,400		\$ 5,400	
11	Life Insurance <u>\$4.20 mo</u>	\$ 50		\$ 50	
12	Social Security Match <u>6.2% up to 106,800</u>	\$ 6,621		\$ 6,621	
13	Unemployment Insurance <u>1.17%</u>	\$ 1,334		\$ 1,334	
14	Long-Term Disability Insurance <u>44.38 mo</u>	\$ 533		\$ 533	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 143,898	\$ -	\$ 143,898	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Jackie Brubaker

Phone No. 870-733-6741

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: National Park Community College				
2	Employee Name: Sarah A. Carder				
3	Title: President				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 133,340			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 18,829			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 152,169	\$ -	\$ 152,169	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 21,304		\$ 21,304	
10	Health Insurance	\$ 6,501		\$ 6,501	
11	Life Insurance	\$ 115		\$ 115	
12	Social Security Match	\$ 8,714		\$ 8,714	
13	Unemployment Insurance	\$ 1,050		\$ 1,050	
14	Long-Term Disability Insurance	\$ 441		\$ 441	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 2,178		\$ 2,178	
16	House(s) Provided or Housing Allowance	\$ 12,000		\$ 12,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ 1,590	\$ 2,372	\$ 3,962	Foundation
22	Other Compensation			\$ -	
	Explain: Entertainment Expense		\$ 712	\$ 712	Foundation
	Career Service Bonus	\$ 900		\$ 900	
23	Total Compensation	\$ 206,963	\$ 3,084	\$ 210,047	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____ Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>National Park Community College</u>				
2	Employee Name: <u>Gordon Watts</u>				
3	Title: <u>Chief Academic Officer</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 103,839			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 103,839	\$ -	\$ 103,839	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 14,537		\$ 14,537	
10	Health Insurance	\$ 5,352		\$ 5,352	
11	Life Insurance	\$ 115		\$ 115	
12	Social Security Match	\$ 8,714		\$ 8,714	
13	Unemployment Insurance	\$ 716		\$ 716	
14	Long-Term Disability Insurance	\$ 301		\$ 301	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ 720		\$ 720	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 900		\$ 900	
23	Total Compensation	\$ 135,195	\$ -	\$ 135,195	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____ Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>North Arkansas College</u>				
2	Employee Name: <u>Dr. Jeff Olson</u>				
3	Title: <u>President - 7/1/2010 - 1/31/2011</u>				
4	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 111,466			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 111,466	\$ -	\$ 111,466	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 12,390		\$ 12,390	
10	Health Insurance	\$ 5,988		\$ 5,988	
11	Life Insurance	\$ 167		\$ 167	
12	Social Security Match	\$ 5,214		\$ 5,214	
13	Unemployment Insurance	\$ 79		\$ 79	
14	Long-Term Disability Insurance	\$ 18		\$ 18	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance (for calendar 2010)	\$ 1,100		\$ 1,100	
16	House(s) Provided or Housing Allowance	\$ 10,500		\$ 10,500	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 146,921	\$ -	\$ 146,921	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Don Sugg

Phone No. 870-391-3216

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>North Arkansas College</u>				
2	Employee Name: <u>Dr. Jim Stockton</u>				
3	Title: <u>VP of Institutional Advancement & Interim President 2/1/2011 - 6/30/2011</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 115,086			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 115,086	\$ -	\$ 115,086	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 16,112		\$ 16,112	
10	<u>Health Insurance</u>	\$ 9,730		\$ 9,730	
11	<u>Life Insurance</u>	\$ 180		\$ 180	
12	<u>Social Security Match</u>	\$ 8,297		\$ 8,297	
13	<u>Unemployment Insurance</u>	\$ 104		\$ 104	
14	<u>Long-Term Disability Insurance</u>	\$ 294		\$ 294	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>			\$ -	
16	<u>House(s) Provided or Housing Allowance</u>			\$ -	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>			\$ -	
18	<u>Annual Bonus</u>			\$ -	
19	<u>Special Bonuses</u>			\$ -	
20	<u>Additional Life Insurance Premiums</u>			\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>			\$ -	
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 149,803	\$ -	\$ 149,803	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Don Sugg

Phone No. 870-391-3216

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>NorthWest Arkansas Community College</u>				
2	Employee Name: <u>Beck Paneitz-Danks</u>				
3	Title: <u>President NWACC</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 33,336			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 166,676	\$ -	\$ 166,676	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 25,876	85,978**	\$ 111,854	NWACC Foundation
10	Health Insurance	\$ 11,674		\$ 11,674	
11	Life Insurance	\$ 58		\$ 58	
12	Social Security Match	\$ 6,448		\$ 6,448	
13	Unemployment Insurance	\$ 1,601		\$ 1,601	
14	Long-Term Disability Insurance	\$ 685		\$ 685	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		\$ 15,040	\$ 15,040	Private donation and NWACC Foundation pays for the maintenance costs.
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 1,360	\$ 1,360	NWACC Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 231,018	\$ 102,378	\$ 333,396	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Gulizar K. Baggson

Phone No. 479 - 619 2203

**

Through an agreement between Dr. Paneitz and the NWACC Foundation for every year of services at NWACC during which there was satisfactory performance the Foundation will purchase 1.5 years of out-of-state service to go to ATRS.

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>NorthWest Arkansas Community College</u>				
2	Employee Name: <u>John Tuthill</u>				
3	Title: <u>Chief Academic Officer</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,023			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 9,306			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 116,329	\$ -	\$ 116,329	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 16,286		\$ 16,286	
10	Health Insurance	\$ 12,135		\$ 12,135	
11	Life Insurance	\$ 58		\$ 58	
12	Social Security Match	\$ 6,453		\$ 6,453	
13	Unemployment Insurance	\$ 1,117		\$ 1,117	
14	Long-Term Disability Insurance	\$ 482		\$ 482	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		\$ -	\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 85	\$ 85	NWACC Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 152,860	\$ 85	\$ 152,945	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Gulizar K. Baggson

Phone No. 479 - 619 2203

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>NorthWest Arkansas Community College</u>				
2	Employee Name: <u>Steven Gates</u>				
3	Title: <u>Chief Development Officer</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,360			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 19,039			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 119,399	\$ -	\$ 119,399	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,447		\$ 10,447	
10	Health Insurance	\$ 10,618		\$ 10,618	
11	Life Insurance	\$ 51		\$ 51	
12	Social Security Match	\$ 5,882		\$ 5,882	
13	Unemployment Insurance	\$ 1,003		\$ 1,003	
14	Long-Term Disability Insurance	\$ 433		\$ 433	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance		\$ -	\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 270	\$ 270	NWACC Foundation
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 147,833	\$ 270	\$ 148,103	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>NorthWest Arkansas Community College</u>				
2	Employee Name: <u>Marty Parsons</u> (Start 10/18/10)				
3	Title: <u>Chief Fiscal Officer</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,360			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 15,969			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 116,329	\$ -	\$ 116,329	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 7,701		\$ 7,701	
10	Health Insurance	\$ 5,240		\$ 5,240	
11	Life Insurance	\$ 31		\$ 31	
12	Social Security Match	\$ 4,666		\$ 4,666	
13	Unemployment Insurance	\$ 739		\$ 739	
14	Long-Term Disability Insurance	\$ 254		\$ 254	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance		\$ -	\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses		\$ 5,000	\$ 5,000	NWACC Foundation
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 134,960	\$ 5,000	\$ 139,960	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>NorthWest Arkansas Community College</u>				
2	Employee Name: <u>Wyley Elliott</u>				
3	Title: <u>RTC Director</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 112,222			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 4,107			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 116,329	\$ -	\$ 116,329	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,286		\$ 16,286	
10	Health Insurance	\$ 12,135		\$ 12,135	
11	Life Insurance	\$ 58		\$ 58	
12	Social Security Match	\$ 6,731		\$ 6,731	
13	Unemployment Insurance	\$ 1,117		\$ 1,117	
14	Long-Term Disability Insurance	\$ 482		\$ 482	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance		\$ -	\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 153,138	\$ -	\$ 153,138	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____

Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Ozarka College</u>				
2	Employee Name: <u>Richard L. Dawe, Ph.D.</u>				
3	Title: <u>President OZC</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 9,510			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 142,850	\$ -	\$ 142,850	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,142		\$ 17,142	
10	Health Insurance	\$ 12,369		\$ 12,369	
11	Life Insurance	\$ 50		\$ 50	
12	Social Security Match	\$ 10,928		\$ 10,928	
13	Unemployment Insurance			\$ -	
14	Long-Term Disability Insurance	\$ 414		\$ 414	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 1,003		\$ 1,003	
16	House(s) Provided or Housing Allowance	\$ 16,800		\$ 16,800	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 201,556	\$ -	\$ 201,556	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Tina Wheelis

Phone No. 870.368.7371

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Phillips Community College of the University of Arkansas</u>				
2	Employee Name: <u>Steven F. Murray, Ed.D.</u>				
3	Title: <u>Chancellor</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 133,340			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 25,560			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 158,900	\$ -	\$ 158,900	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,690		\$ 17,690	
10	Health Insurance	\$ 5,872		\$ 5,872	
11	Life Insurance	\$ 493		\$ 493	
12	Social Security Match	\$ 9,187		\$ 9,187	
13	Unemployment Insurance	\$ 175		\$ 175	
14	Long-Term Disability Insurance	\$ 413		\$ 413	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)		\$ 2,590	\$ 2,590	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 210,730	\$ 2,590	\$ 213,320	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Stephanie Williams

Phone No. 870-816-1272

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Phillips Community College of the University of Arkansas</u>				
2	Employee Name: <u>Rita Fleming</u>				
3	Title: <u>Vice Chancellor Finance & Administration</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 114,300			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 114,300	\$ -	\$ 114,300	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 5,715		\$ 5,715	
10	Health Insurance	\$ 3,176		\$ 3,176	
11	Life Insurance	\$ 274		\$ 274	
12	Social Security Match	\$ 8,744		\$ 8,744	
13	Unemployment Insurance	\$ 126		\$ 126	
14	Long-Term Disability Insurance	\$ 297		\$ 297	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 132,631	\$ -	\$ 132,631	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Stephanie Williams

Phone No. 870-816-1272

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Pulaski Technical College</u>				
2	Employee Name: <u>Dan F. Bakke</u>				
3	Title: <u>President</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 31,717			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 165,057	\$ -	\$ 165,057	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 19,807		\$ 19,807	
10	Health Insurance	\$ 4,358		\$ 4,358	
11	Life Insurance	\$ 50		\$ 50	
12	Social Security Match	\$ 9,286		\$ 9,286	
13	Unemployment Insurance	\$ 1,122		\$ 1,122	
14	Long-Term Disability Insurance	\$ 479		\$ 479	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 687		\$ 687	
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ 350		\$ 350	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 700		\$ 700	
23	Total Compensation	\$ 219,896	\$ -	\$ 219,896	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____ Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Pulaski Technical College</u>				
2	Employee Name: <u>Augusta Farver</u>				
3	Title: <u>Vice President for Instruction</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,000			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,000	\$ -	\$ 100,000	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 14,000		\$ 14,000	
10	Health Insurance			\$ -	
11	Life Insurance	\$ 50		\$ 50	
12	Social Security Match	\$ 7,650		\$ 7,650	
13	Unemployment Insurance	\$ 680		\$ 680	
14	Long-Term Disability Insurance	\$ 290		\$ 290	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 122,670	\$ -	\$ 122,670	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____ Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Pulaski Technical College</u>				
2	Employee Name: <u>Patricia Palmer</u>				
3	Title: <u>Vice President for Finance</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,360			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 6,909			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,269	\$ -	\$ 107,269	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 12,872		\$ 12,872	
10	Health Insurance	\$ 9,213		\$ 9,213	
11	Life Insurance	\$ 50		\$ 50	
12	Social Security Match	\$ 8,177		\$ 8,177	
13	Unemployment Insurance	\$ 729		\$ 729	
14	Long-Term Disability Insurance	\$ 311		\$ 311	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 900		\$ 900	
23	Total Compensation	\$ 139,521	\$ -	\$ 139,521	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: _____ Phone No. _____

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: 0192 Rich Mountain Community Collee				
2	Employee Name: Wayne Hatcher				
3	Title: President				
4	Base Salary: Salary within the Line-Item Maximum for 2010-11	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 6,079			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 135,536	\$ -	\$ 135,536	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 17,078		\$ 17,078	
10	Health Insurance	\$ 11,520		\$ 11,520	
11	Life Insurance	\$ 50		\$ 50	
12	Social Security Match	\$ 8,674		\$ 8,674	
13	Unemployment Insurance	\$ -		\$ -	
14	Long-Term Disability Insurance	\$ 745		\$ 745	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ 12,000		\$ 12,000	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 185,603	\$ -	\$ 185,603	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Amy Ludwig, Project Coordinator

Phone No.

479-394-7622 x 1530

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>South Arkansas Community College</u>				
2	Employee Name: <u>Valeriano Cantu'</u>				
3	Title: <u>Vice President of Learning</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,023			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 680			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,703	\$ -	\$ 107,703	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,770		\$ 10,770	
10	Health Insurance/Dental Insurance	\$ 5,685		\$ 5,685	
11	Life Insurance	\$ 395		\$ 395	
12	Social Security Match	\$ 8,183		\$ 8,183	
13	Unemployment Insurance	\$ -		\$ -	
14	Long-Term Disability Insurance	\$ 162		\$ 162	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	\$ 50	\$ 50	
22	Other Compensation	\$ -		\$ -	
	Explain:				
23	Total Compensation	\$ 132,898	\$ 50	\$ 132,948	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Becky Riggs

Phone No. 870.864.7146

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>South Arkansas Community College</u>				
2	Employee Name: <u>Barbara Jones</u>				
3	Title: <u>President</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 22,460			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 155,800	0	\$ 155,800	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	<u>Retirement Match</u>	\$ 21,812		\$ 21,812	
10	<u>Health Insurance/Dental Insurance</u>	\$ 5,685		\$ 5,685	
11	<u>Life Insurance</u>	\$ 545		\$ 545	
12	<u>Social Security Match</u>	\$ 2,259		\$ 2,259	
13	<u>Unemployment Insurance</u>	\$ -		\$ -	
14	<u>Long-Term Disability Insurance</u>	\$ 233		\$ 233	
	<u>Special Benefits NOT Provided All Employees</u>				
15	<u>Car Provided or Car Allowance</u>	\$ 777		\$ 777	
16	<u>House(s) Provided or Housing Allowance</u>	\$ 18,000		\$ 18,000	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>	\$ -		\$ -	
18	<u>Annual Bonus</u>	\$ -		\$ -	
19	<u>Special Bonuses</u>	\$ -		\$ -	
20	<u>Additional Life Insurance Premiums</u>	\$ -		\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>	\$ -	\$ 1,225	\$ 1,225	SouthArk Foundation
22	<u>Other Compensation</u>	\$ -		\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 205,111	\$ 1,225	\$ 206,336	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Becky Riggs

Phone No. 870.864.7146

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southeast Arkansas College</u>				
2	Employee Name: <u>Linda Eubanks</u>				
3	Title: <u>Vice President of Academic Affairs **</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 107,023			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 871			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 107,894	\$ -	\$ 107,894	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,231		\$ 15,231	
10	Health Insurance	\$ 4,680		\$ 4,680	
11	Life Insurance			\$ -	
12	Social Security Match	\$ 8,200		\$ 8,200	
13	Unemployment Insurance	\$ 642		\$ 642	
14	Long-Term Disability Insurance			\$ -	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance			\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: <u>Career Service Award</u>	\$ 900		\$ 900	
23	Total Compensation	\$ 137,547	\$ -	\$ 137,547	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Debbie Wallace

Phone No. 870-543-5996

** Ms Eubanks is currently service as VP Academic Affairs and VP Student Affairs

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southeast Arkansas College</u>				
2	Employee Name: <u>Tom Spencer</u>				
3	Title: <u>Interim President</u>				
4	Base Salary: <u>Salary within the Line-Item Maximum for 2010-11**</u>	\$ 74,841			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>				
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 74,841	\$ -	\$ 74,841	
	<u>Benefits Provided to All Full-Time Employees</u>				
9	Retirement Match	\$ 7,462		\$ 7,462	
10	Health Insurance	\$ 2,340		\$ 2,340	
11	Life Insurance			\$ -	
12	Social Security Match	\$ 4,223		\$ 4,223	
13	Unemployment Insurance	\$ 442		\$ 442	
14	Long-Term Disability Insurance			\$ -	
	<u>Special Benefits NOT Provided All Employees</u>				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance	\$ 6,000		\$ 6,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 95,308	\$ -	\$ 95,308	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Debbie Wallace

Phone No. 870-543-5996

** Dr. Spencer has been Interim President from 1/2/2011 thru 6/30/11
 Dr. Phil Shirley was President from 7/1/10 thru 12/31/2010 and received salary,
 including housing and vacation payout of \$107,269

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>Southern Arkansas Univeristy Tech (SAU Tech)</u>				
2	Employee Name: <u>Dr. Corbet Lamkin</u>				
3	Title: <u>Chancellor</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 133,340			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 10,141			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 143,481	\$ -	\$ 143,481	
	Benefits Provided to All Full-Time Employees				
9	<u>Retirement Match</u>	\$ 14,348		\$ 14,348	
10	<u>Health Insurance</u>	\$ 3,784		\$ 3,784	
11	<u>Life Insurance</u>	\$ 624		\$ 624	
12	<u>Social Security Match</u>	\$ 10,976		\$ 10,976	
13	<u>Unemployment Insurance</u>	\$ 1,119		\$ 1,119	
14	<u>Long-Term Disability Insurance</u>	\$ 330		\$ 330	
	Special Benefits NOT Provided All Employees				
15	<u>Car Provided or Car Allowance</u>	\$ 1,850		\$ 1,850	
16	<u>House(s) Provided or Housing Allowance</u>	\$ 14,400		\$ 14,400	
17	<u>Deferred Compensation Actually Paid During Fiscal Year</u>	\$ -		\$ -	
18	<u>Annual Bonus</u>	\$ -		\$ -	
19	<u>Special Bonuses</u>	\$ -		\$ -	
20	<u>Additional Life Insurance Premiums</u>	\$ -		\$ -	
21	<u>Club Dues (Country Club, Civic Clubs, etc.)</u>	\$ -	\$ 650	\$ 650	SAU Tech Foundation
22	<u>Other Compensation</u>			\$ -	
	<u>Explain:</u>				
23	Total Compensation	\$ 190,912	\$ 650	\$ 191,562	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Debbie Beasley

Phone No. 870-574-4507

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: Southern Arkansas Univeristy Tech (SAU Tech)				
2	Employee Name: Gary Oden				
3	Title: Vice Chancellor for Instruction				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 101,443			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ -			
6	UAMS Professional Income Allowance (2.5 multiplier)*	\$ -			
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 101,443	\$ -	\$ 101,443	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,144		\$ 10,144	
10	Health Insurance	\$ 3,784		\$ 3,784	
11	Life Insurance	\$ 474		\$ 474	
12	Social Security Match	\$ 7,760		\$ 7,760	
13	Unemployment Insurance	\$ 791		\$ 791	
14	Long-Term Disability Insurance	\$ 330		\$ 330	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ 900		\$ 900	
	Explain: Career Service Bonus			\$ -	
23	Total Compensation	\$ 125,626	\$ -	\$ 125,626	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Debbie Beasley

Phone No. 870-574-4507

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of AR Community College at Batesville				
2	Employee Name: Deborah Frazier				
3	Title: Chancellor				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 133,340			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 24,760			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 158,100	\$ -	\$ 158,100	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 18,972		\$ 18,972	
10	Health Insurance	\$ 7,207		\$ 7,207	
11	Life Insurance	\$ 156		\$ 156	
12	Social Security Match	\$ 12,399		\$ 12,399	
13	Unemployment Insurance	\$ 1,796		\$ 1,796	
14	Long-Term Disability Insurance	\$ 520		\$ 520	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ 2,189		\$ 2,189	
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus			\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain: Career Service Bonus	\$ 600		\$ 600	
				\$ -	
23	Total Compensation	\$ 219,939	\$ -	\$ 219,939	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Adam Adair, Controller

Phone No. 870-612-2009

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>University of Arkansas Community College at Hope</u>				
2	Employee Name: <u>Jerald Barber</u>				
3	Title: <u>Vice Chancellor for Finance & Administration</u>				
	Base Salary:				
4	<u>Salary within the Line-Item Maximum for 2010-11</u>	\$ 100,919			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>UAMS Professional Income Allowance (2.5 multiplier)*</u>	\$ -			
7	<u>Remaining Salary from other Sources</u>				
8	Total Base Salary	\$ 100,919	\$ -	\$ 100,919	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 10,092		\$ 10,092	
10	Health Insurance	\$ 11,498		\$ 11,498	
11	Life Insurance	\$ 77		\$ 77	
12	Social Security Match	\$ 7,720		\$ 7,720	
13	Unemployment Insurance	\$ 1,009		\$ 1,009	
14	Long-Term Disability Insurance	\$ 394		\$ 394	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ -		\$ -	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain: <u>Career Service Bonus</u>	\$ 900		\$ 900	
23	Total Compensation	\$ 132,609	\$ -	\$ 132,609	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Jerald Barber

Phone No. 870-722-8211

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas Community College at Hope				
2	Employee Name: Chris Thomason				
3	Title: Chancellor				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 133,340			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 24,760			
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 158,100	\$ -	\$ 158,100	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,810		\$ 15,810	
10	Health Insurance	\$ 11,498		\$ 11,498	
11	Life Insurance	\$ 77		\$ 77	
12	Social Security Match	\$ 8,170		\$ 8,170	
13	Unemployment Insurance	\$ 1,581		\$ 1,581	
14	Long-Term Disability Insurance	\$ 617		\$ 617	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance	\$ -		\$ -	
16	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
17	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses	\$ -		\$ -	
20	Additional Life Insurance Premiums	\$ -		\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
22	Other Compensation	\$ -		\$ -	
	Explain:	\$ -		0	
23	Total Compensation	\$ 213,853	\$ -	\$ 213,853	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Jerald Barber

Phone No.

87 0-722-8211

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of AR Community College at Morrilton				
2	Employee Name: Dr. Linda Birkner				
3	Title: Vice Chancellor for Finance				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 113,573			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 113,573	\$ -	\$ 113,573	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 15,900		\$ 15,900	
10	Health Insurance	\$ 4,910		\$ 4,910	
11	Life Insurance	\$ 51		\$ 51	
12	Social Security Match	\$ 8,688		\$ 8,688	
13	Unemployment Insurance	\$ 602		\$ 602	
14	Long-Term Disability Insurance	\$ 329		\$ 329	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance	\$ 3,750		\$ 3,750	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ 900		\$ 900	Career Service
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 148,704	\$ -	\$ 148,704	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Judy Shamsie

Phone No. 201-977-2016

* ACT 1334 Sec 21

NOTE: Dr. Birkner served as interim Chancellor from July 1, 2011 to September 15, 2010. During this time she received additional compensation in the way of salary and housing allowance.

Fiscal 2011 Administrator's Compensation Survey

Line No.	Salaries of \$100,000 or More	Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: University of Arkansas Community College at Morrilton				
2	Employee Name: Dr. Larry Davis				
3	Title: Chancellor				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2010-11	\$ 116,751			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)				
6	UAMS Professional Income Allowance (2.5 multiplier)*				
7	Remaining Salary from other Sources				
8	Total Base Salary	\$ 116,751	\$ -	\$ 116,751	
	Benefits Provided to All Full-Time Employees				
9	Retirement Match	\$ 16,345		\$ 16,345	
10	Health Insurance	\$ 4,910		\$ 4,910	
11	Life Insurance	\$ 51		\$ 51	
12	Social Security Match	\$ 8,931		\$ 8,931	
13	Unemployment Insurance	\$ 619		\$ 619	
14	Long-Term Disability Insurance	\$ 339		\$ 339	
	Special Benefits NOT Provided All Employees				
15	Car Provided or Car Allowance			\$ -	
16	House(s) Provided or Housing Allowance	\$ 14,250		\$ 14,250	
17	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
18	Annual Bonus	\$ -		\$ -	
19	Special Bonuses			\$ -	
20	Additional Life Insurance Premiums			\$ -	
21	Club Dues (Country Club, Civic Clubs, etc.)			\$ -	
22	Other Compensation			\$ -	
	Explain:				
23	Total Compensation	\$ 162,196	\$ -	\$ 162,196	
24	Deferred Compensation Annual Accumulation but NOT Paid				

Survey completed by: Judy Shamsie

Phone No. 501-977-2016

* ACT 1334 Sec 21

NOTE: Dr. Davis did not begin employment with UACCM until September 16, 2010.

Instructions for Administrator's Compensation Survey

In accordance with ACA 6-63-316, the institutions of higher education are required to report all administrators who earn a salary of \$100,000 or more. For these purposes, "administrator" means an employee included as executive, administrative, or managerial on the IPEDS/EEO-6 reports.

A detailed definition of executive, administrative, and managerial can be found on the IPEDS website <http://nces.ed.gov/ipeds/glossary/?charindex=E>.

Include positions whose primary role is administration and not primarily instruction.

For the purposes of this survey, coaches should be included.

Include the source of funding for all line #'s where dollar amounts are entered.

Line #:

1. Institution name
2. Employee name
3. Employee title as it appears in the 2011 fiscal year appropriation act
4. Enter the amount of base salary budgeted up to the line-item maximum
5. Enter the amount of base salary budgeted in excess of the line-item maximum up to 25% above the maximum paid from public funds
6. <UAMS only> Enter the amount of base salary paid by the Professional Income Allowance authorized by ACT 1334 Section 21
7. Enter any amount of base salary paid from private funds or foundations
8. Total base salary will be calculated automatically

This section is used to report benefits that all full-time employees receive:

9. Enter Retirement Match
10. Enter Health Insurance
11. Enter Life Insurance

- 12. Enter Social Security Match
- 13. Enter Unemployment Insurance
- 14. Enter Long-Term Disability Insurance

This section is used to report special benefits that are not received by all employees:

- 15. Enter the amount which was taxable to the president for personal use of the vehicle or the allowance.
- 16. Use the insured value of home divided by 25 years and multiply that value by the percent of the total square footage that is represented by the non-public areas of the home, **or** give the housing allowance provided.
- 17. Enter amount of deferred compensation which has actually been paid during the fiscal year
- 18. Amount of annual bonus paid or is expected to be paid in the current fiscal year that is not based on meeting certain goals
- 19. Amount of bonuses paid or is expected to be paid in the current fiscal year because goals or objectives were met
- 20. Enter any amount for life insurance above the standard amount available to all employees
- 21. Enter amount paid for memberships to any clubs or organizations
- 22. Enter any other compensation, may include dependent tuition benefits in excess of employee policy, annual budget for expense account paid by the institution, etc. Do not include cell phone costs.
- 23. Total compensation will be calculated automatically
- 24. Deferred Compensation accumulated but not paid

Annual Remediation Report 2010-11

**ANNUAL REMEDIATION REPORT
ALL STUDENTS
Fiscal Year 2010-11**

	Total Revenue	Total Expenditure	General Revenue Subsidy	Gen. Rev. % of Total Exp.
ASUJ	\$ 2,202,875	\$ 1,655,094	-\$547,781	-33.10%
ATU	\$ 1,952,496	\$ 1,387,821	-564,675	-40.69%
HSU	\$ 551,275	\$ 609,330	58,055	9.53%
SAUM	\$ 1,141,155	\$ 1,253,683	112,528	8.98%
UAF	\$ 507,727	\$ 628,100	120,372	19.16%
UAFS	\$ 1,975,832	\$ 2,895,047	919,215	31.75%
UALR	\$ 1,241,952	\$ 1,642,862	400,910	24.40%
UAM	\$ 975,805	\$ 1,157,997	182,192	15.73%
UAPB	\$ 1,635,961	\$ 2,949,229	1,313,268	44.53%
UCA	\$ 1,124,506	\$ 1,495,788	371,282	24.82%
Sub Total	\$ 13,309,585	\$ 15,674,951	\$2,365,366	15.09%
ANC	\$ 400,657	\$ 1,847,274	1,446,617	78.31%
ASUB	\$ 690,000	\$ 1,475,383	785,383	53.23%
ASUMH	\$ 385,128	\$ 816,890	431,762	52.85%
ASUN	\$ 113,940	\$ 424,537	310,597	73.16%
BRTC	\$ 723,978	\$ 1,409,874	685,896	48.65%
CCCUA	\$ 162,085	\$ 741,241	579,156	78.13%
EACC	\$ 475,948	\$ 1,351,399	875,452	64.78%
MSCC	\$ 1,044,126	\$ 3,202,453	2,158,327	67.40%
NAC	\$ 400,224	\$ 1,532,902	1,132,678	73.89%
NPCC	\$ 905,550	\$ 1,685,298	779,747	46.27%
NWACC	\$ 1,674,705	\$ 3,690,676	2,015,972	54.62%
OTC	\$ 283,861	\$ 1,027,902	744,041	72.38%
OZC	\$ 368,788	\$ 929,998	561,210	60.35%
PCCUA	\$ 697,424	\$ 2,876,967	2,179,543	75.76%
PTC	\$ 3,843,475	\$ 5,412,189	1,568,714	28.98%
RMCC	\$ 185,712	\$ 729,227	543,515	74.53%
SACC	\$ 678,933	\$ 1,543,993	865,060	56.03%
SAUT	\$ 375,516	\$ 773,833	398,317	51.47%
SEAC	\$ 815,978	\$ 1,586,666	770,688	48.57%
UACCB	\$ 475,812	\$ 1,009,079	533,267	52.85%
UACCH	\$ 246,910	\$ 805,089	558,179	69.33%
UACCM	\$ 797,337	\$ 1,306,115	508,778	38.95%
Sub Total	\$ 15,746,088	\$ 36,178,987	\$20,432,899	56.48%
Grand Total	\$ 29,055,673	\$ 51,853,939	\$22,798,266	43.97%

**ANNUAL REMEDIATION REPORT
FIRST TIME ENTERING FRESHMAN
Fiscal Year 2010-11**

	Total Revenue	Total Expenditure	General Revenue Subsidy	Gen. Rev. % of Total Exp.
ASUJ	\$ 856,321	\$ 643,383	-\$212,938	-33.10%
ATU	\$ 628,929	\$ 447,038	-181,891	-40.69%
HSU	\$ 325,302	\$ 359,560	34,258	9.53%
SAUM	\$ 521,477	\$ 572,899	51,422	8.98%
UAF	\$ 208,385	\$ 257,790	49,404	19.16%
UAFS	\$ 510,784	\$ 748,415	237,631	31.75%
UALR	\$ 316,768	\$ 419,022	102,255	24.40%
UAM	\$ 346,547	\$ 411,251	64,704	15.73%
UAPB	\$ 784,262	\$ 1,413,828	629,566	44.53%
UCA	\$ 580,865	\$ 772,652	191,786	24.82%
Sub Total	\$ 5,079,640	\$ 6,045,838	\$966,198	15.98%
ANC	\$ 112,958	\$ 520,805	407,847	78.31%
ASUB	\$ 188,232	\$ 402,484	214,252	53.23%
ASUMH	\$ 71,189	\$ 150,999	79,810	52.85%
ASUN	\$ 44,820	\$ 166,998	122,178	73.16%
BRTC	\$ 168,264	\$ 327,677	159,413	48.65%
CCCUA	\$ 41,076	\$ 187,849	146,773	78.13%
EACC	\$ 125,040	\$ 841,344	716,304	85.14%
MSCC	\$ 258,002	\$ 378,778	120,776	31.89%
NAC	\$ 113,520	\$ 478,020	364,500	76.25%
NPCC	\$ 169,707	\$ 691,662	521,955	75.46%
NWACC	\$ 360,650	\$ 221,360	-139,290	-62.92%
OTC	\$ 89,095	\$ 291,897	202,802	69.48%
OZC	\$ 74,253	\$ 187,248	112,995	60.35%
PCCUA	\$ 191,313	\$ 789,193	597,880	75.76%
PTC	\$ 503,007	\$ 708,309	205,302	28.98%
RMCC	\$ 36,973	\$ 145,180	108,207	74.53%
SACC	\$ 143,700	\$ 326,794	183,095	56.03%
SAUT	\$ 68,400	\$ 140,953	72,553	51.47%
SEAC	\$ 169,318	\$ 329,238	159,920	48.57%
UACCB	\$ 110,599	\$ 234,553	123,954	52.85%
UACCH	\$ 67,839	\$ 221,198	153,360	69.33%
UACCM	\$ 244,309	\$ 400,201	155,893	38.95%
Sub Total	\$ 3,352,265	\$ 8,142,743	\$4,790,478	58.83%
Grand Total	\$ 8,431,905	\$ 14,188,581	\$5,756,676	40.57%

First time entering freshman are defined as students who enroll in a state-supported institution of higher education within two years of graduation from a secondary school.

**ANNUAL REMEDIATION REPORT
ADULT STUDENTS
Fiscal Year 2010-11**

	Total Revenue	Total Expenditure	General Revenue Subsidy	Gen. Rev. % of Total Exp.
ASUJ	\$ 344,341	\$ 258,715	-\$85,626	-33.10%
ATU	\$ 598,265	\$ 425,243	-173,022	-40.69%
HSU	\$ 24,211	\$ 26,761	2,550	9.53%
SAUM	\$ 173,168	\$ 190,244	17,076	8.98%
UAF	\$ 67,199	\$ 83,131	15,932	19.16%
UAFS	\$ 614,634	\$ 900,580	285,946	31.75%
UALR	\$ 387,238	\$ 512,241	125,003	24.40%
UAM	\$ 247,751	\$ 294,009	46,257	15.73%
UAPB	\$ 61,050	\$ 110,058	49,008	44.53%
UCA	\$ 134,785	\$ 179,288	44,503	24.82%
Sub Total	\$ 2,652,643	\$ 2,980,269	\$327,626	10.99%
ANC	\$ 125,231	\$ 577,393	452,162	78.31%
ASUB	\$ 238,740	\$ 510,482	271,742	53.23%
ASUMH	\$ 177,011	\$ 375,457	198,445	52.85%
ASUN	\$ 35,370	\$ 131,788	96,418	73.16%
BRTC	\$ 312,912	\$ 609,365	296,453	48.65%
CCCUA	\$ 63,476	\$ 290,285	226,809	78.13%
EACC	\$ 137,825	\$ 927,369	789,544	85.14%
MSCC	\$ 386,433	\$ 567,330	180,897	31.89%
NAC	\$ 141,504	\$ 595,857	454,353	76.25%
NPCC	\$ 393,478	\$ 1,603,664	1,210,186	75.46%
NWACC	\$ 663,644	\$ 407,332	-256,312	-62.92%
OTC	\$ 103,895	\$ 340,385	236,490	69.48%
OZC	\$ 190,307	\$ 479,910	289,603	60.35%
PCCUA	\$ 180,695	\$ 745,391	564,696	75.76%
PTC	\$ 2,003,387	\$ 2,821,069	817,682	28.98%
RMCC	\$ 79,497	\$ 312,157	232,660	74.53%
SACC	\$ 255,180	\$ 580,316	325,136	56.03%
SAUT	\$ 160,056	\$ 329,831	169,775	51.47%
SEAC	\$ 330,345	\$ 642,355	312,010	48.57%
UACCB	\$ 189,260	\$ 401,374	212,114	52.85%
UACCH	\$ 95,308	\$ 310,768	215,460	69.33%
UACCM	\$ 245,922	\$ 402,844	156,922	38.95%
Sub Total	\$ 6,509,477	\$ 13,962,720	\$7,453,243	53.38%
Grand Total	\$ 9,162,120	\$ 16,942,988	\$7,780,869	45.92%

Adult students are defined as students that are 25 years or older.

**ANNUAL REMEDIATION REPORT
ALL OTHER STUDENTS
Fiscal Year 2010-11**

	Total Revenue	Total Expenditure	General Revenue Subsidy	Gen. Rev. % of Total Exp.
ASUJ	\$ 1,002,213	\$ 752,996	-\$249,216	-33.10%
ATU	\$ 725,302	\$ 515,540	-209,762	-40.69%
HSU	\$ 201,762	\$ 223,009	21,248	9.53%
SAUM	\$ 446,510	\$ 490,540	44,030	8.98%
UAF	\$ 232,143	\$ 287,179	55,037	19.16%
UAFS	\$ 850,415	\$ 1,246,052	395,638	31.75%
UALR	\$ 537,947	\$ 711,599	173,653	24.40%
UAM	\$ 381,506	\$ 452,737	71,231	15.73%
UAPB	\$ 790,649	\$ 1,425,342	634,693	44.53%
UCA	\$ 408,855	\$ 543,849	134,993	24.82%
Sub Total	\$ 5,577,302	\$ 6,648,845	\$1,071,543	16.12%
ANC	\$ 162,468	\$ 749,076	586,608	78.31%
ASUB	\$ 263,028	\$ 562,416	299,388	53.23%
ASUMH	\$ 136,927	\$ 290,435	153,508	52.85%
ASUN	\$ 33,750	\$ 125,752	92,002	73.16%
BRTC	\$ 242,802	\$ 472,832	230,030	48.65%
CCCUA	\$ 57,533	\$ 263,108	205,575	78.13%
EACC	\$ 213,082	\$ 1,433,740	1,220,658	85.14%
MSCC	\$ 399,691	\$ 586,794	187,103	31.89%
NAC	\$ 145,200	\$ 611,421	466,221	76.25%
NPCC	\$ 342,365	\$ 1,395,350	1,052,985	75.46%
NWACC	\$ 650,410	\$ 399,210	-251,201	-62.92%
OTC	\$ 90,871	\$ 297,716	206,845	69.48%
OZC	\$ 104,229	\$ 262,841	158,612	60.35%
PCCUA	\$ 325,416	\$ 1,342,383	1,016,967	75.76%
PTC	\$ 1,337,081	\$ 1,882,811	545,730	28.98%
RMCC	\$ 69,242	\$ 271,890	202,648	74.53%
SACC	\$ 280,053	\$ 636,882	356,829	56.03%
SAUT	\$ 147,060	\$ 303,050	155,990	51.47%
SEAC	\$ 316,315	\$ 615,073	298,758	48.57%
UACCB	\$ 175,953	\$ 373,152	197,199	52.85%
UACCH	\$ 83,763	\$ 273,123	189,360	69.33%
UACCM	\$ 307,106	\$ 503,070	195,964	38.95%
Sub Total	\$ 5,884,346	\$ 13,652,124	\$7,767,777	56.90%
Grand Total	\$ 11,461,648	\$ 20,300,969	\$8,839,320	43.54%

Cost Containment Survey 2010-11

Cost Containment 2010-2011

Name of Institution: **4-year Summary**

Cost Saving Efforts		Yes	No	Estimated Annual Savings
Utilities				
	Retrofitting with energy-efficient lighting, timers, etc.	7	3	\$ 217,115
	Retooling HVAC controls	5	5	269,479
	Replacing windows	6	4	21,550
	Other describe:	10	0	1,645,802
	Other describe:	6	4	4,368,528
	Other describe:	4	6	361,260
	Total Utilities	28	12	\$ 6,883,734
Personnel				
	Consolidating departments	3	7	\$ 175,880
	Staff reductions or reorganizations	4	6	806,492
	Temporary saving by keeping vacancies open	10	0	7,807,464
	Hiring of temporary or adjunct faculty	10	0	2,968,812
	Hiring of temporary or part-time staff in lieu of fulltime staff	4	6	1,635,106
	Reduction in Student Support staff	1	9	97,300
	Reduction in maintenance staff	1	9	143,394
	Reduction in campus security	0	10	0
	Defer salary increases	6	4	1,592,267
	Reduce employee benefit packages	1	9	108,000
	Early retirement incentives for long-term employees	1	9	146,900
	Closing academic programs with low enrollments	0	10	0
	Other describe:	5	5	737,991
	Other describe:	4	6	602,632
	Other describe:	3	7	96,912
	Total Personnel	53	97	\$ 16,919,150
Operating Budget Cuts				
	Reduce Travel budget	3	7	\$ 761,518
	Revised travel policy	1	9	0
	Reduction in office and teaching supplies	3	7	59,791
	Reduce printing of materials	5	5	482,079
	Reduce library holdings or subscriptions	4	6	78,935
	Change computer replacement policy	3	7	406,612
	Changed academic schedule to create efficiencies	3	7	8,200
	Centralization of printing	4	6	141,247
	4 day work week in summer for employees	2	8	47,139
	Other describe:	9	1	10,144,004
	Other describe:	8	2	1,400,319
	Other describe:	8	2	3,256,744
	Total Operating	53	67	\$ 16,786,588
Total Savings				\$ 40,589,472

Cost Containment 2010-2011

Name of Institution: Arkansas State University-Jonesboro

Completed By: Donna McMillin, Assistant Vice Chancellor for Budget Planning & Development

Phone Number: (870) 972-3700

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
<p>The University Planning Committee is a shared governance committee consisting of representatives from all constituency groups within the university community. Faculty, staff, deans, chairs, and students, both graduate and undergraduate, have representation on this committee. This committee serves as an advisory committee to the Chancellor relating to fiscal issues of the university. This committee provides the avenue for discussions related to all facets of the university's budget. This committee meets regularly beginning in late fall and continuing through the spring semester until the operating budget is finalized.</p> <p>The Academic Budget Committee is a shared governance committee consisting of representatives from all areas of the academic unit. Faculty senate, student government association, graduate student council, deans and chairs have representation on the committee. The Committee is utilized for budget development as well as assessing strategies to evaluate current operations related to budgetary efficiency and effectiveness.</p>			
Do you have a Committee on Cost Containment?			
<p>The University Planning Committee, the Academic Budget Committee and the Executive Council are all utilized to continually review operations and make recommendations for efficiencies and cost containment measures</p>			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
<p>No incentives are offered.</p>			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		
Retooling HVAC controls	Y	20,000	Adding occupancy scheduling to multiple campus building classroom and spaces
Replacing windows	Y	6,000	Upgraded the exterior windows on Arkansas Hall dormitory.
Other describe: Boiler upgrades	Y	35,000	Boiler Upgrades, College of Business, University Hall
Other describe: Chilled water upgrades	Y	12,000	Chilled water interconnection between Reng Center and University Hall dormitory
Other describe:	N		
Total Utilities		73,000	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	1,300,000	Created annually due to attrition. Funds are generally redirected to cover unforeseen financial requirements.
Hiring of temporary or adjunct faculty	Y	300,000	
Hiring of temporary or part-time staff in lieu of fulltime staff	N	579,121	
Reduction in Student Support staff	N	0	
Reduction in maintenance staff	N	67,921	Square footage of campus buildings has increased.
Reduction in campus security	N	0	Campus Security needs are continually increasing.
Defer salary increases	N	264,177	
Reduce employee benefit packages	N	0	
Early retirement incentives for long-term employees	N	0	
Closing academic programs with low enrollments	N	0	
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		2,511,219	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	Y		While inflation has continually increased supplies & services budgets have not increased in over 10 years.
Reduce printing of materials	Y		Syllabi and other course materials are provided to students on-line. Other administrative forms have been transitioned to on-line platforms.
Reduce library holdings or subscriptions	Y		Annually the lists of library subscriptions are reviewed by departments to verify usage.
Change computer replacement policy	Y	100,000	The academic affairs computer replacement policy that was generated from the change have been redirected to classroom technologies for the students.

Cost Containment 2010-2011

Name of Institution: Arkansas State University-Jonesboro

Completed By: Donna McMillin, Assistant Vice Chancellor for Budget Planning & Development

Phone Number: (870) 972-3700

Changed academic schedule to create efficiencies	Y		Minimum course enrollment standards are enforced by academic departments to keep instruction costs manageable.
Centralization of printing	N		Increased offerings of on-line courses and programs creates financial efficiencies.
4 day work week in summer for employees	N		Printing has been centralized on the ASU campus for many years.
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		100,000	
Total Savings		\$ 2,684,219	

Cost Containment 2010-2011

Name of Institution: Henderson State University

Completed By: Lecia Franklin, Interim Vice President of Finance & Administration

Phone Number: 870-230-5090

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
The President of Faculty Senate and Staff Senate meet with the Interim VP for Finance & Admin and Interim President separately on a monthly basis to discuss concerns and suggestions provided by the faculty and staff			
Comments and suggestions and encouraged by faculty and staff at all times.			
The University has a Sustainability Committee which addresses environmental concerns as well as efficiency of operations.			
Do you have a Committee on Cost Containment?			
No			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
We are in the process of funding a program where suggestions for cost savings are encouraged from faculty, staff and students by awarding incentives. These incentives are being funded by a rebate from Centerpoint Energy and Entergy for implementing energy savings measures.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	128,895	\$119,000 (9%) savings + 9895 rebate (future savings)
Retooling HVAC controls	N		
Replacing windows	Y	2,250	Heating & Cooling savings (International House apartments)
Other describe: Utility savings between 09-10 and 10-11	Y	321,728	Energy Savings
Other describe: boiler replacement & ESCO	Y	609,650	Boiler replacement rebate (\$1,999), ESCO (\$607,651)
Other describe: Bulk purchase of Gas	Y	99,473	Annual savings 10-11
Total Utilities		1,161,996	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	105,736	Assistant Controller position not filled while Presidential search is conducted + Salary Savings by replacing @ lower rates.
Hiring of temporary or adjunct faculty	Y	405,554	C Barber in HPER position not filled at this time -overload C Taylor in Ed not filled at this time adj * includes fringes.
Hiring of temporary or part-time staff in lieu of fulltime staff	N		adjunct faculty make up 29% of total faculty but receive 4.9% of expenditures for teaching salaries * Includes fringes
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	390,880	Fac/NC \$271,127 Class \$30,711 Fringes= \$89,042 * includes fringes
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		902,170	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Refunding of Bonds	Y	292,574	10-11 debt savings (future debt savings = 133,892)
Other describe:	N		
Other describe:	N		
Total Operating		292,574	
Total Savings		\$ 2,356,740	

Cost Containment 2010-2011

Name of Institution: Southern Arkansas University

Completed By: Roger Giles

Phone Number: 870-235-4010

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
There is constant dialogue in the formal budget process of SAU to control costs and work more efficiently. Each unit presents their budget and makes and is encouraged to make suggestions for improvements.			
Do you have a Committee on Cost Containment?			
The committee is the presidents and the vice presidents. Each vice presidents works in their area and brings ideas and proposals forward.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
There is not a formal recognition process at this time. Good suggestions and results have resulted from the existing process and this was not considered needed.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	5,755	
Retooling HVAC controls	Y	179,479	
Replacing windows	Y		
Other describe: Trayless Dining	Y	25,000	
Other describe:	N		
Other describe:	N		
Total Utilities		210,234	
Personnel			
Consolidating departments	Y	0	Tenured faculty
Staff reductions or reorganizations	Y		IPEDS 2010 Feedback Report indicactes SAU staffed (not faculty) at 68% of comparision group
Temporary saving by keeping vacancies open	Y	87,080	
Hiring of temporary or adjunct faculty	Y		12% of classes taught are with adjuncts
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	400,000	estimated
Reduction in Student Support staff	N		also see saff reduction comment above
Reduction in maintenance staff	N		also see saff reduction comment above
Reduction in campus security	N		also see saff reduction comment above
Defer salary increases	Y	210,000	No COLA for FY 2012
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		This has not proven to be a cost savings atin the past SAU
Closing academic programs with low enrollments	N		none in the past year, done in prior years
Other describe: Graduate Assistantships from tuition to straight dollar amount	Y	72,568	
Other describe: Budget Reductions as part of the budget process - all areas	Y	321,767	
Other describe:	N		
Total Personnel		1,091,415	
Operating Budget Cuts			
Reduce Travel budget	Y	17,500	Defer some optional travel
Revised travel policy	N		
Reduction in office and teaching supplies	Y	31,920	approximately 2%
Reduce printing of materials	Y	1,630	using eblasts, enewsletters, etc.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		Already on five plus year cycle
Changed academic schedule to create efficiencies	Y		addition of online classes savings difficult to measure
Centralization of printing	Y		
4 day work week in summer for employees	Y	17,139	specific savings are difficult to calculate
Other describe: electronic financial aid	Y	2,100	
Other describe: Housing pstage and printing	Y	2,800	
Other describe:	Y	5,420	Bike patrol, donated training,Alet Express, Alertus Desktop
Total Operating		78,509	
Total Savings		\$ 1,380,158	

Cost Containment 2010-2011

Name of Institution: University of Arkansas, Fayetteville

Completed By: Don Pederson, Vice Chancellor for Finance and Administration

Phone Number: 479-575-5828

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
Cost containment at the University of Arkansas is a decentralized process with all units responsible for containing costs and retaining the savings to use for different higher priority needs.			
Do you have a Committee on Cost Containment?			
There is a central committee that will be reviewing reported cost containment to see if there are opportunities that are being missed.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
The incentives are for units to have funds for activities that would not be possible otherwise and are a powerful incentive. There are no separate incentives for individuals for suggestions on how to cut costs as that is part of everyone's responsibility. Suggestions and actual implementation of cost containment may be considered part of the merit process in determining salary increases. Employees would have to report such activities to their supervisors to have them considered in the merit process.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	2,500	Majority of these cost savings are captured in another category: Energy Service Performance Contracts.
Retooling HVAC controls	N	0	These cost savings are captured in another category: Energy Service Performance Contracts.
Replacing windows	N	3,300	Completed renovation of Peabody Hall including replacement with energy efficient windows - \$310k.
Other describe: Capture kinetic energy from elliptical machines & Consolidated utilities bill - excise tax savings	Y	26,041	Capture kinetic energy from elliptical machines (700) & Consolidated utilities bill - excise tax savings (25,341)
Other describe: Energy Service Performance Contracts & Updated Chiller Plant from gas to electric	Y	3,035,700	Energy Service Performance Contracts - Completed 2 Campus ESPC's (POSC, \$3.6M & Heating Plant, \$14.4M) and substantially completed the 3rd ESPC - IIIa addressing lighting, heating/ac, & water in 56 E&G Buildings, \$23M. Cost for all three totals \$41M (2,010,000) & Updated Chiller Plant from gas to electric - Completed \$4.11M in energy & efficiency upgrades & retrofits to the SW Chiller plant which replaces expensive North Chiller Plant (1,025,700)
Other describe: SWEPCO - Central utility plant emergency load management program & SWEPCO Energy conservation program	Y	84,787	SWEPCO - Central utility plant emergency load management program (21,479) & SWEPCO Energy conservation program (63,308)
Total Utilities		3,152,328	
Personnel			
Consolidating departments	Y	55,880	
Staff reductions or reorganizations	Y	731,492	
Temporary saving by keeping vacancies open	Y	1,668,173	
Hiring of temporary or adjunct faculty	Y	369,157	
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	276,485	
Reduction in Student Support staff	Y	97,300	
Reduction in maintenance staff	Y	75,473	
Reduction in campus security	N	0	
Defer salary increases	Y	5,800	
Reduce employee benefit packages	N	0	
Early retirement incentives for long-term employees	N	0	
Closing academic programs with low enrollments	N	0	
Other describe: Administering Hiring Incentives to Restore Employment (HIRE) Act	Y	195,103	
Other describe: Use of technology to improve efficiencies & Used in-house resources instead of outsourcing	Y	178,015	Use of technology to improve efficiencies (87,515) & Used in-house resources instead of outsourcing (90,500)
Other describe: Utilized Volunteers and Community Service Opportunities	Y	43,075	
Total Personnel		3,695,953	
Operating Budget Cuts			
Reduce Travel budget	Y	621,546	
Revised travel policy	N	0	
Reduction in office and teaching supplies	Y	27,871	
Reduce printing of materials	Y	449,699	
Reduce library holdings or subscriptions	Y	65,500	

Cost Containment 2010-2011

Name of Institution: University of Arkansas, Fayetteville

Completed By: Don Pederson, Vice Chancellor for Finance and Administration

Phone Number: 479-575-5828

Change computer replacement policy	Y	246,612	
Changed academic schedule to create efficiencies	Y	8,200	
Centralization of printing	Y	8,100	
4 day work week in summer for employees	N	0	
Other describe: Delay Replacement by Extending the Useful Life, Negotiated better contract pricing, Pool Resources Across Departments to Gain Efficiencies & Reduction of special event costs and food	Y	3,994,075	Delay Replacement by Extending the Useful Life (70,545), Negotiated better contract pricing (1,200,800), Pool Resources Across Departments to Gain Efficiencies (2,628,909) & Reduction of special event costs and food (93,821)
Other describe: Secured external source of funds, Use of electronic media to reduce advertising costs & Use of technology to improve efficiencies	Y	490,779	Secured external source of funds (79,333), Use of electronic media to reduce advertising costs (10,000) & Use of technology to improve efficiencies (401,446)
Other describe: Used in-house resources instead of outsourcing, Improved student healthcare testing efficiency, Eliminated a dept. subscription to a business database & Repalced some rental fleet with more efficient vehicles	Y	661,933	Used in-house resources instead of outsourcing (614,743), Improved student healthcare testing efficiency (10,290), Eliminated a dept. subscription to a business database (35,000) & Repalced some rental fleet with more efficient vehicles (1,900)
Total Operating		6,574,315	
Total Savings		\$ 13,422,596	

Cost Containment 2010-2011

Name of Institution: University of Arkansas - Fort Smith

Completed By: Mark Horn

Phone Number: 479-788-7036

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
All good ideas for cost avoidance/savings are given consideration.			
Do you have a Committee on Cost Containment?			
UAFS does not have a stand-alone committee on cost containment, but rather uses the existing committee structure (University Support Council, Faculty Senate, Student Senate, etc.) to bring ideas forward for evaluation/consideration by the administration. Chancellor has formed several ad hoc committees to study specific resource/cost issues (e.g., the Parking Task Force)			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
We do not offer individual monetary incentives for cost cutting ideas. We do, however, make every reasonable effort to publicly recognize and celebrate cost containment suggestions that have been successfully implemented. The forums for such recognition are the fall and spring faculty in-service meetings and the University Support Council fall and spring campus update meetings.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy efficient lighting, timers, etc.	Y	1,965	Replacement of all T-12 Florescent Lights to T-8 (In Process)--137 fixtures so far x \$14.34/fixture = \$ 1,965 for 2 buildings
Retooling HVAC controls	N		
Replacing windows	N		
Other describe: Water savings from fixing all irrigation leaks across campus	Y	11,000	
Other describe: Energy Savings of Electricity (OG&E electric bill actuals yr over yr)	Y	528,178	Monitored HVAC scheduling (in progress), Replacement of Campus Outdoor Lights (lots, sidewalks to LED) [in progress], Replacement of CRT to LCD computer screens (65% energy savings), Replacement of PC's to thin clients (70% energy savings) & Virtual Server replacement of physical servers (90% energy savings)
Other describe:	N		
Total Utilities		541,143	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	250,000	
Hiring of temporary or adjunct faculty	Y	173,101	Adjunct hours as % of total hours increased from 26.6% in Fall 08 to 31.3% in Fall 10 (136 sections X \$1270/section)
Hiring of temporary or part-time staff in lieu of full-time staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	Y	108,000	Implemented a charge to employee for individual health coverage (450 employees X \$20/mo X 12 months)
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe: Increased average section size, Cost-of-Living Adjustments, Time Force software (Technology) & Altiris software purchase (Technology)	Y	332,320	Increased average section size - Average section size increased 6.7% from 20.14 in Fall 2008 to 21.48 in Fall 2010 (equivalent to 99 sections at \$1800/section) (178,200), Cost-of-Living Adjustments (0), Time Force software (Technology) - Electronic Time Cards (\$57,000 savings in 3 months) (100,000) & Altiris software purchase (Technology) - Eliminate 1 FTE in PC Systems area (54,120)

Cost Containment 2010-2011

Name of Institution: University of Arkansas - Fort Smith

Completed By: Mark Horn

Phone Number: 479-788-7036

Other describe: Implemented mandatory direct deposit of paychecks, Installation of bulk fuel station, Labor Savings – Grounds Crew & Eliminated outsourcing of OSHA safety training (Health & Safety)	Y	52,850	Implemented mandatory direct deposit of paychecks - Postage costs, check stock, and staff time for stuffing, mailing and reconciliation (15,000), Installation of bulk fuel station - mployee time (2.5 hrs/week--approx \$2,100) was saved by eliminating the need to make multiple trips to off-campus gas station (2,100), Labor Savings – Grounds Crew - Dropped height of the mowers, added edger and catcher; Mowing crew is able to mow entire campus with 3 employees (32,000) & Eliminated outsourcing of OSHA safety training (Health & Safety) - Director of Health & Safety teaches class (3,750)
Other describe: Trained student workers on event scheduling (C&CE), Utilized volunteers for ushers at all shows (C&CE), Used tech crew as stagehands instead of outsourcing (C&CE) & Discontinued use of Temporary Employment Service	Y	53,837	Trained student workers on event scheduling (C&CE) - Trained student workers to eliminate need for additional officer (450), Utilized volunteers for ushers at all shows (C&CE) (3,000), Used tech crew as stagehands instead of outsourcing (C&CE) (3,000) & Discontinued use of Temporary Employment Service - In FY2009, we spent \$48,331 on temporary help; in FY2010, \$46,422; in FY2011, \$0 (47,387)
Total Personnel		970,108	
Operating Budget Cuts			
Reduce travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	15,000	Implemented print control in student labs
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	Y	33,147	Printer consolidation - Unified purchasing of toner and maintenance for printers
4 day work week in summer for employees	N		
Other describe: Implemented on-line bill pay, Terminated consultant contracts with J.C.Watts Cos, LLC & Noel Levitz & Plant Operations	Y	248,799	Implemented on-line bill pay - Savings per year -- reduced credit card processing by streamlining the bill payment process (15,000), Terminated consultant contracts with J.C.Watts Cos, LLC & Noel Levitz - Services formerly outsourced; will now be performed in-house (60,000) & Plant Operations (173,799)
Other describe: Campus & Community Events (C&CE)	Y	69,815	Collection of Event Programs, Eliminate receipts on comp tickets, Batteries ordered in bulk & Multi-Media Outsourcing brought in-house
Other describe: Health & Safety and Technology	Y	340,720	Eliminated vandalism, Savings on pre-made emergency bluelight phones outsourced stands, University Police Department software upgrade - Will allow enforcement and collection of parking fines, 90 virtual servers, 368 thin clients (not included is 5 yr. useful life of thin client vs. 3 yr. on PC) & increase of bandwidth from 40Mbps to 150Mbps
Total Operating		707,481	
Total Savings		\$ 2,218,732	

Cost Containment 2010-2011

Name of Institution: University of Arkansas at Little Rock

Completed By: Bob Adams

Phone Number: 501-569-3202

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>Open budget hearings are conducted with presentations from each vice chancellor. The budget director and vice chancellor for finance and administration meet regularly with the faculty senate planning and finance committee to review budget issues and cost containment suggestions. Bimonthly meetings are held with the UALR Board of Visitors whose membership is comprised of community business leaders who contribute valuable advice on finances and operational efficiencies.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>The planning and finance committee of the faculty senate participates in the annual budget hearings and makes recommendations to the Chancellor on cost containment. Members of this committee have surveyed other universities similar to UALR in other states and have offered recommendations based on the experiences of the other campuses facing budget shortfalls.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>There are not formal incentives. However, due to limited operating budgets, all departments are continually seeking ways to contain costs in order to stretch their budget dollars further.</p>			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	3,000	
Retooling HVAC controls	Y	70,000	
Replacing windows	Y		Difficult to calculate the exact savings
Other describe: Natural gas hedging contracts	Y	440,000	
Other describe: Innovative building design (LEED)	Y	35,000	
Other describe: Replaced electrical capacity bank	Y	170,000	
Total Utilities		718,000	
Personnel			
Consolidating departments	N		Done in previous years, but not in FY 11
Staff reductions or reorganizations	Y	75,000	
Temporary saving by keeping vacancies open	Y	1,591,300	
			Please include percent of part time/adjunct faculty here. (% SSCHs taught by part time faculty, including graduate assistants was 28%). UALR has a history of using adjunct faculty in a number of academic areas. Because of its location in the capital city, UALR has access to many exceptional professionals to serve as adjunct instructors and reduce the reliance on full-time faculty without sacrificing quality.
Hiring of temporary or adjunct faculty	Y	1,650,000	
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	360,000	
Reduction in Student Support staff	N		With Lottery and other financial aid requirements, it is not possible to reduce student support staff
Reduction in maintenance staff	N		Not reduced, but held constant. Maintenance and custodial staff are supporting more square footage with same level of staffing
Reduction in campus security	N		Campus security remains a point of emphasis for UALR
Defer salary increases	Y		UALR gave a 1% salary increase to non-classified employees in 2008-09, no increases in 2009-10 and a 2% increase in 2010-11 during a period when the consumer price index rose 4.6% with a loss in employee purchasing power of 1.6%.
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	146,900	
Closing academic programs with low enrollments	N		This was accomplished in 2009-10
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		3,823,200	
Operating Budget Cuts			
Reduce Travel budget	N		Had greatly reduced travel in the previous year
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		All ready in place prior to 2010-11
4 day work week in summer for employees	N		
Other describe: Reduced maintenance service agreements & In kind external support	Y	328,400	Reduced maintenance service agreements (52,000) & In kind external support - In-kind support helps offset costs that would have been incurred at university expense (276,400)
Other describe: Provide IT services to UASys, Clinton School, and ASMSA	Y	288,000	Savings reflect net of what external IT support would have cost
Other describe: Revised student fee payment and attendance confirmation process to reduce uncollectible accounts	Y	750,000	
Total Operating		1,366,400	
Total Savings		\$	5,907,600

Cost Containment 2010-2011

Name of Institution: University of Arkansas at Monticello

Completed By: Jay Jones

Phone Number: 870-460-1022

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>Our chancellor formed a cost containment committee that met several times during FY2011. This was a 15 member committee comprised of faculty, staff and students. A number of suggestions were made for cost cutting initiatives and these were posted on the university's website.</p> <p> </p> <p> </p>			
<p>Do you have a Committee on Cost Containment?</p> <p>Yes. See above.</p> <p> </p> <p> </p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>We have recognized the work of the cost containment committee through email and also gave special recognition for the group at our professional development week activities which are held in August.</p> <p> </p> <p> </p>			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy-efficient lighting, timers, etc.	Y		See estimate below
Retooling HVAC controls	Y		See estimate below
Replacing windows	N		
Other describe: Total est svgs from Energy Conservation Measures implemented	Y	110,000	Based on estimate provided by ESCO
Other describe:	N		
Other describe:	N		
Total Utilities		110,000	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	62,067	
Hiring of temporary or adjunct faculty	Y	26,000	
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	19,500	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe: Hiring GAs in place of FT faculty	Y	70,000	
Other describe:	N		
Other describe:	N		
Total Personnel		177,567	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	15,750	Discontinued printing of annual for students
Reduce library holdings or subscriptions	Y	11,026	Discontinued NY Times for students
Change computer replacement policy	Y	60,000	Changed from a 4 year to 3 year rotation of academic computing labs
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		
4 day work week in summer for employees	Y	30,000	4.5 day work week in summer for employees and 4 day summer class schedule - Estimated energy savings
Other describe: Bond Refunding & Reduced motor pool by 2 vehicles	Y	23,922	Bond Refunding - Savings from refunding of bond issue (19,422) & Reduced motor pool by 2 vehicles - Cost of maintenance and insurance (4,500)
Other describe: Savings from switching from DIS internet/email service to AREON	Y	73,200	Savings of \$6,100/month
Other describe: Savings in postage	Y	5,000	Discontinued mailing grades to students
Total Operating		218,898	
Total Savings		506,465	

Cost Containment 2010-2011

Name of Institution: University of Arkansas at Pine Bluff

Completed By: Pauline Thomas

Phone Number: 870.575.8970

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
Any valid cost containment recommendation received by Executive Cabinet will be reviewed.			
Do you have a Committee on Cost Containment?			
No, the Executive Cabinet is charged with making final decisions on cost containment issues with input from other parties or data presented as needed.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No., but special effort is given to recognize any administrator, faculty/staff or student by utilizing campuswide email announcements, at the university's Annual Fall Semester Faculty/Staff Seminar where Chancellor Davis gives his State of the University speech and in individual departmental meetings.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N	75,000	Lighting Retrofit done in previous fiscal year resulted in annual entergy savings in FY2010-2011
Retooling HVAC controls	N		
Replacing windows	Y	10,000	Replaced 41 windows Harrold Living Learning Cntr with enery efficient window, on-going project estimate annual savings
			The university utilizes what is referred to as a deregulated supply procurement arrangement for our Natural Gas supply, distribution, and transportation which optimizes the cost for our campus. We purcha/se natural gas in bulk and secure a lower rate which is locked in for one year.
Other describe: GAS Management	Y	79,000	
Other describe:	N		
Other describe:	N		
Total Utilities		164,000	
Personnel			
			Due to reduced or limited budgets the university has consolidated several postions. Some of those postitions consolidated are; our Vice Chancellor for Finance and Administration also serves as the Associate Vice Chancellor and Budget Director, the Public Relations Officer is also the Web Administrator, the Assistant to the Chancellor is the Director of Harrold Living Learning Center
Consolidating departments/positions	Y	120,000	
Staff reductions or reorganizations	Y		
Temporary saving by keeping vacancies open	Y	300,000	
Hiring of temporary or adjunct faculty	Y	45,000	10% was used to fund Adjunct Faculty due to decline in enrollment and Instructor class hours increased by 3 credit hours.
Hiring of temporary or part-time staff in lieu of fulltime staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	85,000	Raises were deferred to Spring Semester (January) which resulted a half fiscal year savings.
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe: Increase Instructors Teaching credit hours	Y	68,000	Instructor's Teaching load increased from 12 to 15 hours per semester.
Other describe: On-line check advices and W-2's	Y	50,000	Cut cost of printing and mailing by implementing on-line check advices and w-2 form and staff time in preparation of
			Savings not realized at this time it is a on-going project with potential health care cost reduction due to healthier employees and less medical claims filed.
Other describe: Wellness Program	Y		
Total Personnel		668,000	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
			Mandated Print Control on documents printed by a department they must use our full service with 4-color Printing Services Department first before sending any printing outside it must be approved. Print Control equipment was also added to our Library to reduce cost of printing involving students.
Centralization of printing	Y	100,000	
4 day work week in summer for employees	N		
Other describe: maintenance and operations (travel, supplies, services)	Y	250,000	M&O budgets was frozen and spent on a need priority basis this fiscal year to cut cost.
Other describe: Printing	Y		
Other describe: Debt Service	Y	400,000	Paid in full (Oct. 2010) Debt owed for Technical equipment including our telephone and voice mail system.
Total Operating		750,000	
Total Savings		\$ 1,582,000	

Cost Containment 2010-2011

Name of Institution: University of Central Arkansas

Completed By: Diane Newton

Phone Number: 501-450-3184

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
The Budget Advisory Committee reviews the budget and cash flow on a monthly basis. The structure includes faculty, staff and students.			
The Responsible UCA committee has form for ideas to be considered for const containment and sustainability.			
Do you have a Committee on Cost Containment?			
Yes, the committee's official name is Responsible UCA. It's mission includes sustainable efforts along with cost containment.			
The structure includes faculty, staff and students. These members represent other sustainable and energy groups in existence.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
Not yet			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Occupancy sensors approximately \$40 annual savings per unit for a total of estimated savings 3% to 5% on building's utility cost.
Retooling HVAC controls	Y		HVAC replacements 10%-12% annual return.
Replacing windows	Y		Roof replacements, weatherproofing & window replacements can save from 1/2% -2% annually on building's utility cost.
Other describe: High efficiency washing machines & dryers, Purchasing natural gas on the open market & UCA is now on Areon for commodity internet	Y	192,000	High efficiency washing machines & dryers (34,000), Purchasing natural gas on the open market (68,000) & UCA is now on Areon for commodity internet (90,000)
Other describe: Telephone service	Y	148,000	Contract Negotiation
Other describe: Water savings for replacement of grass with turf	Y	7,000	Estimated on irrigation savings
Total Utilities		347,000	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	1,918,541	
Hiring of temporary or adjunct faculty	Y		Please include percent of part time/adjunct faculty here. 17% of total faculty in FY11 were adjunct/part-time.
Hiring of temporary or part-time staff in lieu of fulltime staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		1,918,541	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Bond Refinancing and Copy Machines & Shredding	Y	2,306,900	Bond Refinancing for FY11 (1,900,000) & Copy Machines & Shredding - Contract Negotiation (406,900)
Other describe: Networking Equipment Capital Lease & Contract Negotiation	Y	106,114	Networking Equipment Capital Lease - Utilizing a capital lease for replacement of network equip. Savings is from the lease payment vs. maint. Costs (98,714) & Paper Towels - Contract Negotiation (7,400)
Other describe: Direct deposit of student refund checks & Switching from paper bills to E-bills	Y	25,400	Direct deposit of student refund checks (5,400) & Switching from paper bills to E-bills (20,000) - savings in postage, printing, supplies, envelopes, etc.
Total Operating		2,438,414	
Total Savings		\$ 4,703,955	

Cost Containment 2010-2011

Name of Institution: **2-year Summary**

Cost Saving Efforts		Yes	No	Estimated Annual Savings
Utilities				
	Retrofitting with energy-efficient lighting, timers, etc.	19	3	\$ 92,300
	Retooling HVAC controls	16	6	273,216
	Replacing windows	8	14	14,000
	Other describe:	15	7	107,887
	Other describe:	11	11	114,812
	Other describe:	6	16	50,000
	Total Utilities	75	57	\$ 652,215
Personnel				
	Consolidating departments	8	14	\$ 154,000
	Staff reductions or reorganizations	8	14	362,788
	Temporary saving by keeping vacancies open	16	6	1,336,153
	Hiring of temporary or adjunct faculty	20	2	5,839,097
	Hiring of temporary or part-time staff in lieu of fulltime staff	14	8	381,900
	Reduction in Student Support staff	0	22	-
	Reduction in maintenance staff	2	20	67,678
	Reduction in campus security	2	20	20,000
	Defer salary increases	14	8	1,256,217
	Reduce employee benefit packages	1	21	5,000
	Early retirement incentives for long-term employees	4	18	202,558
	Closing academic programs with low enrollments	5	17	99,000
	Other describe:	6	16	155,412
	Other describe:	0	22	-
	Other describe:	1	21	-
	Total Personnel	101	229	\$ 9,879,803
Operating Budget Cuts				
	Reduce Travel budget	10	12	\$ 188,193
	Revised travel policy	10	12	39,500
	Reduction in office and teaching supplies	7	15	180,088
	Reduce printing of materials	11	11	101,668
	Reduce library holdings or subscriptions	1	21	8,000
	Change computer replacement policy	5	17	239,000
	Changed academic schedule to create efficiencies	8	14	157,750
	Centralization of printing	5	17	4,180
	4 day work week in summer for employees	9	13	29,019
	Other describe:	10	12	282,166
	Other describe:	7	15	79,280
	Other describe:	5	17	194,516
	Total Operating	88	176	\$ 1,503,360
Total Savings				\$ 12,035,378

Cost Containment 2010-2011

Name of Institution: Arkansas Northeastern College

Completed By: Dr. James R. Shemwell, Vice President for Finance

Phone Number: 870-762-3111

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
We have queried faculty & staff regarding cost containment opportunities on multiple occasions. We utilize the annual Budget Hearing process as a formal means of exploring such possibilities.			
Do you have a Committee on Cost Containment?			
Yes, consisting of all vice presidents, deans, & departmental managers.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No formal program at present.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	22,000	
Retooling HVAC controls	Y	4,000	
Replacing windows	Y	10,000	Applying window screens
Other describe: Creating vestibules to contain conditioned air/heat	Y	4,000	
Other describe:	Y	2,000	Automated computer lab shutdown
Other describe:	Y	6,000	Weekend power-down
Total Utilities		48,000	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	50,000	English instructor & student services admin. specialist
Hiring of temporary or adjunct faculty	Y		Please include percent of part time/adjunct faculty here. [full-time = 74.8%, part-time = 25.2%]
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	20,000	Nursing
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	70,000	Four employees early retired; one position not replaced
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		140,000	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	Y	10,000	
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		10,000	
Total Savings		\$ 198,000	

Cost Containment 2010-2011

Name of Institution: Arkansas State University-Beebe

Completed By: Jerry Carlisle, Vice Chancellor for Finance & Administration

Phone Number: 501-882-8835

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>(1)The ASU-Beebe Faculty Senate formed a committee to make recommendations to the administration for cost saving measures. Recommendations were distributed to the appropriate department for consideration. (2) Facility and campus managers have made a concerted effort to reduce the use of utilities both to save cost and to reduce energy use. Many employees and students have helped in this effort. (3) On the academic side the Vice Chancellor for Academic Affairs has increased the use of part-time faculty, required a minimum enrollment of 15 students for summer classes, and required a minimum of 15 students for classes that are not part of a degree program.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>No.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No.</p>			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy-efficient lighting, timers, etc.	Y		Replacing all T-12 Light Fixtures.
Retooling HVAC controls	N		
Replacing windows	Y		Replaced uninsulated windows in two buildings.
Other describe: HVAC Tune-ups	Y		Performed tune-ups on all split package AC units (above routine maintenance)
Other describe:	N		
Other describe:	N		
Total Utilities		114,942	Savings could not be broken down by item.
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	37,492	
Hiring of temporary or adjunct faculty	Y		Adjunct faculty teach 36% of SSCH. Attempts are made to add PT faculty before looking at full-time
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe: Reduction in Faculty	Y	51,087	Reduced faculty in Electronics program due to low enrollment.
Other describe:	N		
Other describe:	N		
Total Personnel		88,579	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		0	
Total Savings		\$ 203,521	

Cost Containment 2010-2011

Name of Institution: ASU -Mountain Home

Completed By: John Davidson

Phone Number: 870-508-6122

Cost Containment Input
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>ASUMH always considers input from any and all sources.</p>
<p>Do you have a Committee on Cost Containment?</p> <p>No</p>
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No</p>

Cost Saving Efforts		Y or N	Estimated Annual Savings	Notes
Utilities				
	Retrofitting with energy-efficient lighting, timers, etc.	Y		
	Retooling HVAC controls	Y	192,384	
	Replacing windows	N		
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Utilities		192,384	
Personnel				
	Consolidating departments	N	0	
	Staff reductions or reorganizations	N		
	Temporary saving by keeping vacancies open	N		
	Hiring of temporary or adjunct faculty	Y	701,200	43% of faculty are adjunct. 24% of credit hours are taught by adjunct faculty
	Hiring of temporary or part-time staff in lieu of fulltime staff	Y	30,600	
	Reduction in Student Support staff	N		
	Reduction in maintenance staff	N		
	Reduction in campus security	N		
	Defer salary increases	Y	120,000	
	Reduce employee benefit packages	N		
	Early retirement incentives for long-term employees	N		
	Closing academic programs with low enrollments	N		
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Personnel		851,800	
Operating Budget Cuts				
	Reduce Travel budget	N		
	Revised travel policy	N		
	Reduction in office and teaching supplies	N		
	Reduce printing of materials	Y		
	Reduce library holdings or subscriptions	N		
	Change computer replacement policy	N		

Cost Containment 2010-2011

Name of Institution: ASU -Mountain Home

Completed By: John Davidson

Phone Number: 870-508-6122

Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Change in email service	Y	5,000	
Other describe:	N		
Other describe:	N		
Total Operating		5,000	
Total Savings		\$ 1,049,184	

Cost Containment 2010-2011

Name of Institution: Arkansas State University - Newport

Completed By: Melissa Watson

Phone Number: 870-512-7805

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
The implementation of Lean University Training on campus generated much input from the faculty and staff on ways to contain costs thru the conservation of supplies and services by using more efficient processes and by utilizing resources properly.			
Do you have a Committee on Cost Containment?			
No			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy-efficient lighting, timers, etc.	Y		Replacement of old non-efficient fixtures with new energy-efficient lighting
Retooling HVAC controls	Y		
Replacing windows	N		
Other describe:	Y		Efficient use of utilities.
Other describe:	Y	20,000	Renovation of facilities to improve building efficiency (insulation, doors, weather stripping, lighting).
Other describe:	N		
Total Utilities		20,000	
Personnel			
Consolidating departments	Y	0	
Staff reductions or reorganizations	Y		
Temporary saving by keeping vacancies open	Y	10,000	Not filling position vacancies when possible.
Hiring of temporary or adjunct faculty	Y	0	62 Adjunct Faculty
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	Seasonal on as needed basis.
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	50,000	
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		60,000	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	Y		Using campus vehicle instead of personal vehicle.
Reduction in office and teaching supplies	Y	1,000	Recycle office supplies when possible.
Reduce printing of materials	Y	2,500	Scan & e-mail instead of printing and faxing.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	Y	6,000	Implementation of Docubase & Accuprint Software.
Other describe:	Y	2,000	Lean University Training - The conservation of supplies & services thru more efficient processes and the proper utilization of resources.
Other describe:	N		
Total Operating		11,500	
Total Savings		\$ 91,500	

Name of Institution: Black River Technical College

Completed By: Loretta Williams

Phone Number: 870-248-4031

What input are you using from faculty, staff, students, and public in working to contain costs?
BRTC has held meetings with faculty and staff. Outside meetings have also been held with utility company and other construction contractors to evaluate building energy efficiencies.
Do you have a Committee on Cost Containment?
Yes.
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?
Not at this time.

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Changing to LED lighting as repairs & renovations are completed.
Retooling HVAC controls	Y		Replaced all HVAC thermostats with digital programmable controls.
Replacing windows	Y		Completed 2 projects this summer, working on a third.
Other describe: Geothermal projects	Y		Converted one bldg. this summer. Installed solar pumps for wells which provide heat/air for 3 bldgs.
Other describe: Landscaping	Y		Implementing procedure to utilize extra geo-thermal well to provide water for landscape sprinklers.
Other describe: Roof replacements/repair	Y		Replaced/repared roof structures on 3 buildings this summer.
Total Utilities		46,000	*Goal with above changes is to reduce overall utility cost by 10%
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	130,000	Replaced retiring longevity administrators with persons requiring less salaries.
Hiring of temporary or adjunct faculty	Y	50,000	Annual savings based on hiring of 5 fulltime temps each yr. Less than 10% of fulltime faculty.
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	Y	20,000	Utiling parttime officers to provide services at night.
Defer salary increases	Y	150,000	No COLA increases provided for FY12.
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		350,000	
Operating Budget Cuts			
Reduce Travel budget	Y	1,000	Scaling back on conference attendance utilizing a rotation schedule among departments.
Revised travel policy	Y	4,000	Utilizing state vehicles more providing less personl vehicle mileage reimbursement.
Reduction in office and teaching supplies	Y	5,000	Reduced purchase of ink/toner cartridges by networking printers.
			Posting more info online for faculty, staff, and students. Limiting printing in students labs. Utilizing document imaging system.
Reduce printing of materials	Y	10,000	
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	25,000	Increased number of years in computer rotation schedule to 5.
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	Y		Networking printers in departmental offices.
4 day work week in summer for employees	Y		Planning to place KW meters in each building to truly monitor usage.
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		45,000	
Total Savings		\$ 441,000	

2011 Annual Comprehensive Report Page 3.3.545

Cost Containment 2010-2011

Name of Institution: Cossatot Community College of the University of Arkansas

Completed By: Charlotte Johnson

Phone Number: 870-584-4471

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>We take suggestions from any and all employees, students, and the public into consideration for containing costs at the college. Input comes from surveys given to students and staff and the public, as well as personal conversations with intersted parties.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>Our Academic Council and Facilities committees actively participate with ideas for cost containment which are then considered by the Administrative Council.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No incentives, but we do recognize good ideas at Faculty/Staff meetings.</p>			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	10,000	Replacing lighting, installing timers
Retooling HVAC controls	Y	15,000	Replacing old thermostats with programmable thermostats
Replacing windows	N		
Other describe: Replacing with water saving fixtures	Y	1,500	Replacing as needed only
Other describe:	N		
Other describe:	N		
Total Utilities		26,500	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	Y	72,000	Reorganized maintenance dept and cut grant writing department for now
Temporary saving by keeping vacancies open	Y	24,500	Will wait until mid-year or longer to fill at least one vacant position
Hiring of temporary or adjunct faculty	Y	135,000	About 25% of our credit courses are taught by adjunct faculty.
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	22,500	Hired part time recruiter and accounting clerk for the time being
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	115,000	No raises given for full time employees for this year
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	Y	42,000	Closed Information Technology program
Other describe: Management are required to teach	Y	27,900	Most management are require to teach several classes as part of their contract each year.
Other describe:	N		
Other describe:	N		
Total Personnel		438,900	
Operating Budget Cuts			
Reduce Travel budget	Y	14,500	Reduced all travel by approximately 10%
Revised travel policy	Y	3,500	When possible will try to have more phone conferences, web meetings, and utilitze AV room for meetings
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	25,000	Not replacing as many computers until absolutely needed.
Changed academic schedule to create efficiencies	Y	13,750	Try to combine courses when needed, use AV classroom to offer classes for other sites.
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		56,750	
Total Savings		\$ 522,150	

Cost Containment 2010-2011

Name of Institution: COLLEGE OF THE OUACHITAS

Completed By: Roger Coomer

Phone Number: 501-332-0220

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>We are open to any workable suggestions from all employees. We are a small college and everyone is free to express their ideas.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>Not by that name, but we have a rick assessment committee that meets weekly and we discuss ideas that could save the college money.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No, but everyone knows that it is to their advantage to reduce costs.</p>			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	3,000	
Retooling HVAC controls	Y	4,000	
Replacing windows	N		
Other describe: Early summer hours	Y	20,000	Allows us turn down the air conditioning a 3pm which reduces our peak demand charge for the entire year. It also lowers our electric bill for the hottest months of the year.
Other describe:	N		
Other describe:	N		
Total Utilities		27,000	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	50,000	
Hiring of temporary or adjunct faculty	N	0	Please include percent of part time/adjunct faculty here.
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		50,000	
Operating Budget Cuts			
Reduce Travel budget	Y	20,000	
Revised travel policy	Y	5,000	
Reduction in office and teaching supplies	Y	10,000	
Reduce printing of materials	Y	10,000	
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	45,000	
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		90,000	
Total Savings		\$ 167,000	

Cost Containment 2010-2011

Name of Institution: East Arkansas Community College

Completed By: Morris Boydston

Phone Number: 870-633-4480

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>A committee was formed to evaluate potential savings for the reduction academic schedule and summer operations. Administration and all budgeting departments are included in decisions for cost savings during that budget process.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>None other than budgeting departments and administration.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No</p>			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			<p>East Arkansas Community College has constructed a new Fine Arts Center that opened in April of 2010. All construction was based on energy efficient products and services. HVAC systems, windows, insulation, lighting, etc. were designed to minimize energy costs. The College has also had several renovation projects, all done with consideration given to energy efficient products and processes when designed. One of the projects, the renovation of Classroom Building 2, was done specifically with energy efficient processes in mind. New walls allowing better insulation, new HVAC systems, etc. were installed to help lower cost of energy usage for the future.</p> <p>Based on the fact that these projects have been completed recently and very little information exists to quantify savings it is hard to put a dollar value savings on this at this time. We can say that other than the new square footage of the Fine Arts Center (33,000 sq. ft.) costs have remained constant elsewhere on campus, even with the rising cost of energy in today's economy.</p> <p>East Arkansas Community College recently had an energy audit performed on the entire campus by Ameresco and at this time we are contemplating further action. Although areas of potential savings were identified, the institutions budget does not have funding available to carry out projects of this nature although potential savings could allow the projects to pay for themselves in the future.</p>
Retrofitting with energy-efficient lighting, timers, etc.	Y		
Retooling HVAC controls	Y		Same as above
Replacing windows	Y		Same as above
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Utilities		0	
Personnel			<p>The Social Science department Chair position was eliminated and the duties for oversight of that department were divided among two other departments and their respective department Chair positions. Cost savings was approximated based on the elimination of one salary and fringe and the additional amount of salary and fringe needed for the personnel overseeing the department afterwards.</p>
Consolidating departments	Y	40,000	
Staff reductions or reorganizations	Y	30,000	Reorganization after retirement of Director Adm Services and change in VP of Acad Affairs.
Temporary saving by keeping vacancies open	Y	100,000	Several positions budgeted were unfilled throughout the fiscal year.
Hiring of temporary or adjunct faculty	Y	0	54% Full-time Contract 46% Adjunct/Overload
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	76,000	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		

Cost Containment 2010-2011

Name of Institution: East Arkansas Community College

Completed By: Morris Boydston

Phone Number: 870-633-4480

Other describe:		N		
Total Personnel			246,000	
Operating Budget Cuts				
Reduce Travel budget		Y		Travel budget was maintained at previous fiscal year level.
Revised travel policy		N		
Reduction in office and teaching supplies		N		
Reduce printing of materials		N		
Reduce library holdings or subscriptions		N		
Change computer replacement policy		N		
Changed academic schedule to create efficiencies		Y	0	Changes were made that allowed students to be on campus 4 days per week. Savings calculated in Note 1 above.
Centralization of printing		N		
4 day work week in summer for employees		Y		Changes were made that allow coverage for services for 4.5 days per week in the summer. Saving would be calculated in Note 1 above.
Other describe:		N		
Other describe:		N		
Other describe:		N		
Total Operating			0	
Total Savings			\$ 246,000	

Cost Containment 2010-2011

Name of Institution: Mid-South Community College

Completed By: Susan Marshall

Phone Number: 870 733-6716

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
All MSCC employees are involved in operational planning, and cost containment has been a priority for the college since inception and particularly since 2005. All expenditures must have management approval before costs are incurred.			
Do you have a Committee on Cost Containment?			
The President's Council is charged with cost containment as part of our annual planning and budgeting cycle			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Will retro fit lighting in Reynolds Center hallway with energy efficient fixtures this year. Annual savings will be minimum since we haven't used the lights due theirhigh energy usage and safety. Outdoor lights are on timers.
Retooling HVAC controls	N		All buildings have computerized HVAC controls that shut off when no one is in the rooms. Thermostats are electronically set at a reasonable temperature that can only changed by a few degrees.
Replacing windows	N		All building on campus have either been built in the last 15 years or remodeled. No replacements needed at this time.
Other describe: Replace HVAC System	Y		Replaced science building HVAC system in 2011, unsure of savings at this time.
Other describe: Implement Act 1494	Y		Worked with Cadmus to implement Act 1494 documenting past 3 years of utility cost to monitor and help manage future utility usage.
Other describe:	N		
Total Utilities		0	
Personnel			
Consolidating departments	Y		We eliminated one academic program coordinator position in 2010 and consolidated 2 departments under the VP for Learning and Instruction who is serving as program coordinator for 5 departments in addition to her regular duties
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	36,435	We have held a maintenance position open and used part time employees to temporarily fill the position. Due to small staff we are unable to leave most positions open and complete work as required.
Hiring of temporary or adjunct faculty	Y	0	We are heavily dependent upon adjunct faculty. The percentage of SSCH taught by adjuncts has increased from 49.3% in F2005 to 51.1% in F2010. Of particular relevance to our population is the fact that in F2005 44.6% of developmental communication and developmental math SSCH were taught by adjuncts, and in F2010 50.1% of developmental SSCH were taught by adjuncts
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	Most employees in maintenance department are part time.
Reduction in Student Support staff	N		9 of 13 (69%) Student Service staff members are grant-funded
Reduction in maintenance staff	Y	45,916	We have reduced our FT maintenance staff by 1 position over the past year filling in with part time help.
Reduction in campus security	N		Despite substantial enrollment increases since 2005, we have one Director of Campus Safety and one FT security guard. We depend upon PT personnel for the balance of our need
Defer salary increases	Y		COLAs were not given for the 2011-2012 fiscal year.
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	23,939	One employee has taken early retirement
Closing academic programs with low enrollments	N		
Other describe: Increasing class sizes	Y		We have increased class sizes significantly. In F2005, the average class size was 14.7 students. For F2010, the average was 29 students, too many for a population of which 80% or more need developmental education at entry.
Other describe:	N		
Other describe:	N		
Total Personnel		106,290	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		We use the state travel regulations for our travel policy.

Cost Containment 2010-2011

Name of Institution: Mid-South Community College

Completed By: Susan Marshall

Phone Number: 870 733-6716

Reduction in office and teaching supplies	N		Supply budgets are minimal, and budgets are monitored to help ensure supplies are used efficiently.
Reduce printing of materials	Y		We strongly recommend duplexing be used when printing. Copying and printing can be monitored by person if needed. Most faculty post class materials on our LMS to reduce printing costs.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		We have extended our 3 year recycle plan to a 5 year plan moving older computers to programs that do not require the latest in technology.
Changed academic schedule to create efficiencies	N	0	We have added classes in the 2:00 to 5:00 time period to increase usage of facilities and to accommodate our growing enrollment since we have insufficient classroom space.
Centralization of printing	N		Multifunctional devices are located in central locations for use by all employees versus individual printers at each desk. Software controls are in place to limit color prints/copies.
4 day work week in summer for employees	N		Implemented 4 day workweek for June and July several years ago.
Other describe:	N		MSCC is funded at 66.7% of the budget recommended by ADHE. It is hard to discern where else we can cut costs. Our academic programs and services are already negatively impacted by funding constraints.
Other describe:	N		
Other describe:	N		
Total Operating		0	
Total Savings		\$	106,290

Cost Containment 2010-2011

Name of Institution: North Arkansas College

Completed By: Don Sugg

Phone Number: 870-391-3216

Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?

Department heads monitor their respective budgets on an ongoing basis. Additionally, monthly financial performance to budget reports are reviewed by department heads, directors, deans, administration and the Board of Trustees. In addition to the annual budget preparation, the college conducts a mid-year operating budget review process where current budget and expenditure activity is compared to past operational data and adjusted where needed for future operations.

Do you have a Committee on Cost Containment?

No formal cost containment committee has been appointed. All faculty and staff are charged with containing or curtailing operational costs.

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?

There is no formal process or procedure to award or recognize faculty and staff for suggesting cost cutting measures.

Cost Saving Efforts

	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	2,400	Replaced light fixtures and installed motion switches on South and North Campuses
Retooling HVAC controls	Y	24,000	Replaced HVAC with more efficient units on South and North Campuses
Replacing windows	N		
Other describe: Film Tinted Certain Windows	Y	120	Tinted front office area on South and North Campuses
Other describe: Additional Window Tinting Scheduled	Y	0	Planning to tint all remaining windows of the North Campus Main Building \$300/yr
Other describe: Energy Retrofit & Controls - Center Campus	Y	0	Planning RFP for Total Energy Retrofit & Control Project - Center Campus Tower \$20,000/yr
Total Utilities		26,520	
Personnel			
Consolidating departments	Y	2,000	Consolidated Electrical, Computer Aided Design and Machine Shop to form Engineering Technology Department
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	13,000	estimate for 3 positions
Hiring of temporary or adjunct faculty	Y	72,036	P/T Faculty & overload utilization increased 21 courses, the equivalent of 2 F/T instructors (Overall Part-Time Faculty Mix for Fall 2010 = 59% (95/160) Head Count, 33% (200/613) Course Section Count)
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	7,000	Physical Plant department
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	101,719	Salary & Benefit savings from retirements of 8 long-term employees
Closing academic programs with low enrollments	Y	10,000	Continued savings from closing Carpentry
Other describe: Interim President	Y	71,000	Finished last 5 months with interim President
Other describe:	N		
Other describe:	N		
Total Personnel		276,755	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	17,000	Utilizing On-Line Class Schedules and College Catalog
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	Most Business courses have converted to a M-W or To-T schedule which lowers travel cost for students
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Reduce general custodial and cleaning supplies	Y	10,679	Net reduction of supply cost from 2009-2010
Other describe:	N		
Other describe:	N		
Total Operating		27,679	
Total Savings		\$ 330,954	

Cost Containment 2010-2011

Name of Institution: National Park Community College

Completed By: Janis Sawyer, Vice President for Financial Affairs

Phone Number: 501-760-4215

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
Administration invites ideas and suggestions for containing costs from all constituents.			
Do you have a Committee on Cost Containment?			
Yes, our cost containment committee is chaired by the President, and members include all executive officers.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
Not at this time.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		Investigating lighting retrofit with Entergy's Large Commercial & Industrial Energy Solutions Program
Retooling HVAC controls	Y	500	Replaced two HVAC units, and investigating demand controlled ventilation solutions
Replacing windows	N		
Other describe:	Y	8,273	Charlotte Phelps Renovation (HVAC, windows, roofing)
Other describe:	Y	4,712	Blade center and server virtualization
Other describe:	N		
Total Utilities		13,485	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	361,896	8 positions vacant bugeted, including benefits
Hiring of temporary or adjunct faculty	Y	2,391,602	Please include percent of part time/adjunct faculty here. Full-time -45% Adjunct - 55%
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	223,319	Withheld COLA increases
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	6,900	
Closing academic programs with low enrollments	Y	47,000	Recreational Leadership, Supervisory Management, Fire Science
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		3,030,717	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	Y		Restricted out-of-state travel, only with approval of President and VP
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	8,000	Eliminated printed catalog
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	144,000	Savings from cancelled courses (below min. enrollment) for Fall 2010, Spring 2011, Summer 2011
Centralization of printing	N		
4 day work week in summer for employees	Y	16,000	Mid May to August
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		168,000	
Total Savings		\$ 3,212,202	

Cost Containment 2010-2011

Name of Institution: NorthWest Arkansas Community College

Completed By: Jim Hall, ED Government Relations

Phone Number: 479-619-4182

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
NWACC Operations Department collaborates with an academic service learning project to inform students, faculty, and staff about best practices on campus to save resources, time, and money for the college.			
This project led to the publication of a "Sustainability for NWACC Best Practices" manual.			
Do you have a Committee on Cost Containment?			
Yes, the NWACC Operations Cost Reduction Committee.			
This committee has reduced the energy costs per student credit hour by 9% over the past 4 years.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
Recognition			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	18,000	Replace T12 Florescent Laps with T8
Retooling HVAC controls	Y	25,000	Use of new energy management software and air conditioning upgrades
Replacing windows	N		
Other describe:	Y	20,000	Air conditioning upgrade (15,000) & Insulated classroom ceiling tile (5,000)
Other describe:	Y	10,500	Upgrades cooling towers and bioler
Other describe:	Y	8,000	Improved outdoor lighting efficiency
Total Utilities		81,500	
Personnel			
Consolidating departments	Y	0	Merged office of Institutional Effectiveness with Institutional Research
Staff reductions or reorganizations	Y		See attached backup
Temporary saving by keeping vacancies open	N		
Hiring of temporary or adjunct faculty	Y	0	Please include percent of part time/adjunct faculty here. (Fall 2010 - 127 FT 28% / 326 PT 72%)
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		0	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	35,000	Reviewed and re-negotiated copier lease and paper costs
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	Y	100,000	Estimated Institutional Technology computing efficiencies (see attached document, Cost Containment in IT)
Other describe:	Y	5,000	Emergency notification text service outsourced to Benton County Alter
			Cell phone usage review / savings from reducing number of users and costs of selected plans (5,000), Negotiated reduced rent on two renewed satellite leases (4,300), Negotiated reduction in food service vendor contract (45,000) & Negotiated lower architect/construction management fees for building under construction (75,000)
Other describe:	Y	129,300	
Total Operating		269,300	
Total Savings		\$ 350,800	

Cost Containment 2010-2011

Name of Institution: Ozarka College

Completed By: Dr. Richard Dawe

Phone Number: 870-368-2006

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
Annual employee satisfaction surveys, suggestion boxes and focused discussions.			
Do you have a Committee on Cost Containment?			
The Administrative Council serves in this capacity			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
Not yet, but under consideration			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy-efficient lighting, timers, etc.	Y		requires an up-front investment
Retrofitting HVAC controls	Y		requires an up-front investment
Replacing windows	N		requires an up-front investment
Other describe: Energy Awareness articles	N		
Other describe:	N		
Other describe:	N		
Total Utilities			Unable to accurately quantify
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	Y		Reorganizations
Temporary saving by keeping vacancies open	Y	11,000	grounds position
Hiring of temporary or adjunct faculty	Y	0	33.3% full time / 66.7% part time
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	75,000	As directed by the state
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	Y		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		86,000	
Operating Budget Cuts			
Reduce Travel budget	N		Not reduced but more closely controlled/monitored
Revised travel policy	Y	5,000	
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	500	
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	
Centralization of printing	Y		
4 day work week in summer for employees	Y		yes, but considering going back to 4.5 or 5 day schedule next year to better serve students
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		5,500	
Total Savings		\$ 91,500	

Cost Containment 2010-2011

Name of Institution: Phillips Community College

Completed By: Brenda Gillogly/Craig Pinson

Phone Number: 870-338-6474

Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?

Verbal: phone and personal meetings

Do you have a Committee on Cost Containment?

Not at this time

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?

Not at this time

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	4,200	This is an on-going savingsto be realized for each of 10 years resulting from the original retrofitting investment dollars spent in FY10
Retooling HVAC controls	N		
Replacing windows	Y	2,000	This is an on-going savingsto be realized for each of 10 years resulting from the original retrofitting investment dollars spent in FY10
Other describe:	Y	13,000	Centralization of building usage to limit utility consumption for multiple areas
Other describe:	Y	6,000	Natural gas service associated with above item
Other describe:	N		
Total Utilities		25,200	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	Y	125,000	Reorganized departments to utilize remaining staff when terminating staff left PCCUA employment
Temporary saving by keeping vacancies open	N		
Hiring of temporary or adjunct faculty	N	0	Please include percent of part time/adjunct faculty here.
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	23,250	Classified 2% Cola put into effect January, 2011 (Savings is from Jul-Dec, 2010)
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		148,250	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	Y	12,000	Maintain a smaller on-hand inventory of office and general supplies
Reduce printing of materials	N		
Reduce library holdings or subscriptions	Y	8,000	Reduction in holdings of general purpose and pleasure reading materials
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Utilize grant opportunities where allowable	Y	10,000	GRP Grant - Purchased promotional items/services as allowed by grant
Other describe: Food service efficiencies	Y	50,000	Maintain a smaller on hand inventory, plus price increases to mirror community food vendors
Other describe:	Y	30,700	Reduced advertising overall (5,500), Use of CIV in lieu of staff travel (9,000), Paper savings due to online usage (500), Smaller trash receptacle needed due to increased shredding of unnecessary documents (700), Eliminated postal box at Post Office (1,000), Eliminated printing catalog (5,500) & Eliminated Friday cafeteria service (8,500)
Total Operating		110,700	
Total Savings		\$ 284,150	

Cost Containment 2010-2011

Name of Institution: Pulaski Technical College

Completed By: Cost-containment Committee / Carol Langston

Phone Number: (501) 812-2211

Cost Saving Efforts			
	Y or N	Estimated Annual Savings	
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		New buildings have been equipped with energy-efficient lighting, timers, etc... The college has developed a Strategic Energy Plan to incorporate energy-efficiency considerations into renovation projects. Savings based on vendor estimate Not at this time
Retrofitting HVAC controls	Y	4,532	
Replacing windows	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Utilities		4,532	
Personnel			
Consolidating departments	N	0	Pulaski Tech maintains a lean academic and administrative organizational structure. Therefore, this is an ongoing cost-containment measure for the college. Because of the college's lean academic and administrative structure, staff reductions would create significant quality and service issues.
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	200,000	Approximately three administrative vacancies were unfilled in 2010-2011.
Hiring of temporary or adjunct faculty	Y	0	This is an ongoing cost-containment measure for Pulaski Tech.
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	100,000	This is an ongoing cost-containment measure for Pulaski Tech.
Reduction in Student Support staff	N		This is an ongoing cost-containment measure for Pulaski Tech, as the college maintain a lean academic and student support staff.
Reduction in maintenance staff	N		Janitorial services are outsourced in an effort to reduce cost.
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		300,000	
Operating Budget Cuts			
Reduce Travel budget	N		Travel budgets, which were eliminated in FY08 and FY09, were reinstated in FY2010. However, most travel was grant funded.
Revised travel policy	Y		The college is implementing a new travel process, which should result in cost savings in the coming year.
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	10,000	The college is longer printing a schedule of classes.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		This is an ongoing cost-containment measure for the college. Computers are not replaced unless they are inoperable.
Changed academic schedule to create efficiencies	N	0	This is an ongoing cost-containment measure for the college. Facility use is maximized, and there is no space for growth in programs/courses.

Cost Containment 2010-2011

Name of Institution: Pulaski Technical College

Completed By: Cost-containment Committee / Carol Langston

Phone Number: (501) 812-2211

Centralization of printing	N		This is an ongoing cost-containment measure for the college. All printing is handled by the Office of Public Relations and Marketing.
4 day work week in summer for employees	N		The college conducted a pilot in summer 2009. No significant savings were noted.
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		10,000	
Total Savings		\$ 314,532	

Cost Containment 2010-2011

Name of Institution: Rich Mountain Community College

Completed By: Steve Rook/Amy Ludwig

Phone Number: 479/394-7622

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
The President's Cabinet is the primary group to make the decision. Input is taking for each area and brought to the cabinet by the appropriate VP.			
Do you have a Committee on Cost Containment?			
The President's Cabinet in collaboration with Business Office staff served as a taskforce to address the issue.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No. RMCC does offer incentives for faculty and staff to write grants.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		
Retooling HVAC controls	N		
Replacing windows	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Utilities		0	
Personnel			
Consolidating departments	Y	40,000	Combine Director of Development and Director Relations
Staff reductions or reorganizations	Y	70,788	Director of HR (\$50,000), Accounting Technician (\$20,788)
Temporary saving by keeping vacancies open	Y	7,400	CFO (\$88,434)
Hiring of temporary or adjunct faculty	Y	0	60% Adjunct faculty
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	Part-time maintenance rather than Groundskeeper
Reduction in Student Support staff	N		
Reduction in maintenance staff	Y	21,762	Groundskeeper retired, not replaced (Norwood)
Reduction in campus security	N		
Defer salary increases	Y	40,000	2% salary increase not given for FY12
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		179,950	
Operating Budget Cuts			
Reduce Travel budget	Y		Reduced budget to 95%
Revised travel policy	Y		Reduced budget to 95%
Reduction in office and teaching supplies	Y		Reduced budget to 95%
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	
Centralization of printing	Y		
4 day work week in summer for employees	Y		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		0	
Total Savings		\$ 179,950	

Cost Containment 2010-2011

Name of Institution: South Arkansas Community College

Completed By: Lathan C. Hairston

Phone Number: 870-864-7147

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs? The College solicits possible savings from all College units and departments. Institution personnel are encouraged to be receptive and listen to comments from the public.			
Do you have a Committee on Cost Containment? Yes, Executive Cabinet			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs? The College always welcomes, encourages, and appreciates cost saving suggestions from the faculty/staff/students. No incentives or special recognitions are given at this time.			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Individual replacements - minor savings
Retooling HVAC controls	Y		See Energy Management Controls below
Replacing windows	N		
Other describe: New roof project	Y		Savings unknown
Other describe: Energy Management Controls	Y	62,000	Savings from new chilled water loop
Other describe:	N		
Total Utilities		62,000	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	83,480	Delayed rehires
Hiring of temporary or adjunct faculty	Y	40,000	Reflects savings of a full time faculty member
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	25,800	Replace faculty with adjunct instructors.
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	20,028	Did not award raises for employees hired or promoted after 7/1/10
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	Y	5,425	Used WIA clients in lieu of extra help (700 x \$7.75)
Other describe:	N		
Other describe:	N		
Total Personnel		174,733	
Operating Budget Cuts			
Reduce Travel budget	Y	38,293	Non-student travel budget savings
Revised travel policy	N		
Reduction in office and teaching supplies	Y	142,088	Supply budget savings
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	Unknown
Centralization of printing	N		
4 day work week in summer for employees	Y	5,364	Many offices were closed during summer.
Other describe: Shared clerical	Y	21,487	Shared Admin Specialist II - 8 months
Other describe: Work w/city and county	Y	4,900	Assisted with demolition
Other describe: Delay equipment purchases	Y	17,316	Equipment budget savings
Total Operating		229,448	
Total Savings		\$ 466,181	

Cost Containment 2010-2011

Name of Institution: Southern Arkansas University Tech

Completed By: Dr. Corbet J. Lamkin, Chancellor

Phone Number: 1.870.574.4420 (Office); 1.870.904.3338 (Mobile)

Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
			Class schedules are delivered electronically and printed only when requested. College catalogs and handbooks are delivered electronically and printed only for incoming freshman. Although the college has not reduced printing costs, print is more high quality materials targeted to specific demographics. In-house printing and design work are utilized to offset printing costs.
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	84,000	Changed computer replacement policy from 30-month cycle to 36-month cycle.
Changed academic schedule to create efficiencies	Y	0	Academic schedules are coordinated with SAU Magnolia to better serve SAU System students. Term classes require a minimum enrollment per class and are cancelled, or an exception to policy is approved, by the VC of Academic Affairs when the minimum enrollment is not met.
Centralization of printing	Y	2,000	Printing is processed through the Office of Communications & Public Relations.
4 day work week in summer for employees	Y		
Other describe: PE Systems Contract	Y	7,000	Entered into a contract with PE Systems to help manage rising costs of credit card merchant fees.
Other describe: Recycling Program	Y	1,680	Recycling program has decreased the waste and disposal expense of the campus.
Other describe:	N		
Total Operating		94,680	
Total Savings		\$ 394,680	

Cost Containment 2010-2011

Name of Institution: Southeast Arkansas College

Completed By: Steve Hilterbran, President

Phone Number: _____

Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?

Meetings with Vice President Academic Affairs and input from faculty and staff to use only Moodle and eliminate funding for other types of e-learning software.
We are implementing a suggestion box on our new Website to be use as a tool for input from interested parties.

Do you have a Committee on Cost Containment?

The Executive Cabinet meets regularly to discuss cost containment.
The Go Green Committee works to contain cost through implementation of measures to protect the environment.
The Quality Council discusses ways to contain cost through staffing, procedures, text books and accreditation processes.

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?

A new Suggestion Box on the website will help to identify staff who submit ideas that are implemented to cut cost. It will be used as a moral booster and they will be recognized in the SEARK Weekend Memo

Cost Saving Efforts		Y or N	Estimated Annual Savings	Notes
Utilities				
	Retrofitting with energy-efficient lighting, timers, etc.	Y	1,500	Six out of ten buildings changed to T8 from T12 bulbs which are more energy efficient.
	Retrofitting HVAC controls	N	2,000	Tracer Summit program to control 4 chiller systems to lower AC units and heating units. Savings are estimated.
	Replacing windows	Y	2,000	Energy efficient windows in three new buildings. Savings are estimated.
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Utilities		5,500	
Personnel				
	Consolidating departments	Y	22,000	Combined Recruitment, Retention, Advising, Concurrent Enrollment and Center for Working Families. Saved one clerical staff position.
	Staff reductions or reorganizations	Y	65,000	Combined Vice President Student Affairs with Director of Institutional Research
	Temporary saving by keeping vacancies open	N		
15 hr, 40k - 52K	Hiring of temporary or adjunct faculty	Y	1,989,075	Continued adjunct savings based on Fy 2011 General Ledger = savings \$1,440,600 *this is an estimate only - based on current GL postings adjunct salaries FY 2011 at 6/30/2011 - Overloads fulltime faculty = saved \$548, 475
	Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
	Reduction in Student Support staff	N		
	Reduction in maintenance staff	N		
	Reduction in campus security	N		
	Defer salary increases	N		
	Reduce employee benefit packages	N		
	Early retirement incentives for long-term employees	N		
	Closing academic programs with low enrollments	N		
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Personnel		2,076,075	
Operating Budget Cuts				
	Reduce Travel budget	Y		
	Revised travel policy	N	20,000	Continued restricted to in-state and accreditation purposes
	Reduction in office and teaching supplies	N		
	Reduce printing of materials	N		
	Reduce library holdings or subscriptions	N		
	Change computer replacement policy	N		
	Changed academic schedule to create efficiencies	N	0	
	Centralization of printing	N		
	4 day work week in summer for employees	N		
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Operating		20,000	
Total Savings			\$ 2,101,575	

Cost Containment 2010-2011

Name of Institution: UACCB

Completed By: Gayle Cooper

Phone Number: 870-612-2121

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>We have many suggestions from faculty/staff/students and public about cost containment. Each suggestion is evaluated and, if feasible, worked into our overall plan of cost containment. For example, our Grounds Supervisor suggested a different plant for our flower beds switching from annuals to perennials.. His suggestion saved money and did not detract from the appearance of the campus. Other suggestions that have been implemented include using a Buckeye Sytem for premeasured products for cleaning eliminating overuse of supplies, mail run reduced to once a day, synchronized outside lighting on timers, and changed treatment of lawn care.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>Yes. The committee is composed of the Vice Chancellor for Finance and Administration, Controller, Physical Plant Supervisor, Faculty Division Chair of Arts and Humanities, Associate Director for Enrollment Management, and a student.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>There are no incentives but employees are recognized for any accomplishments by the Chancellor at campus meetings and the Board of Visitors' meetings. Employees are also recognized in the campus newsletter.</p>			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	24,000	The replacement of roof, HVAC units, lighting and air locks have shown cost containment
Retooling HVAC controls	Y		
Replacing windows	Y		
Other describe: Synchronized outdoor lighting	Y	1,500	Adjusted begin time for lighting
Other describe: Updated irrigation system requiring less watering	Y	9,600	Requires less watering time
Other describe: Energy conservation in new building	Y	36,000	Lighting, HVAC system meet requirements in new NAH building for energy conservation
Total Utilities		71,100	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	75,000	Did not fill nursing position, maintenance position for 6 months and Development Officer unfilled for 3/4 year.
Hiring of temporary or adjunct faculty	Y	100,000	Full time faculty: Approx 60% to Part-time/Adjunct at 40%
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	30,000	Maintenance department employees
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	120,000	No COLA for any employee
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		325,000	
Operating Budget Cuts			
Reduce Travel budget	Y	100,000	Restricted Out-of-State travel
Revised travel policy	Y		For one year and then determine the funding for the following year
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Refunded bond issue for IH	Y	27,000	
Other describe: Buckeye System premeasured for cleaning	Y	5,700	Premeasured packages reduce overuse of cleaning products; changed lawn treatment
Other describe: Mail run reduction; update postage machine	Y	7,200	Mail delivery once per day; new postage machine using permits
Total Operating		139,900	
Total Savings		\$ 536,000	

Cost Containment 2010-2011

Name of Institution: University of Arkansas Community College at Hope

Completed By: Jerald Barber

Phone Number: 870-777-5722

Cost Containment Input	
What input are you using from faculty, staff, students, and public in working to contain costs?	
The College gets input on cost cutting measures from the faculty, staff, students, Board of Trustees and Board of Visitors.	
Do you have a Committee on Cost Containment?	NO
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?	
NO	

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	7,200	Energy efficient lighting and controls in two buildings on campus.
Retooling HVAC controls	Y	1,800	
Replacing windows	N		
Other describe: Installed a campus-wide power management system	Y	39,494	
Other describe:	N		
Other describe:	N		
Total Utilities		48,494	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	145,950	Two maintenance and an institutional research positions
Hiring of temporary or adjunct faculty	Y	265,184	
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	25.90%
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	169,620	
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		580,754	
Operating Budget Cuts			
Reduce Travel budget	Y	14,400	
Revised travel policy	Y	2,000	
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	60,000	
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	Y	7,655	
Other describe: Reduced Scholarship Budget	Y	45,000	Replaced with Foundation Scholarships
Other describe:	N		
Other describe:	N		
Total Operating		129,055	
Total Savings		\$ 758,303	

2011 Annual Comprehensive Report Page 3.3.565

Cost Containment 2010-2011

Name of Institution: UACCM

Completed By: Dr. Larry Davis, Chancellor

Phone Number: 501-977-2013

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
Not a formalized process, but faculty/staff/students asked to turn off lights, computers, turn down thermostats as part of ongoing efforts at utilities savings.			
Most of the input is at the department level where cutting or containing costs is discussed in relation to optional use of the funds.			
Do you have a Committee on Cost Containment?			
Our Chancellor's Council serves in that capacity. That council consists of administrators who report directly to the chancellor and who discuss cost containment with their respective staffs			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
Not at this point. Emphasis in all discussions is that money not spent on utilities, etc. can be shifted to those things deemed most critical in each dept.			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Cost savings not available yet
			We have done a building-by-building analysis of energy use on campus and will be reviewing that data to see if there are measures we can put in place to contain costs there as well. A consultant provided by Entergy is working with us in performing an analysis of all of our old package AC units to determine whether these should be replaced or have maintenance performed to bring them back up to optimal condition. We have collected information on all the units and the consultants are reviewing the data. They are also reviewing information on our lighting in each building to determine if they should be replaced. Cost savings not available yet.
Retooling HVAC controls	N		
Replacing windows	N		
			We have also begun the process of entering all of our buildings into the Energy Star Portfolio Manager program. This will allow us to monitor the energy usage of each building and compare them to other public buildings with the goal of reducing energy consumption as required by Act 1494. Cost savings not available yet.
Other describe: Energy Star Portfolio Manager program	N		
Other describe:	N		
Other describe:	N		
Total Utilities		0	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	N		
Hiring of temporary or adjunct faculty	Y		0 moving target by semester, but around 35-40% of faculty are adjunct.
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	70,000	clerical (15K saved), advising (15K saved), and technical program help (2 in auto--40K saved)
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other: switch from 9 month to 12 month faculty in many technical programs	N		accelerated program completion--also allows more students to complete the programs faster. added costs for faculty offset by increased revenue from additional students
Other describe: holding down number of personnel, exact cost savings difficult to calculate	N		We have added very few positions in comparison to the increase in our enrollment. Although our enrollment has increased over 60% the last six years the increase in staff needed for academic/student/business services accommodations has been minimal.
			Although we have full-time positions in the Student Success lab, we have used part-time people for the past two years at various times so the extra salary could be used somewhere else. For example, one of our full-time staff will be retiring this year and we will supplement for a semester with part-time, with the extra salary being used for an additional part-time position. We have been using the Perkins Grant to pay for a teacher for two years in the Petroleum area. We also have a part-time person being paid out of Perkins to help with the articulations.
Other describe:	N		
Total Personnel		70,000	

Cost Containment 2010-2011

Name of Institution: UACCM

Completed By: Dr. Larry Davis, Chancellor

Phone Number: 501-977-2013

Operating Budget Cuts			
Reduce Travel budget	Y		Travel budgets reviewed and cut in many cases--emphasis on bringing training to campus where more people could benefit--funds used to cover other expenses in same area
Revised travel policy	N		Our travel costs have been reduced simply by our staff not attending conferences and workshops they normally attend and by holding down costs on trips they do attend (such as sharing rooms). Last year, Academic Services used part of their travel budget to purchase equipment for the classrooms. This year they took part of the budget to pay for speakers to come in house in order for more faculty to hear the information. Also, anyone faculty who travel this year, are expected to present as a professional development session for other faculty what they learned. Since we only budget \$24,000 for academic services, we are being very conservative there. We have provided other local workshops (such as with customer service) and have set up future workshops in areas dealing with topics such as computer software. We even had one staff person pay for their own travel out of state to attend a conference.
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	8,668	This year, we cut back the quantity of catalogs we ordered from 4,000 to 500. This resulted in a cost savings of \$8,668. We are becoming more dependent on our web site and other social media to interact with students and parents.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	Y	2,180	We started printing our own business cards. In 2010, we printed 35 different sets of business cards. Overall, the business cards printed in-house in 2010 included 2180 pieces of card stock (21,800 individual cards -- 10 to a page), which had an in-house printing cost of \$2,180.
4 day work week in summer for employees	Y		
Other describe: reduction in scholarships by 2013	Y	50,000	review of current scholarships and renewals--anticipated cost reduction of \$50,000 by 2013. We have spent the last year reviewing our scholarship budget, method of awarding scholarships, scholarship offerings, and scholarship criteria. To contain costs we will be implementing a new scholarship application process. The new process, along with changes to offerings and criteria, will significantly help us reduce our institutional scholarship spending. We have eliminated the tuition discount for concurrently enrolled high school students, which was considered an institutional scholarship.
Other describe: finance staff savings based on credit card use	Y	10,000	An area of cost containment we are just embarking on is a contract we've recently entered into with PE Systems. Effective July 1, 2010 PE Systems re-negotiated our terms with our Merchant Services Provider Elavon Inc. An approximate annual net savings of \$10,000 is expected for just UACCM (\$1,000,000 annual volume) in this area.
Other describe: reduced advertising and employment advertising	Y	40,000	reduced advertising costs by \$40,000--especially as it relates to employment advertisements--focused on use of web site for many positions
Total Operating		110,848	
Total Savings		\$ 180,848	this total does not reflect total cost savings-- utility/building energy reviews not yet completed or implemented

Institutional Scholarships 2010-11

Institutional Scholarships 2010-11

Institution	Academic		Performance		Undergraduate Out of State Waiver		Mandatory Waivers		Transfer		Other Undergraduate		Graduate		Graduate Out of State Waiver		Total	
	Awards	Amount	Awards	Amount	Awards	Amount	Awards	Amount	Awards	Amount	Awards	Amount	Awards	Amount	Awards	Amount	Awards	Amount
ASUJ	1,587	\$7,883,600	304	\$730,391	928	\$5,753,167	85	\$222,636	371	\$1,304,516	-	\$0	12	\$6,539	256	\$1,335,705	3,543	\$17,236,554
ATU	1,337	\$8,317,466	14	\$11,600	391	\$1,737,175	723	\$247,593	68	\$113,570	-	\$0	227	\$308,226	80	\$197,919	2,840	\$10,933,549
HSU	612	\$3,636,138	215	\$363,896	508	\$2,204,723	28	\$44,250	94	\$341,101	68	\$168,343	7	\$4,571	4	\$7,293	1,536	\$6,770,315
SAUM	789	\$3,528,203	180	\$434,667	340	\$824,445	58	\$55,713	60	\$287,220	139	\$288,665	2	\$4,102	41	\$46,645	1,609	\$5,469,660
UAF	2,849	\$9,726,489	356	\$755,413	52	\$180,869	208	\$385,316	-	\$0	-	\$0	411	\$1,571,192	48	\$531,000	3,924	\$13,150,279
UAFS	884	\$1,950,605	75	\$107,098	530	\$3,163,304	131	\$100,044	26	\$56,292	72	\$109,638	-	\$0	-	\$0	1,718	\$5,486,981
UALR	2,357	\$8,256,324	149	\$198,058	9	\$29,639	302	\$427,939	138	\$778,000	239	\$130,512	591	\$2,583,491	33	\$99,161	3,818	\$12,503,123
UAM	351	\$1,166,543	190	\$308,403	373	\$1,218,059	154	\$94,878	27	\$74,870	586	\$446,911	12	\$8,566	-	\$0	1,693	\$3,318,229
UAPB	140	\$1,156,191	166	\$637,386	144	\$505,006	16	\$30,960	8	\$20,857	93	\$241,878	6	\$10,710	19	\$55,466	592	\$2,658,454
UCA	2,116	\$10,542,016	305	\$758,847	1,055	\$4,193,753	103	\$198,451	205	\$1,128,191	38	\$129,262	309	\$533,668	59	\$183,825	4,190	\$17,668,012
UNIV TOTAL	13,022	\$56,163,575	1,954	\$4,305,759	4,330	\$19,810,140	1,808	\$1,807,780	997	\$4,104,617	1,235	\$1,515,208	1,577	\$5,031,064	540	\$2,457,014	25,463	\$95,195,155
ANC	72	\$62,504	10	\$5,803	-	\$0	57	\$15,360	-	\$0	19	\$5,574	-	\$0	-	\$0	158	\$89,241
ASUB	1,156	\$845,933	36	\$25,200	5	\$9,164	109	\$73,144	-	\$0	-	\$0	-	\$0	-	\$0	1,306	\$953,441
ASUMH	56	\$92,640	-	\$0	-	\$0	50	\$20,851	-	\$0	-	\$0	-	\$0	-	\$0	106	\$113,491
ASUN	75	\$45,753	-	\$0	5	\$2,644	47	\$19,059	-	\$0	-	\$0	-	\$0	-	\$0	127	\$67,456
BRTC	317	\$200,518	-	\$0	94	\$144,693	436	\$367,732	-	\$0	1	\$210	-	\$0	-	\$0	848	\$713,153
CCCUA	-	\$0	-	\$0	58	\$43,540	16	\$9,360	-	\$0	114	\$64,983	-	\$0	-	\$0	188	\$117,883
EACC	69	\$34,613	-	\$0	-	\$0	214	\$39,583	-	\$0	320	\$145,759	-	\$0	-	\$0	603	\$219,955
MSCC	268	\$188,979	7	\$6,915	249	\$173,820	51	\$16,560	-	\$0	11	\$4,550	-	\$0	-	\$0	586	\$390,824
NAC	89	\$168,941	4	\$5,313	85	\$44,436	33	\$19,060	-	\$0	393	\$115,379	-	\$0	-	\$0	604	\$353,129
NPCC	801	\$515,431	125	\$47,550	-	\$0	186	\$67,338	-	\$0	67	\$67,338	-	\$0	-	\$0	1,179	\$697,657
NWACC	2,391	\$481,134	34	\$16,295	-	\$0	169	\$115,034	-	\$0	24	\$5,682	-	\$0	-	\$0	2,618	\$618,145
OTC	621	\$446,502	-	\$0	-	\$0	7	\$9,506	-	\$0	-	\$0	-	\$0	-	\$0	628	\$456,008
OZC	254	\$144,253	-	\$0	33	\$45,766	76	\$49,988	-	\$0	3	\$1,275	-	\$0	-	\$0	366	\$241,281
PCCUA	1,024	\$146,423	-	\$0	-	\$0	5	\$3,735	-	\$0	195	\$102,702	-	\$0	-	\$0	1,224	\$252,860
PTC	434	\$726,142	66	\$146,156	-	\$0	197	\$221,227	-	\$0	252	\$153,816	-	\$0	-	\$0	949	\$1,247,341
RMCC	204	\$77,922	-	\$0	-	\$0	181	\$61,836	-	\$0	-	\$0	-	\$0	-	\$0	385	\$139,758
SACC	208	\$64,431	4	\$8,662	134	\$157,538	18	\$11,802	-	\$0	26	\$10,235	-	\$0	-	\$0	390	\$252,667
SAUT	412	\$327,474	13	\$27,896	52	\$14,344	16	\$24,210	-	\$0	70	\$59,991	-	\$0	-	\$0	563	\$453,915
SEAC	34	\$53,040	-	\$0	1	\$884	27	\$12,240	-	\$0	-	\$0	-	\$0	-	\$0	62	\$66,164
UACCB	216	\$246,564	6	\$4,800	-	\$0	50	\$13,610	-	\$0	72	\$26,264	-	\$0	-	\$0	344	\$291,238
UACCH	189	\$80,387	18	\$3,775	53	\$33,351	47	\$11,314	-	\$0	-	\$0	-	\$0	-	\$0	307	\$128,827
UACCM	339	\$356,395	10	\$13,709	-	\$0	18	\$20,416	-	\$0	-	\$0	-	\$0	-	\$0	367	\$390,519
COLLEGE TOTAL	9,229	\$5,305,979	333	\$312,074	769	\$670,180	2,010	\$1,202,963	-	\$0	1,567	\$763,758	-	\$0	-	\$0	13,908	\$8,254,953
GRAND TOTAL		\$61,469,553		\$4,617,832		\$20,480,320		\$3,010,744		\$4,104,617		\$2,278,965		\$5,031,064		\$2,457,014		\$103,450,108

Intercollegiate Athletic Income and Expenditure Report for 2010-11

REPORT OF 2010-2011 INTERCOLLEGIATE ATHLETIC REVENUES AND EXPENDITURES

Act 245 of 1989 (A.C.A. §6-62-106) directed the Coordinating Board to develop and establish uniform accounting standards and procedures for reporting revenues and expenditures. Based on these standard definitions and formats, the Coordinating Board is to collect the financial data and provide a uniform report of each institution's athletic revenues and expenditures for the previous fiscal year to the Legislative Joint Auditing Committee and the public by November of each year.

Athletic revenues and expenditures for 2010-11 for each institution have been collected according to uniform standards and compiled in a summary report that follows this agenda item. An explanation of the reporting format follows:

1. The athletic report details revenues and expenditures for each institution.
2. Athletic revenues will match athletic expenditures unless there is an ending fund balance.
3. Act 366 of 1991 (A.C.A. § 6-62-804) prohibits athletic deficits. A designated athletic fee must be charged to the students by the institution if athletic-generated revenues (i.e., ticket sales, media/tournament/bowl, concessions/program sales, and game guarantees), foundations/clubs and other private gifts, other athletic income, auxiliary profits, and the allowable educational and general transfer do not cover the total expenditures for athletics.
4. In accordance with the uniform reporting and auditing of intercollegiate athletic expenditures of state-supported institutions of higher education, maintenance of facilities expenditures related to all intercollegiate teams and spirit groups, excluding bands, shall be reported as actual costs of operating such athletic facilities or a proration of actual costs based on athletic usage (A.C.A. § 6-62-807).

The 2010-11 total amount of athletic expenditures reported by state-supported universities is \$123,790,930 and two-year colleges is \$430,848. The statewide total is \$124,221,778, an increase of \$7,428,431 (16%) from \$116,793,347 in 2010-11.

A comparison of 2010-11 actual expenditures to 2010-11 budgeted revenues certified to the Coordinating Board in July 2010 is also illustrated at the bottom of the summary chart. Certified budgeted revenues for 2010-11 totaled \$111,352,063 for all institutions. Total actual expenditures for 2010-11 for all institutions exceeded this budgeted amount by 30 percent. Actual expenditures varied from the Board of Trustees-certified budgeted revenue by a range of 25 percent over the budgeted amount to 7 percent under the budgeted amount.

Summary of Intercollegiate Athletic Revenues and Expenditures, 2010-11

INSTITUTIONS		UAF	ASUJ	UALR	UCA	UAPB	ATU	HSU	SAUM	UAFS	UAM	4-yr TOTAL	NAC	MSCC
R E V E N U E S	Ticket Sales	\$35,931,551	\$838,231	\$439,331	\$412,341	\$514,416	\$229,147	\$46,902	\$26,341	\$19,584	\$33,134	\$38,490,978	\$7,195	\$3,745
	Media/Tournament/Bowl	\$21,704,940	\$33,950	\$301,567	\$8,536	\$65,424	\$52,570	\$33,893	\$0	\$6,200		\$22,207,080	\$0	\$0
	Concessions/Program Sales	\$786,614	\$74,750	\$2,518	\$22,340	\$14,631	\$0	\$20,083	\$15,562	\$47,509		\$984,007	\$0	\$0
	Game Guarantees	\$51,700	\$2,792,250	\$66,000	\$415,750	\$1,140,043	\$700	\$65,000	\$49,000	\$27,500	\$131,500	\$4,739,443	\$0	\$0
	Foundations/Clubs & Other Private Gifts	\$7,686,745	\$34,506	\$62,595	\$220,433	\$16,500	\$47,862	\$42,945	\$0	\$73,613		\$8,185,198	\$0	\$25,000
	Student Athletic Fees	\$0	\$2,899,905	\$4,055,144	\$5,053,343	\$1,199,943	\$2,650,302	\$1,209,524	\$1,076,296	\$2,545,185	\$730,631	\$21,420,273	\$0	\$0
	Other Income	\$8,969,985	\$1,323,227	\$506,985	\$80,098	\$464,579	\$39,342	\$0	\$28,120	\$16,546	\$17,027	\$11,445,909	\$3,725	\$0
OTHER FINANCING SOURCES	CWSP Federally Funded Portion	\$34,237	\$0	\$0	\$113,568	\$0	\$16,653	\$0	\$0	\$0	\$37,842	\$202,300	\$0	\$0
	CWSP Fed. Portion as % Total CWSP	80%	0%	0%	100%	0%	75%	0%	0%	0%	100%	85%	0%	0%
	Other Auxiliary Profits	\$0	\$2,296,922	\$0	\$1,375,481	\$1,438,350	\$0	\$936,615	\$538,319	\$0	\$1,208,337	\$7,794,024	\$157,728	\$0
	Transfers from Unrestricted E&G	\$0	\$1,142,715	\$949,859	\$1,142,715	\$1,078,234	\$1,124,400	\$1,142,715	\$1,142,715	\$0	\$857,400	\$8,580,753	\$136,831	\$96,593
	Prior Year Fund Balance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$199,259	\$0	\$199,259	\$0	\$0
	Transfers from Other Funds/Balance Forward (Inclusive of Interfund Borrowing)	\$0		\$0	\$0							\$0	\$0	\$0
Total Revenues for Athletics		\$75,165,772	\$11,436,456	\$6,383,999	\$8,844,605	\$5,932,120	\$4,160,976	\$3,497,677	\$2,876,353	\$2,935,395	\$3,015,871	\$124,249,224	\$305,479	\$125,338
E X P E N D I T U R E S	Salaries	\$17,836,158	\$2,832,841	\$2,060,402	\$1,928,725	\$1,564,166	\$810,085	\$947,764	\$562,369	\$795,263	\$676,633	\$30,014,407	\$77,419	\$10,436
	Budgeted FTE Positions	249.50	65	41	39.27	37	21.40	20.575	13.37	17.31	14.23	518	2.20	0.20
	Fringe Benefits	\$3,967,162	\$825,140	\$515,446	\$600,876	\$437,170	\$252,124	\$289,438	\$231,845	\$266,022	\$227,100	\$7,612,323	\$19,729	\$7,709
	Fringe Benefits as a % of Salaries	22.2%	29.1%	25.0%	31.2%	27.9%	31.1%	30.5%	41.2%	33.5%	33.6%	25.4%	25.5%	73.9%
	Extra Help	\$1,597,302	\$211,620	\$112,361	\$314,284	\$96,963	\$173,629	\$0	\$164,479	\$69,193	\$61,025	\$2,800,856	\$1,045	\$42,383
	CWSP	\$42,796	\$0	\$0	\$113,568	\$0	\$22,205	\$19,678	\$1,715	\$0	\$37,842	\$237,804	\$0	\$0
	Game Guarantees	\$2,598,328	\$504,395	\$0	\$68,500	\$0	\$22,050	\$0	\$0	\$11,300	\$5,629	\$3,210,202	\$0	\$0
	Athletic Scholarships	\$5,748,554	\$3,255,905	\$1,806,633	\$2,696,233	\$1,527,123	\$1,153,207	\$1,404,146	\$862,471	\$1,009,175	\$710,365	\$20,173,812	\$54,022	\$0
	Medical Insurance/Injury Claims	\$886,981	\$12,198	\$14,608	\$114,281	\$124,746	\$366,195	\$127,472	\$159,506	\$56,257	\$231,012	\$2,093,256	\$9,483	\$80
	Travel	\$9,401,245	\$1,859,438	\$1,056,452	\$1,140,164	\$727,236	\$306,404	\$195,130	\$389,004	\$308,408	\$229,354	\$15,612,835	\$49,646	\$22,838
	Equipment	\$395,304	\$0	\$74,261	\$43,745	\$66,791	\$0	\$70,352	\$1,375	\$0	\$0	\$651,828	\$0	\$0
	Concessions/Programs	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,171	\$37,059		\$52,230	\$0	\$0
	M & O	\$10,994,088	\$1,580,919	\$677,090	\$857,208	\$748,857	\$299,261	\$347,844	\$277,231	\$240,388	\$397,965	\$16,420,851	\$17,281	\$32,587
	Facilities	\$12,335,632	\$354,000	\$56,746	\$475,247	\$51,363	\$270,170	\$95,853	\$126,511	\$66,509	\$278,053	\$14,110,084	\$27,771	\$9,336
	Debt Service	\$7,466,434	\$0	\$0	\$420,826	\$587,705	\$269,860	\$0	\$84,676	\$0	\$127,427	\$8,956,928	\$0	\$0
	Other Expenses	\$0	\$0	\$0	\$51,245	\$0	\$47,212	\$0	\$0	\$0	\$33,466	\$131,923	\$49,083	\$0
OTHER FINANCING USES	Transfers to Other Funds/Accounts	\$1,635,772	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$75,821	\$0	\$1,711,593	\$0	\$0
Total Expenditures for Athletics		\$74,905,756	\$11,436,456	\$6,373,999	\$8,824,901	\$5,932,120	\$3,992,402	\$3,497,677	\$2,876,353	\$2,935,395	\$3,015,871	\$123,790,930	\$305,479	\$125,369
Fund Balance		\$260,016	\$0	\$10,000	\$19,705	\$0	\$168,574	\$0	\$0	\$0	\$0	\$458,295	\$36,469	
2010-11 Budgeted Revenue Certified July 2010		\$63,328,725	\$11,342,830	\$6,292,771	\$8,576,215	\$6,161,002	\$3,673,741	\$3,348,748	\$2,448,473	\$3,044,556	\$2,707,568	\$110,924,629	\$327,434	\$100,000
% Difference Between Expenditures & Budgeted Revenue		18%	1%	1%	3%	-4%	9%	4%	17%	-4%	11%	12.0%	-7%	25%

Out-of-State Tuition Waivers Survey 2010-11

Out-of-State Tuition Waivers 2010-11

Institution	Undergraduate		Graduate	
	Number	Amount	Number	Amount
ASUJ	928	\$5,753,167	256	\$1,335,705
ATU	391	\$1,737,175	80	\$197,919
HSU	508	\$2,204,723	4	\$7,293
SAUM	340	\$824,445	41	\$46,645
UAF	52	\$180,869	48	\$531,000
UAFS	530	\$3,163,304	0	\$0
UALR	9	\$29,639	33	\$99,161
UAM	373	\$1,218,059	0	\$0
UAPB	144	\$505,006	19	\$55,466
UCA	1055	\$4,193,753	59	\$183,825
UNIV TOTAL	4,330	\$19,810,140	540	\$2,457,014
ANC	0	\$0	0	\$0
ASUB	5	\$9,164	0	\$0
ASUMH	0	\$0	0	\$0
ASUN	5	\$2,644	0	\$0
BRTC	94	\$144,693	0	\$0
CCCUA	58	\$43,540	0	\$0
EACC	0	\$0	0	\$0
MSCC	249	\$173,820	0	\$0
NAC	85	\$44,436	0	\$0
NPCC	0	\$0	0	\$0
NWACC	0	\$0	0	\$0
OTC	0	\$0	0	\$0
OZC	33	\$45,766	0	\$0
PCCUA	0	\$0	0	\$0
PTC	0	\$0	0	\$0
RMCC	0	\$0	0	\$0
SACC	134	\$157,538	0	\$0
SAUT	52	\$14,344	0	\$0
SEAC	1	\$884	0	\$0
UACCB	0	\$0	0	\$0
UACCH	53	\$33,351	0	\$0
UACCM	0	\$0	0	\$0
COLLEGE TOTAL	769	\$670,180	0	\$0
GRAND TOTAL	5,099	\$20,480,320	540	\$2,457,014

Personnel by Gender as of September 1, 2011

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Fletcher, Pamela D.	Assistant Dir of Student Union	\$29,251.00	F
Hinton, Linda J.	Assistant Director Museum	\$36,000.00	F
Flugstad, Myron R.	Assistant Library Director	\$65,137.00	M
Bailey, Jeffrey R.	Assistant Library Director	\$63,036.00	M
Pae, Sangshin	Assistant Professor	\$105,000.00	M
Peterson, Ryan K.	Assistant Professor	\$105,000.00	M
Hu, Xiankui	Assistant Professor	\$95,500.00	M
Tew, Philip L.	Assistant Professor	\$95,500.00	M
Kern, David F.	Assistant Professor	\$92,708.00	M
Chang, Erick P.	Assistant Professor	\$91,861.00	M
Priya, Kanu	Assistant Professor	\$90,000.00	F
Savitskie, Katrina P.	Assistant Professor	\$90,000.00	F
Cocchiara, Faye K.	Assistant Professor	\$89,423.00	F
Sinclair, Jollean K.	Assistant Professor	\$89,078.00	F
Hunt, Courtney S.	Assistant Professor	\$89,007.00	M
Carr, Charles	Assistant Professor	\$88,290.00	M
Kemp, Brandon A.	Assistant Professor	\$86,000.00	M
Schmidt, Angela R.	Assistant Professor	\$85,484.00	F
Horner, Stephen V.	Assistant Professor	\$79,882.00	M
Fenner, Grant H.	Assistant Professor	\$79,221.00	M
Neal, Gwendolyn L.	Assistant Professor	\$75,333.00	F
Singleton, Jacques D.	Assistant Professor	\$75,333.00	F
Bounds, Steve M.	Assistant Professor	\$73,185.00	M
El Sayed, Ashraf S.	Assistant Professor	\$71,406.00	M
Keith, Rebecca L.	Assistant Professor	\$70,990.00	F
Zhou, Guolei	Assistant Professor	\$69,500.00	M
Haran, Shivan	Assistant Professor	\$68,913.00	M
Hwang, Yeonsang	Assistant Professor	\$65,000.00	M
Kher, Shubhalaxmi J.	Assistant Professor	\$65,000.00	F
Payne, William C.	Assistant Professor	\$64,940.00	M
Tate, Linda M.	Assistant Professor	\$64,260.00	F

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Head, Penny L.	Assistant Professor	\$63,500.00	F
Baker, Darlene D.	Assistant Professor	\$63,068.00	F
Hong, Young J.	Assistant Professor	\$63,000.00	M
DuBose, Cheryl O.	Assistant Professor	\$62,830.00	F
Edwards, Beverly L.	Assistant Professor	\$62,533.00	F
Hubbard, Evelyn M.	Assistant Professor	\$62,152.00	F
Patel, Paresch M.	Assistant Professor	\$61,468.00	M
Mott, Ashley P.	Assistant Professor	\$61,196.00	F
Meekins, Myra M.	Assistant Professor	\$61,188.00	F
Humphrey, John K.	Assistant Professor	\$60,755.00	M
Doyle, Michael B.	Assistant Professor	\$60,000.00	M
Rahill, Guitele J.	Assistant Professor	\$60,000.00	F
Walden, Debra J.	Assistant Professor	\$58,734.00	F
Gilmore, David F.	Assistant Professor	\$58,670.00	M
Bednar, Annette E.	Assistant Professor	\$57,500.00	F
Whitehead, Malcolm T.	Assistant Professor	\$57,000.00	M
Miller, Renee S.	Assistant Professor	\$56,254.00	F
Wiggins, Wynona M.	Assistant Professor	\$56,143.00	F
Horneker, George	Assistant Professor	\$55,942.00	M
Wike, Barbara M.	Assistant Professor	\$55,388.00	F
Troxel, Stacy A.	Assistant Professor	\$55,125.00	F
Pfriemer, Judith T.	Assistant Professor	\$55,106.00	F
Grady, Julia R.	Assistant Professor	\$55,040.00	F
Snellgrove, Krista S.	Assistant Professor	\$54,996.00	F
Matthews, Rebecca L.	Assistant Professor	\$54,255.00	F
Combs, Sandra L.	Assistant Professor	\$54,000.00	F
Wimberley, Paige D.	Assistant Professor	\$53,882.00	F
Smith, Susan A.	Assistant Professor	\$53,687.00	F
Drake, Lisa M.	Assistant Professor	\$53,270.00	F
Johnson Leslie, Natalie A.	Assistant Professor	\$53,202.00	F
Sikkel, Paul C.	Assistant Professor	\$53,000.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Blue, Karen L.	Assistant Professor	\$52,982.00	F
Nix, Elizabeth S.	Assistant Professor	\$52,598.00	F
Zeng, Li	Assistant Professor	\$52,559.00	F
Shelton, Debbie K.	Assistant Professor	\$52,211.00	F
Davis, Sharon J.	Assistant Professor	\$52,000.00	F
Gaines, Genee L.	Assistant Professor	\$52,000.00	F
Lambertus, Amanda J.	Assistant Professor	\$52,000.00	F
Marsico, Travis D.	Assistant Professor	\$52,000.00	M
Shafer, Kevin M.	Assistant Professor	\$52,000.00	M
Ulrich, Monika J.	Assistant Professor	\$52,000.00	F
Zhang, Liangmin	Assistant Professor	\$52,000.00	M
Levenbach, F D.	Assistant Professor	\$51,317.00	M
Hacker, Hans J.	Assistant Professor	\$51,083.00	M
Norman, Bilinda L.	Assistant Professor	\$51,003.00	F
Benjamin, Ellis T.	Assistant Professor	\$51,000.00	M
Hall, Holly K.	Assistant Professor	\$51,000.00	F
Kulkarni, Veena	Assistant Professor	\$51,000.00	F
Ahn, Soohyoun	Assistant Professor	\$50,774.00	F
Hill, Myleea D.	Assistant Professor	\$50,474.00	F
Lofton, Jon C.	Assistant Professor	\$50,420.00	M
Bouldin, Jennifer L.	Assistant Professor	\$50,000.00	F
Chan, Elisabeth L.	Assistant Professor	\$50,000.00	F
Gil-Osle, Juan P.	Assistant Professor	\$50,000.00	M
Krueger, Kathryn L.	Assistant Professor	\$50,000.00	F
Simmons, Anita J.	Assistant Professor	\$49,861.00	F
Latting, Linda M.	Assistant Professor	\$49,602.00	F
Waggoner, Tara L.	Assistant Professor	\$49,450.00	F
Bowser, Audrey D.	Assistant Professor	\$49,362.00	F
Fuller, Diana L.	Assistant Professor	\$49,198.00	F
Hinkle, William G.	Assistant Professor	\$49,000.00	M
Thatcher, Matthew S.	Assistant Professor	\$49,000.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Tusalem, Rollin F.	Assistant Professor	\$49,000.00	M
McLaughlin, Jeff	Assistant Professor	\$48,986.00	M
Stewart, Paula J.	Assistant Professor	\$48,951.00	F
Gao, Minghui	Assistant Professor	\$48,856.00	M
Hu, Aiqun	Assistant Professor	\$48,800.00	F
Pait, Arianne F.	Assistant Professor	\$48,727.00	F
Harper, Chris T.	Assistant Professor	\$48,066.00	M
McJunkin, Mark A.	Assistant Professor	\$48,023.00	M
Ahn, Jeongho	Assistant Professor	\$48,000.00	M
Ali, Hashim M.	Assistant Professor	\$48,000.00	M
Benjamin, Earl	Assistant Professor	\$48,000.00	M
Botts, James M.	Assistant Professor	\$48,000.00	M
Coleman, Amanda K.	Assistant Professor	\$48,000.00	F
Jupp, James C.	Assistant Professor	\$48,000.00	M
Kim, Kyoung J.	Assistant Professor	\$48,000.00	F
Koizumi, Hideya	Assistant Professor	\$48,000.00	M
Moody, Terri N.	Assistant Professor	\$48,000.00	F
Pankey, Tonya A.	Assistant Professor	\$48,000.00	F
Shin, Yunjeong	Assistant Professor	\$48,000.00	F
Tunno, Oscar F.	Assistant Professor	\$48,000.00	M
Warby, Richard A.	Assistant Professor	\$48,000.00	M
Cooper, Kimberly A.	Assistant Professor	\$47,940.00	F
Anderson, Brenda C.	Assistant Professor	\$47,623.00	F
Schroer, Jeanine W.	Assistant Professor	\$47,463.00	F
McPike, Heather D.	Assistant Professor	\$47,278.00	F
Byars, Carey S.	Assistant Professor	\$47,000.00	M
Pierce, Tisha G.	Assistant Professor	\$46,945.00	F
Bryant, Lance G.	Assistant Professor	\$46,859.00	M
Gennuso, Sammy R.	Assistant Professor	\$46,796.00	M
Owens, Deborah D.	Assistant Professor	\$46,751.00	F
Benavides, Claudia	Assistant Professor	\$46,500.00	F

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Gunter, Paula A.	Assistant Professor	\$46,500.00	F
Mooneyhan, Andy	Assistant Professor	\$46,285.00	M
Murphy, Patricia E.	Assistant Professor	\$46,234.00	F
Horton, Ernest A.	Assistant Professor	\$46,169.00	M
Carey, Matthew J.	Assistant Professor	\$46,087.00	M
Catt, Merrill K.	Assistant Professor	\$46,000.00	F
Adams, Jason M.	Assistant Professor	\$45,000.00	M
Arnell, Nicole L.	Assistant Professor	\$45,000.00	F
Carroll, Brent R.	Assistant Professor	\$45,000.00	M
Choi, Seo-eun	Assistant Professor	\$45,000.00	F
Fenta, Aderaw W.	Assistant Professor	\$45,000.00	M
McGarr, Mitchell C.	Assistant Professor	\$45,000.00	M
Warner, Barbara E.	Assistant Professor	\$45,000.00	F
Wilkinson, Melissa K.	Assistant Professor	\$45,000.00	F
Zhou, Hong	Assistant Professor	\$45,000.00	M
McMurtry, Zelda A.	Assistant Professor	\$44,880.00	F
Balducci, Temma	Assistant Professor	\$44,764.00	F
Bonner, Joe D.	Assistant Professor	\$44,210.00	M
Schafer, Lisa A.	Assistant Professor	\$43,782.17	F
Spaniol, Victoria H.	Assistant Professor	\$43,010.00	F
Bohn, Timothy P.	Assistant Professor	\$42,000.00	M
Garrard, Claire D.	Assistant Professor	\$42,000.00	F
Norris, John H.	Assistant Professor	\$42,000.00	M
Cron, Samuel R.	Assistant Professor	\$40,682.00	M
Clark, Linda S.	Assistant Professor	\$38,128.00	F
Guenther, Michael B.	Assistant Professor	\$37,821.60	M
Seay, Sandra	Assistant Professor	\$36,797.00	F
Weimer, Steven G.	Assistant Professor	\$36,000.00	M
Edwards, Gary T.	Assistant Professor	\$34,162.00	M
Hickman, Paul A.	Assistant Professor	\$31,000.00	M
Daniels, Karen L.	Assistant Registrar	\$31,052.00	F

Report all employees as of September 1st

Institution:	Arkansas State University - Jonesboro
Completed By:	Lori Winn
Phone Number:	870-972-3454

NAME	Title	Annual Salary	GENDER
Dotson, Jackie L.	Assistant Registrar	\$29,251.00	M
Harmon, Tracy R.	Assistant Registrar	\$29,251.00	F
Smith, Janice L.	Assistant Registrar	\$29,251.00	F
LunBeck, Jo	Assistant VC for Admin	\$70,413.00	F
McMillin, Donna A.	Assistant VC for Business	\$65,579.00	F
Stoverink, Alvin M.	Assistant VC for Facilities	\$111,457.00	M
Johnson, Craig S.	Assistant VC for Stdnt Affairs	\$86,123.00	M
Dixon, Patrick	Assoc Dean of Stdnt Affairs	\$64,804.00	M
Spack, Martha B.	Assoc Dean of Stdnt Affairs	\$43,285.00	F
McKinney, David R.	Assoc Dean of Stdnt Affairs	\$42,024.00	M
Watson, Margaret M.	Assoc Dir Info Tech	\$84,485.00	F
Slatton, Joy U.	Assoc Dir Info Tech	\$50,351.00	F
Abel, Douglas P.	Assoc Dir of Athletics	\$97,151.00	M
Lessiter, Julie A.	Assoc Dir of Athletics	\$67,000.00	F
Doggett, Douglas B.	Assoc Dir of Athletics	\$63,710.00	M
Van Wagener, Holly C.	Assoc Dir of Development	\$41,684.00	F
Bolar, Dena E.	Assoc Dir of Stdnt Aid	\$34,667.00	F
Lockhart, Jerrod O.	Assoc Director Student Support	\$45,000.00	M
Kennon, Courtney N.	Assoc Director Upward Bound	\$24,311.00	F
Coleman, Joycelynne W.	Assoc for Admin	\$35,733.00	F
Mason, JW	Assoc VC	\$122,400.00	M
Hannah, Charles R.	Assoc VC	\$117,300.00	M
Williams, Lonnie R.	Assoc VC	\$113,083.00	M
Washam, James O.	Associate Dean of Schools	\$119,987.00	M
O'Connor, Carol A.	Associate Dean of Schools	\$102,687.00	F
Meeks, Gregory B.	Associate Dean of Schools	\$101,500.00	M
Pittcock, J K.	Associate Dean of Schools	\$87,083.00	F
Mello, John E.	Associate Professor	\$93,421.00	M
Zhang, Qingyu	Associate Professor	\$84,866.00	M
Nichols, Joseph R.	Associate Professor	\$84,824.00	M
Aldridge, Roy L.	Associate Professor	\$84,452.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Syamil, Ahmad	Associate Professor	\$83,535.00	M
Ruby, Paula D.	Associate Professor	\$83,431.00	F
Fish, Kelly E.	Associate Professor	\$82,919.00	M
Jenness, Jeffrey W.	Associate Professor	\$81,784.00	M
Philhours, Melodie J.	Associate Professor	\$81,350.00	F
Relyea, Clint	Associate Professor	\$80,179.00	M
Henley, Joan G.	Associate Professor	\$76,755.00	F
Segall, Richard S.	Associate Professor	\$76,486.00	M
Guha, Gauri S.	Associate Professor	\$72,611.00	M
Edgar, Nathan B.	Associate Professor	\$72,557.00	M
Mixon, Paul D.	Associate Professor	\$72,133.00	M
Su, Hung-Chi	Associate Professor	\$72,120.00	M
Chaudhury, Zariff A.	Associate Professor	\$71,400.00	M
Holman, David M.	Associate Professor	\$71,388.00	M
Sherman, Paul S.	Associate Professor	\$70,729.00	M
Shumway, Calvin R.	Associate Professor	\$70,333.00	M
Oliver, Timothy W.	Associate Professor	\$70,254.00	M
Jiang, Hai	Associate Professor	\$69,427.00	M
Huang, Xiuzhen	Associate Professor	\$69,258.00	F
Stacy, Annette S.	Associate Professor	\$69,116.00	F
White, Tracy B.	Associate Professor	\$68,294.00	F
Hronek, Pamela C.	Associate Professor	\$67,932.00	F
Robertson, Patricia Q.	Associate Professor	\$67,106.00	F
Caldwell, Donna L.	Associate Professor	\$66,123.00	F
Rollins, E J.	Associate Professor	\$65,399.00	F
Bhattacharya, Gauri	Associate Professor	\$65,000.00	F
Brown, Jeffrey C.	Associate Professor	\$65,000.00	M
Persell, Deborah J.	Associate Professor	\$64,133.00	F
Palmer, Deborah J.	Associate Professor	\$63,179.00	F
Maynard, William B.	Associate Professor	\$62,936.00	M
Christenberry, Nola	Associate Professor	\$62,341.00	F

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Drake, Shawn M.	Associate Professor	\$62,019.00	F
Freer, Richard K.	Associate Professor	\$61,947.00	M
Pobst, Phyllis E.	Associate Professor	\$61,823.00	F
Isaacson, Julie J.	Associate Professor	\$61,568.00	F
Reese, Catherine C.	Associate Professor	\$61,498.00	F
Pittcock, J K.	Associate Professor	\$61,478.00	F
Jacinto, George A.	Associate Professor	\$61,124.00	M
Salinger, Lawrence M.	Associate Professor	\$60,073.00	M
Narey, Wayne D.	Associate Professor	\$59,759.00	M
Hall, Cathy P.	Associate Professor	\$59,644.00	F
Brewer, Loretta G.	Associate Professor	\$59,226.00	F
Grymes, Joanna M.	Associate Professor	\$59,221.00	F
Grippio, Anne A.	Associate Professor	\$59,182.00	F
Johnson, Jeffrey B.	Associate Professor	\$58,621.00	M
Burns, Richard A.	Associate Professor	\$57,777.00	M
Morris, Dennis K.	Associate Professor	\$57,500.00	M
Chu, Chyun F.	Associate Professor	\$57,077.00	F
Yanowitz, Karen L.	Associate Professor	\$57,003.00	F
Ontko, Allyn C.	Associate Professor	\$57,000.00	M
Srivatsan, Malathi	Associate Professor	\$56,954.00	F
Cave, Eric M.	Associate Professor	\$56,635.00	M
Owens, Ruth A.	Associate Professor	\$56,471.00	F
Harding, David R.	Associate Professor	\$56,416.00	M
Sartorelli, Joseph J.	Associate Professor	\$56,216.00	M
Brooks, Sherri	Associate Professor	\$55,572.00	F
Milligan, Julie L.	Associate Professor	\$55,428.00	F
McKay, Tanja	Associate Professor	\$55,027.00	F
Thompson-Hayes, Marceline	Associate Professor	\$54,831.00	F
Bennett, Bobby D.	Associate Professor	\$54,660.00	M
Huss, Martin J.	Associate Professor	\$54,483.00	M
Khramtsova, Irina	Associate Professor	\$54,379.00	F

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Dean, Melony B.	Associate Professor	\$54,226.00	F
Williams, Diana L.	Associate Professor	\$53,916.00	F
Hill, Gretchen J.	Associate Professor	\$53,910.00	F
Vickrey, Kimberly B.	Associate Professor	\$53,851.00	F
Green, Steven	Associate Professor	\$53,619.00	M
Panigot, Michael J.	Associate Professor	\$53,494.00	M
Walls, Patricia A.	Associate Professor	\$53,360.00	F
Traylor, Deborah C.	Associate Professor	\$53,350.00	F
McLean, William P.	Associate Professor	\$53,327.00	M
Fiala, Thomas J.	Associate Professor	\$53,293.00	M
Lavetter, David	Associate Professor	\$53,065.00	M
Claxton, Amy F.	Associate Professor	\$52,882.00	F
Owens, Lina L.	Associate Professor	\$52,827.00	F
Kennon, James T.	Associate Professor	\$52,792.00	M
Lombeida, Ernesto B.	Associate Professor	\$52,681.00	M
Peck, Patrick L.	Associate Professor	\$52,619.00	M
Hansen, Gregory A.	Associate Professor	\$52,572.00	M
Pearce, Amy R.	Associate Professor	\$52,551.00	F
Graves, Marla M.	Associate Professor	\$52,529.00	F
Baum, Robert C.	Associate Professor	\$52,502.00	M
Ochs, Lisa A.	Associate Professor	\$52,411.00	F
Hendershot, Cyndy K.	Associate Professor	\$52,382.00	F
Jones-Branch, Cherrisse R.	Associate Professor	\$52,263.00	F
Hunter, Frances E.	Associate Professor	\$52,071.00	F
Hall, James M.	Associate Professor	\$51,661.00	M
Johnson, Warren	Associate Professor	\$51,597.00	M
Key, Joseph P.	Associate Professor	\$51,573.00	M
Burns, William A.	Associate Professor	\$51,491.00	M
Ross, Carol A.	Associate Professor	\$51,470.00	F
Collins, Janelle M.	Associate Professor	\$51,207.00	F
Melescue, Suzanne C.	Associate Professor	\$50,533.00	F

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Carroll, Kenneth D.	Associate Professor	\$50,259.00	M
Fillippino, Tonja M.	Associate Professor	\$50,254.00	F
Schroer, Robert W.	Associate Professor	\$49,804.00	M
Zhang, Bin	Associate Professor	\$49,638.00	M
Kyriakos, Marika V.	Associate Professor	\$49,500.00	F
Church, James B.	Associate Professor	\$48,936.00	M
Keyes, Dixie K.	Associate Professor	\$48,780.00	F
Gipson, Shelley	Associate Professor	\$48,709.00	F
Donaghy, Mary L.	Associate Professor	\$48,084.00	F
Owen, John E.	Associate Professor	\$47,937.00	M
Clark, Lauren S.	Associate Professor	\$47,797.00	F
Gill, Alyson A.	Associate Professor	\$47,407.00	F
Kelly, Ryan R.	Associate Professor	\$47,000.00	M
Collison, Craig K.	Associate Professor	\$46,708.00	M
Mitchell, Mary S.	Associate Professor	\$36,228.00	F
Hoeting, Mark A.	Associate Vice President	\$116,570.00	M
Konvalinka, April H.	Asst Dean of Stdnt	\$47,374.00	F
McMahon, Julie A.	Asst Dean of Stdnt	\$45,000.00	F
Bartunek, Patience L.	Asst Dean of Stdnt	\$42,550.00	F
Rayburn, Carrol E.	Asst Dean of Stdnt	\$41,493.00	M
Coghill, Lester C.	Asst Dean of Stdnt	\$35,103.00	M
Eskew, Natalie D.	Asst Dean of Stdnt	\$33,966.00	F
Kenley, David E.	Asst Dir Admissions	\$46,763.00	M
Scott, Jerry D.	Asst Dir Athletics	\$55,000.00	M
Hart, Gleenreus L.	Asst Dir Athletics	\$44,125.00	M
Pietz, Bradley A.	Asst Dir Athletics	\$39,780.00	M
Knowles, Randall W.	Asst Dir Athletics	\$39,011.00	M
Feig, Daniel A.	Asst Dir Athletics	\$38,347.00	M
Hart, Frances E.	Asst Dir Convocation Center	\$39,010.00	F
Provence, Wesley V.	Asst Dir Media Relations	\$31,468.00	M
Reynolds, Anthony M.	Asst Dir Media Relations	\$25,000.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Bobo, Bradley A.	Asst Dir of Development	\$33,440.00	M
Hill, Victor	Asst Dir of Financial Aid	\$40,242.00	M
Reeves, Mark E.	Asst Dir of Publications	\$50,368.00	M
Miller, Laura L.	Asst Dir of Small Business Dev	\$40,000.00	F
Duffel, Stephanie N.	Asst Dir Stdnt Health Center	\$65,000.00	F
Loveland, Mark A.	ASU Assistant Dir of Housing	\$31,052.00	M
Lamb, Melissa C.	ASU Assistant Dir of Housing	\$29,251.00	F
Fletcher, Darla M.	ASU Assistant Dir of Records	\$43,483.00	F
Moffitt, Philip S.	ASU Assoc Dir of Physical Plnt	\$39,587.00	M
Halcom, Clinton C.	ASU Asst Dir of Physical Plant	\$55,050.00	M
Sprinkle, David M.	ASU Asst Dir of Physical Plant	\$41,975.00	M
McClelland, Mike E.	ASU Asst Director of Farming	\$30,713.00	M
Carmack, Lesa D.	ASU Dir of Auxillary Enterpris	\$45,788.00	F
Johnson, Michael D.	ASU Dir of Farming	\$37,743.00	M
Arnold, William E.	ASU Engineer Com Fac Dir	\$49,571.00	M
Howard, Gordon D.	Chancellor, ASU J	\$226,203.00	M
Sustich, Andrew T.	Dean of Graduate School	\$122,726.00	M
Beasley, David B.	Dean of Schools	\$170,000.00	M
Phillips, Gregory C.	Dean of Schools	\$162,286.00	M
Novobilski, Andrew J.	Dean of Schools	\$160,000.00	M
Frey, Len T.	Dean of Schools	\$159,112.00	M
Hanrahan, Susan M.	Dean of Schools	\$147,944.00	F
Reeves, Daniel J.	Dean of Schools	\$134,318.00	M
Maness, Donald C.	Dean of Schools	\$133,000.00	M
Amienyi, Osabuohien P.	Dean of Schools	\$120,901.00	M
Cooksey, Lynita M.	Dean of Schools	\$115,007.00	F
Tate, Randall S.	Dean of Stdnt Affairs	\$75,519.00	M
Finney, Terry D.	Dean of Student Affairs-Enroll	\$75,000.00	M
Hudson, Gail	Department Chairperson	\$123,220.00	F
Robertson, John F.	Department Chairperson	\$113,260.00	M
McLARRY, Carolyn S.	Department Chairperson	\$107,973.00	F

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Holifield, Mitchell L.	Department Chairperson	\$107,924.00	M
Pittman, Jeffrey R.	Department Chairperson	\$106,001.00	M
Stillwell, Jimmie L.	Department Chairperson	\$104,850.00	M
Lawler, Sandra D.	Department Chairperson	\$100,296.00	F
Gambill, Joel T.	Department Chairperson	\$99,748.00	M
Adams, Anthony T.	Department Chairperson	\$99,393.00	M
McGregor, Loretta N.	Department Chairperson	\$97,497.00	F
Neeley, Richard	Department Chairperson	\$97,156.00	M
Baker, Patricia M.	Department Chairperson	\$96,513.00	F
Pratte, John M.	Department Chairperson	\$94,691.00	M
Hammerand, Edward T.	Department Chairperson	\$94,000.00	M
Turnage, Barbara F.	Department Chairperson	\$92,677.00	F
Ball, Jerry	Department Chairperson	\$90,704.28	M
Risch, Thomas S.	Department Chairperson	\$90,475.00	M
Baglan, Thomas N.	Department Chairperson	\$88,175.00	M
Ingram, Debra K.	Department Chairperson	\$86,983.00	F
Steele, Curtis E.	Department Chairperson	\$86,453.00	M
Simpson, Bobby W.	Department Chairperson	\$86,271.00	M
Pitts, Mary J.	Department Chairperson	\$85,000.00	F
Winters, Raymond	Department Chairperson	\$83,556.00	M
Wang, Richard P.	Department Chairperson	\$83,418.00	M
Unnold, Yvonne S.	Department Chairperson	\$77,500.00	F
Hatch, Kendal L.	Department Chairperson	\$75,439.00	M
Hogue, Gina S.	Department Chairperson	\$73,419.00	F
Jackson, Philip A.	Dir Corp & Found Relations	\$73,523.00	M
Hawkins, Ruth A.	Dir Delta Heritage Initiatives	\$133,406.00	F
Gray, Renita L.	Dir Grants & Other Spons Prgm	\$56,289.00	F
Fowler, Tammy L.	Dir of Admissions	\$73,585.00	F
Smith, Elizabeth A.	Dir of Alumni	\$81,600.00	F
Lee, Clifford D.	Dir of Athletics	\$144,293.00	M
Becker, Sharon K.	Dir of Career Servs	\$64,000.00	F

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Dean, Timothy	Dir of Convocation Center	\$76,124.00	M
Valentine, Christy Q.	Dir of Development	\$81,600.00	F
Mason, Jenifer R.	Dir of Disability Servs	\$64,804.00	F
Bowman, Michael H.	Dir of Distance Learning	\$49,998.00	M
Fenner, Starr J.	Dir of Envrmntl Health and Saf	\$62,463.00	M
Jones, Kathryn C.	Dir of Institutional Research	\$96,000.00	F
Foos, Makinzie L.	Dir of Marketing	\$30,000.00	F
Allen, Marti L.	Dir of Museum	\$83,994.00	F
Polat, Tugrul	Dir of Ofc of Intl Stdnt Servs	\$66,300.00	M
Bradley, Mary J.	Dir of Professional Educ Progr	\$85,651.00	F
Looney, Ronald J.	Dir of Publication and Creativ	\$69,276.00	M
Johnson, Kimberley R.	Dir of Stdnt Activities	\$37,062.00	F
Vaughn, Renata J.	Dir of Stdnt Health Srvs	\$70,000.00	F
Arce, John H.	Dir of Strength and Conditioni	\$53,055.00	M
Miller, Albert R.	Dir of Strength and Conditioni	\$32,400.00	M
Kaloghirou, Robin	Dir of Student Aid	\$56,100.00	F
Freer, Rosemary K.	Dir of Testing	\$56,100.00	F
McNeil, Sara E.	Dir of Univ Communications	\$40,800.00	F
Howe, B M.	Dir of Univ Relations	\$88,424.00	M
Martin, Randy A.	Dir of UPD CS Traffic and Pa	\$66,100.00	M
Hamilton, Rasheda I.	Dir of Upward Bound	\$45,000.00	F
Dockter, Michael E.	Dir Research and Tech Transfer	\$185,000.00	M
Simons, Jill M.	Director Academic Advising	\$54,658.00	F
Nalley, Jo A.	Director Childhood Services	\$90,071.85	F
Smith, Jerry L.	Director Economic Development	\$60,564.00	M
Bradberry, Paula D.	Director First Year Studies	\$60,967.00	F
Hestand, Philip A.	Director of Counseling	\$64,804.00	M
Keith, Rhonda L.	Director of Internal Audit	\$42,024.00	F
Copeland, Shane D.	Director of Student Union	\$36,531.00	M
Hicks, Kirk A.	Director of Transit & Parking	\$26,824.00	M
Lawrence, Herbert W.	Director SBDC	\$54,096.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Hood, Elizabeth E.	Distinguished Professor	\$155,000.00	F
Allen, Susan D.	Distinguished Professor	\$139,873.00	F
Beineke, John A.	Distinguished Professor	\$85,000.00	M
Farris, Jerry L.	Distinguished Professor	\$83,501.00	M
McVey, Alan K.	Executive Dir Delta Ec Develop	\$105,060.00	F
Jones, Glendell	Executive VC & Provost	\$200,000.00	M
Potts, Robert L.	President, ASU	\$221,892.00	M
Roe, Charles W.	Professor	\$134,172.00	M
Foldesy, George	Professor	\$120,081.00	M
Fowler, Gilbert L.	Professor	\$119,034.00	M
Wyatt, James L.	Professor	\$115,600.00	M
Milner, Clyde A.	Professor	\$112,352.00	M
Nonis, Sarath A.	Professor	\$105,888.00	M
McBride, Helen C.	Professor	\$101,308.00	F
Moore, Louella J.	Professor	\$96,492.00	F
Quinn, Tina	Professor	\$96,187.00	F
Taylor, Richard W.	Professor	\$95,099.00	M
Clift, Ricky C.	Professor	\$92,779.00	M
Engelken, Robert D.	Professor	\$92,779.00	M
Hester, Leslie K.	Professor	\$92,649.00	F
Stroud, Hubert B.	Professor	\$90,375.00	M
Moeeni, Farhad	Professor	\$89,920.00	M
Jones, Kirk R.	Professor	\$89,788.00	M
Ruby, Ralph	Professor	\$89,413.00	M
Marburger, Daniel R.	Professor	\$88,722.00	M
Clements, William M.	Professor	\$88,290.00	M
Brown, Christopher R.	Professor	\$88,022.00	M
Seydel, John F.	Professor	\$87,209.00	M
Dancer, Weldon T.	Professor	\$84,882.00	M
Draganjac, Mark E.	Professor	\$84,800.00	M
Kesselring, Randall	Professor	\$84,746.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Roach, Terry D.	Professor	\$84,044.00	M
Bevill, Sandra K.	Professor	\$83,951.00	F
Cox, David W.	Professor	\$83,202.00	M
Parsons, Thomas J.	Professor	\$82,983.00	M
Latanich, Gary A.	Professor	\$82,600.00	M
Crawford, Jerry L.	Professor	\$81,133.00	M
Howerton, Lynn	Professor	\$79,816.00	M
Greenwalt, Bert	Professor	\$79,075.00	M
Teague, Tina G.	Professor	\$78,422.00	F
Buchanan, Roger A.	Professor	\$76,682.00	M
Adams, Thomas	Professor	\$76,389.00	M
Gilbert, Beverly B.	Professor	\$76,320.00	F
Young, Charlotte F.	Professor	\$76,063.00	F
Rowe, William	Professor	\$75,222.00	M
Bednarz, James C.	Professor	\$75,046.00	M
Allen, William J.	Professor	\$74,895.00	M
Saarnio, David A.	Professor	\$74,528.00	M
Calloway, Catherine	Professor	\$73,978.00	F
Trauth, Stanley E.	Professor	\$73,856.00	M
Humphrey, Bill	Professor	\$73,640.00	M
Jones, Craig H.	Professor	\$73,537.00	M
Ross, Daniel	Professor	\$72,735.00	M
Bartee, Neale K.	Professor	\$72,371.00	M
Malpezzi, Frances	Professor	\$72,118.00	F
Armah, Paul W.	Professor	\$71,567.00	M
Sydorenko, Alexander	Professor	\$71,373.00	M
Kennedy, Donald W.	Professor	\$70,366.00	M
Skorga, Phyllis A.	Professor	\$69,352.00	F
Johnson, Robert D.	Professor	\$69,173.00	M
Spikes, Michael P.	Professor	\$68,975.00	M
Salvest, John J.	Professor	\$68,114.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Rousey, Dennis C.	Professor	\$67,942.00	M
Paulsen, William H.	Professor	\$67,380.00	M
Johnson, Ronald	Professor	\$67,377.00	M
Hall, John D.	Professor	\$66,698.00	M
Towery, Ronald W.	Professor	\$66,688.00	M
Reeve, Scott W.	Professor	\$65,585.00	M
McDaniel, D M.	Professor	\$65,229.00	M
Grippio, Richard S.	Professor	\$64,889.00	M
Saleh, Amany	Professor	\$64,084.00	F
Gilbert, Erik O.	Professor	\$63,780.00	M
Lott, Rick	Professor	\$63,578.00	M
Agnew, David M.	Professor	\$62,713.00	M
Carlisle, Roger G.	Professor	\$62,609.00	M
Wilkerson-Freeman, Sarah L.	Professor	\$62,391.00	F
Finnicum, Paul A.	Professor	\$62,191.00	M
Biondolillo, Kristin D.	Professor	\$61,307.00	F
O'Connor, Thomas	Professor	\$61,248.00	M
Fears, Lillie M.	Professor	\$60,972.00	F
Miller, Robert D.	Professor	\$60,533.00	M
Harris, Eva J.	Professor	\$59,182.00	F
Simpson, Molly L.	Professor	\$58,757.00	F
Schichler, Robert L.	Professor	\$58,516.00	M
Miao, Jie	Professor	\$57,078.00	M
Zibluk, John B.	Professor	\$56,681.00	M
Lamm, Robert L.	Professor	\$55,744.00	M
Moore, Bryan L.	Professor	\$54,603.00	M
Crist, Timothy D.	Professor	\$53,594.00	M
Dauer, Robin L.	Professor	\$48,625.00	M
Wilson, Christopher W.	Professor	\$48,000.00	M
Chandler, Kyle W.	Professor	\$43,000.00	M
Abdenour, Jesse H.	Professor	\$40,000.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Hartwig, Charles W.	Professor	\$32,832.00	M
Anderson, Robin	Professor	\$32,269.50	F
Hicks, Kathy M.	Project Program Dir	\$65,000.00	F
Appleby, Charles D.	Project Program Dir	\$64,189.00	M
Danley, Kimerlei H.	Project Program Dir	\$64,172.00	F
Brinkley, Iva C.	Project Program Dir	\$56,650.00	F
Tonymon, Susan E.	Project Program Dir	\$55,825.00	F
Fullen, Karen	Project Program Dir	\$53,453.00	F
Johnson, Sherry L.	Project Program Dir	\$50,908.00	F
Phillips, Hope R.	Project Program Dir	\$44,901.00	F
Goodwin, Myra R.	Project Program Dir	\$44,621.00	F
Ryan, Teresa L.	Project Program Dir	\$36,461.00	F
Dockter, Marie H.	Project Program Director	\$90,000.00	F
Chance, W G.	Radio News Director	\$32,801.00	M
Scarbrough, Marty	Radio Program Director	\$36,590.00	M
Xu, Jianfeng	Research Assistant Professor	\$85,000.00	M
Teoh, Keat H.	Research Assistant Professor	\$48,000.00	M
Ganapathy, Sivakumar	Research Assistant Professor	\$47,624.00	M
Vasu, Prasanna	Research Assistant Professor	\$46,589.00	M
Condori, Giuliana M.	Research Assistant Professor	\$45,374.00	F
Savary, Brett J.	Research Assoc Professor	\$94,692.00	M
Medina-Bolivar, Luis F.	Research Assoc Professor 9 Mo	\$94,802.00	M
Lorence, Argelia	Research Assoc Professor 9 Mo	\$84,608.00	F
Dolan, Maureen C.	Research Asst Professor	\$89,365.00	F
Yu, Shiguang	Research Asst Professor	\$85,000.00	M
Purushothaman Nair, Vipin D.	Research Asst Professor	\$45,900.00	M
Cramer, Carole L.	Research Professor 12-mo	\$167,398.00	F
Shanlever, Susan R.	Technical Dir	\$36,661.00	F
Kremers, Edwin J.	VC for Finance and Admin	\$153,000.00	M
Stripling, William R.	VC for Student Affairs	\$154,020.00	M
Murdock, Cristian A.	VC for University Advancement	\$167,450.00	M

Report all employees as of September 1st

Institution: Arkansas State University - Jonesboro
Completed By: Lori Winn
Phone Number: 870-972-3454

NAME	Title	Annual Salary	GENDER
Owens, Steve	VP University Advancement	\$150,901.00	M
Evans, Robert S.	VP University Relations	\$176,484.00	M

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Brown, Robert C.	President	197,597.00	M
Nicholson, Susan S.	Exec Asst to the President	90,548.00	F
Blondin, Jo A.	Chancellor Ozark	102,532.00	F
Moseley, David C.	VP Administration and Finance	155,000.00	M
Watson, John W.	VP Academic Affairs	150,000.00	M
Jones, Jayne W.	VP for Development	118,314.00	F
Jacobs, Phillip T.	VP for Government Relations	118,314.00	M
Biller, Gary M.	VP for Student Affairs	118,314.00	M
Underwood, David G.	Assoc VP of Academic Affairs	115,622.00	M
Bashaw, Ralph E.	Dean of School	161,001.00	M
Cphoon, Richard R.	Dean of School	121,989.00	M
Hoefler, William C.	Dean of School	120,000.00	M
Clary, Eldon G.	Dean of School	118,935.00	M
Tarver, Hollis M.	Dean of School	108,513.00	M
Gunter, Mary B.	Dean of School	108,513.00	F
Rollans, Mary A.	Dean of School	104,988.00	M
Forbes, Gerald D.	Dean of Students	71,400.00	M
Sabolo, Martin L.	Assoc Dean of Students	57,165.00	M
Lawrence, Stephen W.	Associate Dean of Students	55,379.00	M
Root, Larry G.	Assoc Dean of Students	54,000.00	M
Hauger, Matthew M.	Assoc Dean Employmt/Career Svc	53,750.00	M
Solomon, Kevin R.	Asst Dean of Students	41,309.00	M
Mullins, Steven W.	Athletic Director	96,527.00	M
Byrd, Jeffery D.	Asst Athletic Director	52,001.00	M
Goines, Shirley M.	Director of Student Aid	81,789.00	F
Schwartz, Lesli N.	Asst Director Financial Aid	32,249.04	F
Johnson, Linda H.	Project/Program Director	81,278.00	F
Lasey, Brian T.	Dir of Physical Plant/Engineer	80,001.00	M
Parton, William A.	Dir of Library	76,716.00	M
Connors, Theresa	Associate Librarian	45,635.00	F

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Lybarger, Lowell H.	Associate Librarian	41,721.00	M
Tinerella, Vincent P.	Assistant Librarian	42,840.00	M
Van Houtte, Philippe Y.	Assistant Librarian	41,721.00	M
Hanson, Heidi M.	Assistant Librarian	40,001.00	F
Shoptaw, Merrell E.	Dir of Computer Services	76,100.00	M
Motley, Theresa A.	Asst Dir Computer Services	56,115.00	F
Salmans, Jason D.	Assoc Dir of Computer Services	30,000.00	M
Crawford, Carolyn J.	Dir of Student Development Ctr	74,316.00	F
Donnell, Shauna S.	Dir of Enrollment Management	73,758.00	F
Aulgur, Jeffrey J.	Dir of Media Services	71,400.00	M
Chronister, Patricia C.	Project/Program Director	68,700.00	F
Clayton, Frederick W.	Dir of Administrative Services	67,836.00	M
Porter, Chip M.	Project/Program Director	66,335.00	M
Davis, Kelly W.	Dir of Corp/Foundation Giving	64,682.00	M
Moseley, Dana Q.	Director of Public Affairs	63,927.00	F
Wester, Kenneth D.	Dir of Virtual Learning Center	60,189.00	M
Watson, John Wyatt	Dir of Institutional Research	58,581.00	M
Zimmer, Steven W.	Dir Math/Science Institute	57,003.00	M
Pennington, Amy N.	Dir of International Programs	55,217.00	F
Eshcol, Daniel A.	Asst Dir Internat'l Programs	31,000.00	M
Milligan, Steve D.	Dir Academic Technology/Comp	52,445.00	M
Bonds, Angela D.	Dir of Alumni Svcs/Annual Gvng	48,960.00	F
Boop, David G.	Dir Placement/Career Services	47,940.00	M
Clarke, Linda E.	Dir Acad Advisement/Retention	46,316.00	F
Rudolph, Laura L.	Dir Admin Support Services	46,233.00	F
Alexander, Karen D.	Director of Budget	45,855.00	F
Drake, Brent L.	Dir of Donor Relations/Dev	44,450.00	M
Stewart-Abernathy, Judith C.	Dir of Museum	41,408.00	F
Waniewski, Alisa G.	Dir Recruitment/Orientation	40,926.00	F
Weaver, Felisha D.	Dir Public/Creative Services	39,000.00	F

Report all employees as of September 1st, 2010

Institution:

Arkansas Tech University

Completed By:

Brooke Southard

Phone Number:

479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Onodera, Yasushi	Asst Dir Internat'l Programs	38,632.00	M
Ogle, Donna W.	Dir of Ark Int'l Language Prg	37,823.00	F
Wood, Deborah E.	Assoc Dir of Financial Aid	37,565.00	F
Cochran, Lisa M.	Dir Cont Edu/Community Service	34,680.00	F
Hogan, Aaron J.	ATU Director Housing	34,234.08	M
Collins, Jonathan A.	Dir Learning Resource Center	31,518.00	M
Morell, Larry J.	Professor	91,813.00	M
Roach, David W.	Professor	85,013.00	M
Troboy, Lori K.	Professor	84,729.00	F
Sheets, Glenn	Professor	83,001.00	M
Black, Gene M.	Professor	78,633.00	F
Helmer, Wayne A.	Professor	76,269.00	M
Greco, Edward C.	Professor	73,232.00	M
Duncan, Georgena D.	Professor	71,100.00	F
Carnahan, Donald A.	Professor	70,286.00	M
Kirkconnell, Scott W.	Professor	69,981.00	M
Vocate, Donna R.	Professor	69,961.00	F
DeBlack, Thomas A.	Professor	69,501.00	M
Allen, Robert W.	Professor	69,402.00	M
Harris, Lyman B.	Professor	68,447.00	M
Keisler, Don M.	Professor	67,737.00	M
Herrick, Theresa A.	Professor	66,940.00	F
Collins, James H.	Professor	65,299.00	M
Hemmati, Mostafa	Professor	65,223.00	M
Womack, Sid T.	Professor	64,951.00	M
Zakharian, Annette	Professor	63,963.00	F
Ward, Dana D.	Professor	63,963.00	F
Chandler, Edith U.	Professor	63,241.00	F
Wilkins, Melinda A.	Professor	63,227.00	F
Busch, Charles P.	Professor	63,111.00	M

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Mitchell, Jeffrey A.	Professor	62,493.00	M
Stoeckel, Joseph N.	Professor	61,062.00	M
Kellner, Christopher J.	Professor	61,061.00	M
Poznar, Susan B.	Professor	60,866.00	F
Lombardo, Stanley D.	Professor	60,866.00	M
Lake, Paul S.	Professor	60,866.00	M
Ritchie, Michael K.	Professor	60,866.00	M
Wilson, Deborah	Professor	60,866.00	F
Barrow, Gary W.	Professor	59,443.00	M
Helms, Jennifer E.	Professor	58,349.00	F
Morris, Ardith A.	Professor	58,347.00	F
Smith, Cheryl S.	Professor	58,282.00	F
Jackson, Shelia L.	Professor	56,133.00	F
Willmering, Penny P.	Professor	55,143.00	F
Baker, Cathy	Professor	54,925.00	F
Paxton, Jackie L.	Professor	54,107.00	F
Carter, Timothy L.	Professor	52,586.00	M
Hardcastle, Franklin D.	Professor	52,398.00	M
Nupp, Thomas E.	Professor	52,098.00	M
Jenkins, Ellen J.	Professor	51,919.00	F
Mudrinich, David A.	Professor	48,537.00	M
Benefield, Michael E.	Associate Professor	83,128.00	M
Alexander, Sherman Q.	Associate Professor	82,888.00	M
Cochran, Loretta F.	Associate Professor	80,166.00	F
Goza, Nina M.	Associate Professor	79,214.00	F
Jones, Stephen C.	Associate Professor	75,749.00	M
Walton, James R.	Associate Professor	75,644.00	M
Richards, Gill	Associate Professor	73,919.00	M
Middleton, David J.	Associate Professor	71,787.00	M
Robison, Sarah E.	Associate Professor	70,302.00	F

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Hoelzeman, David A.	Associate Professor	70,302.00	M
Nezu, Nobuyuki	Associate Professor	70,302.00	M
Fang, Sueychyun	Associate Professor	70,302.00	M
Bullock, Daniel W.	Associate Professor	70,110.00	M
Misoc, Florian	Associate Professor	67,500.00	M
Fithen, Robert M.	Associate Professor	66,044.00	M
Link, Michael A.	Associate Professor	65,995.00	M
Cooper, Hal D.	Associate Professor	65,348.00	M
Amirkhanian, Vrege J.	Associate Professor	64,611.00	M
Jones, Cynthia J.	Associate Professor	62,301.00	F
Shopfner, Rebecca	Associate Professor	60,896.00	F
Jordan, Scott M.	Associate Professor	60,875.00	M
Frasier, Fred R.	Associate Professor	60,101.00	M
Mayo, Jerry J.	Associate Professor	60,001.00	M
Shores, Kenneth W.	Associate Professor	59,756.00	M
Johnson, George P.	Associate Professor	59,595.00	M
Parker, Philip D.	Associate Professor	56,438.00	M
Bean, Linda C.	Associate Professor	56,016.00	F
Cox, Phyllis J.	Associate Professor	55,805.00	F
Sparacino, Darla D.	Associate Professor	55,805.00	F
Smith, Vivian C.	Associate Professor	55,409.00	F
Kiehl, Vicky R.	Associate Professor	55,377.00	F
Futterer, Karen L.	Associate Professor	55,314.00	F
Wilkerson, Margaret G.	Associate Professor	55,145.00	F
Futterer, Kenneth T.	Associate Professor	55,053.00	M
Zimmer, Connie W.	Associate Professor	54,251.00	F
Brant, Molly D.	Associate Professor	53,566.00	F
Croom, Kandis S.	Associate Professor	53,543.00	F
Yamashita, Tsunemi	Associate Professor	53,123.00	M
Bhuiyan, Anwar A.	Associate Professor	52,200.00	M

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Ihde, Richard A.	Associate Professor	52,134.00	M
Enoch, Ruth D.	Associate Professor	51,768.00	F
Finan, Marcel B.	Associate Professor	51,657.00	M
Smith, Timothy E.	Associate Professor	51,079.00	M
Tedford, Bruce L.	Associate Professor	50,611.00	M
Bowman, Jacqueline K.	Associate Professor	50,611.00	F
Ward, David W.	Associate Professor	50,481.00	M
Osburn, David M.	Associate Professor	50,481.00	M
Dykema, Peter A.	Associate Professor	50,042.00	M
Moses, James L.	Associate Professor	50,042.00	M
Roberts, Carey M.	Associate Professor	50,042.00	M
McKown, Terri J.	Associate Professor	49,767.00	F
Brands, Lyn M.	Associate Professor	49,698.00	F
Worley, Sam M.	Associate Professor	49,264.00	M
Walsh, Lynn C.	Associate Professor	49,101.00	F
White, Donna R.	Associate Professor	48,626.00	F
Gemme, Paola	Associate Professor	48,626.00	F
Lasey, Robin C.	Associate Professor	48,336.00	F
Brunson, Broderick T.	Associate Professor	48,320.00	M
Daily, Shelly K.	Associate Professor	48,317.00	F
Kondrick, Linda C.	Associate Professor	47,158.00	F
Costley, Kevin C.	Associate Professor	47,158.00	M
Vaughn, Thomas A.	Associate Professor	47,158.00	M
Jackson, John R.	Associate Professor	47,158.00	M
Barber, Deborah L.	Associate Professor	46,597.00	F
Lovely, Eric C.	Associate Professor	46,597.00	M
Gray, Elizabeth A.	Associate Professor	46,212.00	F
Enchelmayer, Ernest J.	Associate Professor	42,961.00	M
Harrington, Neal K.	Associate Professor	42,745.00	M
Gale, Holly R.	Associate Professor	42,745.00	F

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Cannon, James A.	Assistant Professor	78,780.00	M
Fusaro, Marc A.	Assistant Professor	66,301.00	M
Trivitt, Julie R.	Assistant Professor	66,301.00	F
Nagac, Abdulkadir	Assistant Professor	65,001.00	M
Castillo, Carlos L.	Assistant Professor	64,106.00	M
Moody, Johnette C.	Assistant Professor	62,460.00	F
Brown, Herbert E.	Assistant Professor	60,803.00	M
Cole, Tracy L.	Assistant Professor	60,181.00	F
Smith, Monty J.	Assistant Professor	58,000.00	M
Steuber, James G.	Assistant Professor	55,001.00	M
Wood, Jerry D.	Assistant Professor	55,001.00	M
Leggett, Timothy W.	Assistant Professor	54,805.00	M
Chadwick, Mona L.	Assistant Professor	53,550.00	F
Goodwin, Deborah J.	Assistant Professor	53,501.00	F
Montgomery, Brenda G.	Assistant Professor	52,925.00	F
Bishop, Glen R.	Assistant Professor	51,759.00	M
Williams, Alvin	Assistant Professor	51,501.00	M
Kirkpatrick, William R.	Assistant Professor	50,283.00	M
Lee, Seung Suk	Assistant Professor	50,001.00	F
Gist, Julia H.	Assistant Professor	50,001.00	F
Walters, Diane C.	Assistant Professor	49,001.00	F
Fairbanks, Mike W.	Assistant Professor	48,674.00	M
Darnell, Mary M.	Assistant Professor	48,317.00	F
Bosold, Carey A.	Assistant Professor	48,317.00	F
Christie, Wanda J.	Assistant Professor	48,317.00	F
Cox, Karen K.	Assistant Professor	48,317.00	F
Coleman, Jennifer A.	Assistant Professor	48,317.00	F
Buckholtz, Linda A.	Assistant Professor	48,317.00	F
Self, Linda H.	Assistant Professor	48,317.00	F
Kennedy, Loyce A.	Assistant Professor	48,317.00	F

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Harless, Lisa M.	Assistant Professor	48,317.00	F
Davis, Celeste D.	Assistant Professor	48,317.00	F
Tackett, Ronald J.	Assistant Professor	48,001.00	M
Fletcher, Beverly J.	Assistant Professor	48,000.00	F
Caton, Anthony A.	Assistant Professor	47,831.00	M
Lee, Sangki	Assistant Professor	47,430.00	M
Giroir, Christopher L.	Assistant Professor	47,001.00	M
Patton, Jason A.	Assistant Professor	47,001.00	M
Mumert, Tommy L.	Assistant Professor	46,902.00	M
Pearson, Kathryn D.	Assistant Professor	46,520.00	F
Stephenson, Sammie P.	Assistant Professor	46,488.00	F
Garner, Michael E.	Assistant Professor	46,212.00	M
West, Susan E.	Assistant Professor	45,900.00	F
Musser, James R.	Assistant Professor	45,450.00	M
del Grazia, Nicolas M.	Assistant Professor	45,387.00	M
Callaway, Rebecca A.	Assistant Professor	45,177.00	F
Hanna, Shellie L.	Assistant Professor	45,177.00	F
Pepper, Stephanie P.	Assistant Professor	45,000.00	F
Shojaei, Seyedhamed	Assistant Professor	45,000.00	M
Gann, Stephen M.	Assistant Professor	45,000.00	M
Cuenco, Edwin J.	Assistant Professor	45,000.00	M
Mebi, Charles A.	Assistant Professor	45,000.00	M
Jacobs, Cynthia M.	Assistant Professor	44,881.00	F
Nyandwi, Alexis	Assistant Professor	44,501.00	M
Brugh, Valerie B.	Assistant Professor	44,474.00	F
Huss, Sean T.	Assistant Professor	44,244.00	M
Webb, Elisabeth B.	Assistant Professor	44,126.00	F
Still, Ivan H.	Assistant Professor	44,126.00	M
Harris, Dennis C.	Assistant Professor	43,861.00	M
Clements, Jon F.	Assistant Professor	43,445.00	M

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Howe, Timothy E.	Assistant Professor	43,329.00	M
Ulsperger, Jason S.	Assistant Professor	43,076.00	M
Williams, Dennis W.	Assistant Professor	43,051.00	M
Carballo, Alejandra K.	Assistant Professor	43,001.00	F
Bailey, Jimmy O.	Assistant Professor	43,001.00	M
Zeng, Qing	Assistant Professor	42,840.00	F
Warnick, Jason E.	Assistant Professor	42,578.00	M
Eshelman, David J.	Assistant Professor	42,550.00	M
Bowne, Eric E.	Assistant Professor	42,501.00	M
Housenick, Christopher E.	Assistant Professor	42,501.00	M
Rogers, Michael T.	Assistant Professor	42,331.00	M
Gooch, Donald M.	Assistant Professor	42,037.00	M
St John, Regina L.	Assistant Professor	42,025.00	F
Shaman, Cory T.	Assistant Professor	42,025.00	M
Mirkovic, Alexander	Assistant Professor	42,025.00	M
Ramirez, Nelson R.	Assistant Professor	42,025.00	M
Clements, Barbara L.	Assistant Professor	42,001.00	F
Townes, Joseph E.	Assistant Professor	42,001.00	M
Gleason, Mildred D.	Assistant Professor	42,001.00	F
Swain, Joseph B.	Assistant Professor	42,001.00	M
Adkins, Gabriel L.	Assistant Professor	42,001.00	M
Hudkins, Jay M.	Assistant Professor	42,001.00	M
Mikles-Schluterman, Julie A.	Assistant Professor	41,821.00	F
Clair, Erin C.	Assistant Professor	41,821.00	F
Reeder, William D.	Assistant Professor	41,821.00	M
Moll, Raymond C.	Assistant Professor	41,532.00	M
Williams, Matthew J.	Assistant Professor	41,001.00	M
Peacock, Mark M.	Assistant Professor	41,001.00	M
Wendelberger, Helga	Assistant Professor	41,001.00	F
Hoffman, Emily C.	Assistant Professor	41,001.00	F

Report all employees as of September 1st, 2010

Institution: Arkansas Tech University

Completed By: Brooke Southard

Phone Number: 479-968-0226

Name	Title	Annualized Salary	Gender (M or F)
Batch, Alice B.	Assistant Professor	40,453.00	F
Earls, Jamie E.	Assistant Professor	40,001.00	F
Stuckey, Antonette	Assistant Professor	38,601.00	F
Lawson, June P.	Assistant Professor	36,720.00	F
Renfro, Randell W.	Assistant Professor	36,651.00	M
Chaney, Cheryl B.	Assistant Professor	35,286.00	F

Report all employees as of September 1st, 2010

Institution:	Henderson State University
Completed By:	Kathy Taylor
Phone Number:	870-230-5103

Name	Title	Annualized Salary	Gender (M or F)
VIX HEIDI M	ASSISTANT LIBRARIAN (12 mo. Faculty)	40,000.00	F
EVANS LINDA M	ASSISTANT LIBRARIAN (12 mo. Faculty)	41,225.10	F
HIGGS ERNEST R	ASSOC DEAN OF STUDENT SERVICES	37,636.00	M
DUNN KRISTOPHER G	ASSOC DEAN OF STUDENT SERVICES	40,000.00	M
CAMPBELL JONATHAN W	ASSOC DEAN OF STUDENT SERVICES	42,500.00	M
MABERY DANNY P	ASSOC DEAN OF STUDENT SERVICES	53,000.00	M
HOLBROOK JENNIFER L	ASSOC DIR OF COMP/COMM SVCS	69,138.00	F
CALVERT AARON M	ASSOC. PROFESSOR	41,402.00	M
MILLER BASIL E	ASSOC. PROFESSOR	41,785.00	M
BARRON STEPHANIE K	ASSOC. PROFESSOR	42,837.00	F
SCHRANZ INGO	ASSOC. PROFESSOR	44,459.00	M
VETTER ALLISON L	ASSOC. PROFESSOR	45,150.00	F
WEMPE PATRICK A	ASSOC. PROFESSOR	46,197.00	M
BEJARANO RAFAEL	ASSOC. PROFESSOR	46,229.00	M
WILLIAMSON WILLIAM P	ASSOC. PROFESSOR	47,234.00	M
MOSS ROCHELLE C	ASSOC. PROFESSOR	47,250.00	F
AHMAD ANEEQ	ASSOC. PROFESSOR	47,410.00	M
HENSHAW WILLIAM G	ASSOC. PROFESSOR	47,637.00	M
CARTER STEVEN E	ASSOC. PROFESSOR	47,668.00	M
BAILEY PEGGY D	ASSOC. PROFESSOR	47,921.00	F
SERVISS BRETT E	ASSOC. PROFESSOR	48,362.00	M
MONETTE LARRY J	ASSOC. PROFESSOR	49,712.00	M
PETERSON DONALD W	ASSOC. PROFESSOR	50,000.00	M
BECRAFT STEVEN C	ASSOC. PROFESSOR	50,203.00	M
STORM LAURA A	ASSOC. PROFESSOR	50,203.00	F
CAMPBELL MARTIN J	ASSOC. PROFESSOR	50,938.00	M
DUNN DONNA J	ASSOC. PROFESSOR	51,176.00	F
STALLINGS GEORGE A	ASSOC. PROFESSOR	51,336.00	F

Report all employees as of September 1st, 2010

Institution:
Henderson State University

Completed By:

Kathy Taylor

Phone Number:

870-230-5103

Name	Title	Annualized Salary	Gender (M or F)
SHEPHERD JOYCE R	ASSOC. PROFESSOR	51,864.75	F
KELLY MICHAEL S	ASSOC. PROFESSOR	52,173.00	M
EAVES STEPHEN	ASSOC. PROFESSOR	54,439.00	M
GARDNER DAVID G	ASSOC. PROFESSOR	55,055.00	M
WEAVER PATRICIA A	ASSOC. PROFESSOR	58,094.00	F
MEADOWS JACK E	ASSOC. PROFESSOR	60,366.00	M
JACKSON DUANE A	ASSOC. PROFESSOR	61,388.00	M
SHIPLEY R. CALVIN	ASSOC. PROFESSOR	65,145.00	M
LEACH CATHERINE S	ASSOC. PROFESSOR	65,456.00	F
CLARK RENAE K	ASSOC. PROFESSOR	69,132.00	F
SUMNER GLENNA L	ASSOC. PROFESSOR	70,956.00	F
CLAAR VICTOR V	ASSOC. PROFESSOR	71,000.00	M
LANDRUM BARBARA J	ASSOC. PROFESSOR	73,228.00	F
HARPER JIMMIE	ASSOC. PROFESSOR	74,559.00	M
HARDEE JOHN R	ASSOCIATE DEAN	73,361.00	M
TAYLOR KENNETH D	ASSOCIATE DEAN	73,500.00	M
HOSKINS MARGARET A	ASSOCIATE DEAN	106,204.00	F
BUCKMAN KATHIE M	ASSOCIATE LIBRARIAN (12 mo. Faculty)	50,608.00	F
RAGNI JOHN P	ASSOCIATE LIBRARIAN (12 mo. Faculty)	53,940.00	M
ALEXANDER LEA ANN	ASSOCIATE LIBRARIAN (12 mo. Faculty)	60,113.70	F
CHAMBERS BRENDA L	ASST DIRECTOR OF FINANCIAL AID	31,428.80	F
HARRIS GINGER L	ASST. DEAN OF STUDENT SVCS.	24,513.00	F
RANDLE BRANDON K	ASST. DEAN OF STUDENT SVCS.	30,000.00	M
O'ROARK JORDAN J	ASST. DEAN OF STUDENT SVCS.	32,640.00	M
COLEMAN ANGELIA R	ASST. DEAN OF STUDENT SVCS.	35,000.00	F
ARNOLD TAMI J	ASST. DEAN OF STUDENT SVCS.	36,743.00	F
THIGPEN DAVID H	ASST. DIRECTOR OF ATHLETICS	54,709.00	M
LIPTON JAMIE	ASST. PROFESSOR	38,000.00	F

Report all employees as of September 1st, 2010

Institution:
Henderson State University

Completed By:

Kathy Taylor

Phone Number:

870-230-5103

Name	Title	Annualized Salary	Gender (M or F)
HARRINGTON RHONDA K	ASST. PROFESSOR	40,000.00	F
HICKERSON MEGAN L	ASST. PROFESSOR	40,000.00	F
MCCLURE CAROLYN B	ASST. PROFESSOR	40,000.00	F
WYATT ELIZABETH J	ASST. PROFESSOR	40,000.00	F
LOPES PEDRO J	ASST. PROFESSOR	40,155.00	M
O'DONNELL JANICE J	ASST. PROFESSOR	40,958.00	F
DUNLAP VINCENT K	ASST. PROFESSOR	41,000.00	M
HARRIS ALLISON	ASST. PROFESSOR	41,000.00	F
WARREN DAVID W	ASST. PROFESSOR	41,500.00	M
BATEMAN TERRY D	ASST. PROFESSOR	41,800.00	M
BAGHURST TIMOTHY	ASST. PROFESSOR	42,000.00	M
WOODALL PEGGY K	ASST. PROFESSOR	42,000.00	F
CLARDY SHANNON R	ASST. PROFESSOR	42,500.00	F
FINLEY TOMMY G	ASST. PROFESSOR	43,500.00	M
GLOVER PAUL A	ASST. PROFESSOR	43,860.00	M
WHELCHER PENNY J	ASST. PROFESSOR	45,000.00	F
BRAY TROY L	ASST. PROFESSOR	46,000.00	M
DAWSON CHARITY A	ASST. PROFESSOR	47,000.00	F
PHELPS CONNIE S	ASST. PROFESSOR	47,000.00	F
MILLER RICHARD A	ASST. PROFESSOR	47,011.00	M
LOY PATRICIA	ASST. PROFESSOR	47,310.00	F
HORN DANA D	ASST. PROFESSOR	48,000.00	F
STRAUSE KATHERINE A	ASST. PROFESSOR	49,500.00	F
BENTON BRANDIE K	ASST. PROFESSOR	50,000.00	F
BENTON DON G	ASST. PROFESSOR	50,000.00	M
HELLUMS FRANCES B	ASST. PROFESSOR	50,000.00	F
JUHN HEE-KYUNG	ASST. PROFESSOR	50,000.00	F
TSAO-LIM MAY	ASST. PROFESSOR	50,000.00	F

Report all employees as of September 1st, 2010

Institution:

Henderson State University

Completed By:

Kathy Taylor

Phone Number:

870-230-5103

Name	Title	Annualized Salary	Gender (M or F)
SHURETT PAMELA H	ASST. PROFESSOR	51,000.00	F
PRICE KARA M	ASST. PROFESSOR	52,000.00	F
SMITH LYNETTE	ASST. PROFESSOR	52,377.00	F
COX DEVONDA K	ASST. PROFESSOR	55,000.00	F
ENGLISH BRIAN M	ASST. PROFESSOR	56,481.00	M
TRIGG BRENDA K	ASST. PROFESSOR	60,000.00	F
WELLS DONALD L	ASST. PROFESSOR	62,734.00	M
CAMPBELL NATHANAEL S	ASST. PROFESSOR	80,000.00	M
CONRAD EDWARD D	ASST. PROFESSOR	80,000.00	M
DINGER MICHAEL	ASST. PROFESSOR	80,000.00	M
SMITH FRANK S	ASST. PROFESSOR	97,000.00	M
TAYLOR KATHRYN L	BUSINESS MANAGER (Director)	45,017.00	F
WILSON CHARLES H	CHIEF FLIGHT INSTRUCTOR (Dept. Chair)	62,852.00	M
FRANKLIN LECIA K	CONTROLLER (Director)	66,728.00	F
SOMMER MARALYN T	DEAN ELLIS COLLEGE	105,812.00	F
BEGGS MARCK	DEAN OF SCHOOL	60,000.00	M
HARRISON JUDY A	DEAN OF SCHOOL	103,950.00	F
STARK CARL D	DEAN OF SCHOOL	105,446.00	M
HAMM JEFFREY L	DEAN OF SCHOOL	128,000.00	M
FIELDING CHAD J	DEAN OF STUDENT SERVICES	60,000.00	M
CORREIA JULIA A	DEPARTMENT CHAIRPERSON	57,018.00	F
RAMSEY BETTY K	DEPARTMENT CHAIRPERSON	61,200.00	F
TAYLOR CELYA D	DEPARTMENT CHAIRPERSON	68,150.00	F
GLOVER-STANLEY JOY L	DEPARTMENT CHAIRPERSON	74,193.00	F
SMITHEY GARY F	DEPARTMENT CHAIRPERSON	78,973.00	M
OLSON BLAIR	DEPARTMENT CHAIRPERSON	87,299.00	M
EPPEHART DAVID H	DIR OF COMPUTER/COMM SVCS	87,946.00	M
JONES TIMOTHY L	DIR OF ECONOMIC DEVELOPMENT	54,416.00	M

Report all employees as of September 1st, 2010

Institution:
Henderson State University

Completed By:

Kathy Taylor

Phone Number:

870-230-5103

Name	Title	Annualized Salary	Gender (M or F)
SMITH CHRISTOPHER D	DIR OF INTERNATIONAL PROGRAMS	44,322.00	M
OTWELL GINGER R	DIR OF PLANNING & RESEARCH	33,689.00	F
FELLERS STEVEN R	DIR OF PUBL/CREATIVE SERVICES	32,640.00	M
HARDWRICK VIKITA B	DIR OF UNIVERSITY RELATIONS	54,542.00	F
BELL CATHY L	DIRECTOR OF ADMIN SERVICES	48,072.00	F
WRIGHT SHERRY R	DIRECTOR OF ALUMNI	29,331.00	F
GOBER TAYLOR K	DIRECTOR OF ATHLETICS	71,500.00	M
LEYVA JESSE	DIRECTOR OF BANDS	64,260.00	M
ROBERSON CARRIE L	DIRECTOR OF DEVELOPMENT	74,500.00	F
FINKLE III GEORGE T	DIRECTOR OF INSTRUCTIONAL TECH	33,514.00	M
YEHL ROBERT F	DIRECTOR OF LIBRARY	72,676.00	M
JONES VICKIE L	DIRECTOR OF OPER & HOSPITALITY	33,266.00	F
CORLEY JOHN C	DIRECTOR OF PHYSICAL PLANT	64,491.00	M
MURPHY PENNY A	DIRECTOR OF PUBLIC RELATIONS	55,667.00	F
LIGON PAMELA J	DIRECTOR OF RETENTION	46,876.00	F
TAYLOR VICKI B	DIRECTOR OF STUDENT AID	54,000.00	F
MORRIS GERALDEAN O	DIRECTOR OF TESTING	33,660.00	F
DUNN CHARLES D	DISTINGUISHED PROFESSOR	90,000.00	M
WELCH CHARLES L	PRESIDENT	175,000.00	M
ENGLISH LINDA G	PROFESSOR	47,831.00	F
STODDARD DAVID J	PROFESSOR	52,647.00	M
BEACH CLAUDIA A	PROFESSOR	53,977.00	F
BUYS BEVERLY S	PROFESSOR	54,093.00	F
ATCHLEY CLINTON P	PROFESSOR	54,207.00	M
ADDINGTON RONALD P	PROFESSOR	54,500.00	M
KENDIE DANIEL	PROFESSOR	54,927.00	M
HIGGINS WILLIAM L	PROFESSOR	55,164.00	M
SCHROEDER PHILLIP J	PROFESSOR	55,530.00	M

Report all employees as of September 1st, 2010

Institution:
Henderson State University

Completed By:

Kathy Taylor

Phone Number:

870-230-5103

Name	Title	Annualized Salary	Gender (M or F)
BOSWELL ANGELA G	PROFESSOR	55,553.00	F
SIMMONS GARY P	PROFESSOR	55,728.00	M
THYE LARRY D	PROFESSOR	55,728.00	M
STEINMILLER ROBERT C	PROFESSOR	55,903.00	M
COVENTRY DEBRA A	PROFESSOR	56,175.00	F
TAYLOR MICHAEL R	PROFESSOR	57,467.00	M
MCDONALD LONNIE R	PROFESSOR	57,915.00	M
PARKER FRED R	PROFESSOR	57,915.00	M
GIBSON III HERMAN	PROFESSOR	58,149.00	M
LANGLEY TRAVIS D	PROFESSOR	58,203.00	M
PEREZ HENRY	PROFESSOR	58,913.00	M
DIMOND RICK R	PROFESSOR	59,050.00	M
MCDANIEL RICKEY D	PROFESSOR	59,327.00	M
DUNCAN RALPH R	PROFESSOR	60,062.00	M
SHAW STUART D	PROFESSOR	60,119.00	M
JAMES WILLIAM M	PROFESSOR	60,646.00	M
KHAN HAROON A	PROFESSOR	60,646.00	M
ENGMAN JAMES A	PROFESSOR	60,938.00	M
HALPERN MARTIN	PROFESSOR	61,170.00	M
WIEBERS TODD	PROFESSOR	61,373.00	M
LLOYD MICHAEL R	PROFESSOR	62,021.00	M
STEINMILLER GEORGINE	PROFESSOR	62,101.00	F
BUCKNER JAMES	PROFESSOR	62,620.00	M
LONG JOHN T	PROFESSOR	62,666.00	M
SHARMA SHANTA	PROFESSOR	62,745.00	F
GILPIN DOUGLAS W	PROFESSOR	62,815.00	M
SHUFF JAMES A	PROFESSOR	62,928.00	M
MILEY PATTI K	PROFESSOR	63,383.00	F

Report all employees as of September 1st, 2010

Institution:
Henderson State University

Completed By:

Kathy Taylor

Phone Number:

870-230-5103

Name	Title	Annualized Salary	Gender (M or F)
TUMLISON RENN	PROFESSOR	63,767.00	M
SCHMID RICHARD D	PROFESSOR	63,974.00	M
WORTH FRED	PROFESSOR	64,219.00	M
EVANS DAVID H	PROFESSOR	65,635.00	M
ETIENNE DAVID E	PROFESSOR	65,935.00	M
JOLLEY WOODROW W JR	PROFESSOR	66,335.00	M
DIMARZIO DENNIS D	PROFESSOR	67,000.00	M
GRAVES JOHN W	PROFESSOR	68,301.00	M
EOFF CAROLYN S	PROFESSOR	69,599.00	F
DAVIS PAMELA S	PROFESSOR	70,516.00	F
MILLER MICHAEL D	PROFESSOR	71,700.00	M
WEINER CHARLES A	PROFESSOR	73,872.00	M
MCGINNIS WAYNE	PROFESSOR	73,894.00	M
WILLIAMS ANITA B	PROFESSOR	75,396.00	F
HALL JULIA O	PROFESSOR	76,568.00	F
THOMSON DAVID T	PROFESSOR	85,916.00	M
WATTERS MICHAEL	PROFESSOR	102,261.00	M
TEDDER JANE W	PROJECT/PROGRAM DIRECTOR	50,000.00	F
MILES VERNON G	PROVOST/VP ACADEMIC AFFAIRS	130,000.00	M
JONES BOBBY G	VICE PRES FOR FIN & ADMIN	110,894.00	M
STEPHENS GAIL	VICE PRES FOR STUDENT SERVICES	104,699.00	F
SHEPHERD JR. LEWIS A	VP for External Affairs	95,000.00	M

Report all employees as of September 1st

Institution: Southern Arkansas University

Completed By: Daniel Grimm

Phone Number: 870-235-5015

Name	Title	Annualized Salary	Gender (M or F)
Rankin David F	President 1	180,000	M
Crouse David L	Vice President for Academic Affairs 2	124,360	M
Morrison Darrell R.	Vice President for Finance 3	121,427	M
Bloss-Bernard Kim	Dean 6	115,856	f
Allen Donna Y	Vice President for Student Affairs 4	115,022	F
Giles Roger W	Vice President for Administration 5	114,732	M
MohdZain A. Zaidy	Dean 6	108,224	m
Toms Lisa C	Dean 6	106,687	f
Johnson Ben F.	Dean 97	103,544	M
Lewis Charles J.	Vice President 6	102,604	M
Winstead Joe E.	Dean 6	101,544	M
Argo Michael A	Director of IT 9	87,135	m
Adcox Jay D	Athletic Director 99	80,112	M
Jennings Sarah E	Dean 6	76,170	f
Smith Sandra E.	Dean of Students 26	74,160	F
Walker Eunice E	Program Director 14	70,695	F
Bismark Marian Jeanette	Director of Development 15	66,586	f
Plummer Eric S	Chief of Police 21	65,999	m
Lyons Claudia J	Director of International Programs 23	65,880	F
Hines Judy F.	Director of Health Services 92	65,180	F
Woods Paula W	Director of Counseling and Testing 8	61,066	F
Courson J.B.	Associate Dean of Students 27	57,985	M
Taylor Charles W	Dir of Engineering Systems 17	57,248	M
Manning Stephanie D	Program Director 14	56,823	F
Page Daniel Ray	Director of Library 93	56,100	m
Whaley Shelly L.	Director of Academic Advising 20	55,520	F
Hayes William R	Agri Resident Director 31	54,960	m
Sneed Bronwyn C	Director of Financial Aid 24	54,783	F

Institution: Southern Arkansas University

Completed By: Daniel Grimm

Phone Number: 870-235-5015

Name	Title	Annualized Salary	Gender (M or F)
Stuart Cledis D	Director of Multicultural Affairs 27	53,368	m
Street Aaron J	Director of Communications 25	49,655	m
Cole Kathryn S	Director of Instructional Technology 28	48,026	f
Bridges Ceil L.	Director of Alumni 92	46,423	F
Boone-Bozeman Felicia A	Program Director 14	46,000	f
Williams Wilma L	Director of Employment Resources 46	45,781	F
Walker Sandra L	Director of Continugin Educaiton 13	42,538	F
Burks Laurie M	Assistant Director of Phiscal Plant 40	42,028	F
Herron Kandice Lynn	Asst Dean of Students 29	32,377	f
Gallagher Steven K	Program Director 14	22,667	m

Report all employees as of September 1st

Institution: U of A Cooperative Extension Service

Completed By: Nicholas Dudley

Phone Number: 501-671-2057

Name	Title	Annualized Salary	Gender
Tony Windham	Assoc. V.P. - Ext. Serv./Dean	\$ 190,250	M
Dr Chuck Wilson	Professor	\$ 118,947	M
Dr Craig Andersen	Associate Professor	\$ 77,902	M
Debbie Archer	Associate Professor	\$ 52,220	F
Dr Susan Watkins	Professor	\$ 96,884	F
Rebecca Bridges	Project/Program Director	\$ 64,832	F
Dr Tamara Walkingstick	Associate Professor	\$ 94,682	F
Dr Kelly Bryant	Professor	\$ 126,622	M
Dr Joseph Waldrum	Professor	\$ 100,630	M
Janet Carson	Associate Professor	\$ 90,921	F
Dr Richard Cartwright	Associate Director	\$ 155,000	M
Elizabeth Childs	Project/Program Director	\$ 49,604	F
Dr Bobby Coats	Professor	\$ 81,533	M
Clifford Coker	Associate Professor	\$ 80,593	M
Dr Michael Daniels	Professor	\$ 88,958	M
Dr Stephen Vann	Assistant Professor	\$ 73,503	M
Dr Karl Vandevender	Professor	\$ 98,932	M
Easter Tucker	Associate Professor	\$ 81,141	F
Dr Tom Troxel	Professor	\$ 115,846	M
Mary Hightower	Project/Program Director	\$ 62,944	F
Dr. Shane Gadberry	Associate Professor	\$ 76,851	M
Dr. Glenn Studebaker	Associate Professor	\$ 79,593	M
Ples Spradley	Associate Professor	\$ 82,163	M
Beverly Sims	Project/Program Director	\$ 59,246	F
Steven Jones	Associate Professor	\$ 73,264	M
Jeremy Ross	Assistant Professor	\$ 68,172	M
Mike Klumpp	Associate Prof-Klumpp prior	\$ 76,650	M
Dr Rosemary Rodibaugh	Professor	\$ 109,777	F
Dr Judy Robison	Sr. Project/Program Director	\$ 83,958	F

Report all employees as of September 1st

Institution: U of A Cooperative Extension Service

Completed By: Nicholas Dudley

Phone Number: 501-671-2057

Name	Title	Annualized Salary	Gender
Dr Gus Lorenz	Professor	\$ 111,861	M
Tom Riley	Associate Professor	\$ 109,654	M
Bob Reynolds	Sr. Project/Program Director	\$ 110,887	M
Yvonne McCool	Project/Program Director	\$ 69,238	F
Dr Wayne Miller	Professor	\$ 109,425	M
Dr Mark Peterson	Professor	\$ 97,532	M
Kevin Quinn	Project/Program Director	\$ 56,186	M
Dr. Ron Rainey	Associate Professor	\$ 98,653	M
Dennis Holzhauser	Project/Program Director	\$ 68,723	M
Alberta James	District Director	\$ 96,341	F
Sharon Reynolds	District Director	\$ 92,820	F
Dr John Jennings	Professor	\$ 102,124	M
Donna Rothberg	Sr. Project/Program Director	\$ 90,176	F
Bruce Knox	Project/Program Director	\$ 80,998	M
Chris Meux	Project/Program Director	\$ 52,665	M
Dr Becky McPeake	Professor	\$ 88,255	F
Dr Dustan Clark	Professor	\$ 112,809	M
Dr Kelly Loftin	Associate Professor	\$ 88,163	M
Dr Jim Robbins	Professor	\$ 106,469	M
Dr. John Marcy	Professor	\$ 95,340	M
Dr. Ken Smith	Professor	\$ 111,559	M
Dr John Hopkins	Assistant Professor	\$ 76,585	M
Dr Karen Ballard	Professor	\$ 112,077	F
Dr Keith Bramwell	Associate Professor	\$ 86,702	M
Dr Wally Goddard	Professor	\$ 97,272	M
Dr. Leo Espinoza	Associate Professor	\$ 78,154	M
Dr. Bob Scott	Professor	\$ 101,780	M
Dr. Rich Poling	Associate Professor	\$ 91,164	M
Dr. Steve Seideman	Professor	\$ 85,872	M

Report all employees as of September 1st

Institution: U of A Cooperative Extension Service

Completed By: Nicholas Dudley

Phone Number: 501-671-2057

Name	Title	Annualized Salary	Gender
Merritt Royal	Director of Development	\$ 76,469	F
Dr. Jason Kelley	Associate Professor	\$ 74,663	M
Brett Barham	Associate Prof-Barham prior	\$ 73,877	M
Noah Washburn	Associate Professor	\$ 78,030	M
Dr. Elena Garcia	Professor	\$ 85,400	F
Barbara Batiste	Sr. Project/Program Director	\$ 83,999	F
Dr James Marshall	Assistant Professor	\$ 72,932	M
Dr. Jon Barry	Assistant Professor	\$ 65,549	M
Dr. Deborah Tootle	Associate Professor	\$ 101,075	F
Bobby Johnson	Director of Physical Plant	\$ 79,737	M
Scott Monfort	Associate Prof- Monfort prior	\$ 80,323	M
Dr. Scott Akin	Assistant Professor	\$ 72,631	M
Dr. LaVona Traywick	Assistant Professor	\$ 69,774	F
Jon Flaxman	Project/Program Director	\$ 75,348	M
Dr. Samy Sadaka	Asssistant Professor	\$ 78,708	M
Dharmendra Saraswat	Assistant Professor	\$ 70,666	M
Dirk Philipp	Assistant Professor	\$ 67,728	M
Dr. Tom Barber	Assistant Professor	\$ 100,115	M
Yi Liang	Assistant Professor	\$ 77,708	F
Dr. Anne Sortor	Associate Director	\$ 155,000	F
Brad Davis	Project/Program Director	\$ 85,440	M
Dr Martha Ray Sartor	District Director	\$ 100,980	F
Bruce Hankins	Sr. Project/Program Director	\$ 91,800	M
Vic Ford	Professor	\$ 117,800	M
Dr Margaret Harris	Assistant Prof-Harris prior	\$ 72,528	F
Archie Flanders	Assistant Professor	\$ 76,500	M
Sandra Williams	Sr. Project/Program Director	\$ 91,800	F
Sam Boyster	Sr. Project/Program Director	\$ 126,250	M

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Name	Title	Annualized Salary	Gender (M or F)
Amos, Dale	Assistant Professor	45,000	M
Baker, Aubrey	Assistant Professor	46,652	M
Baker, Eric	Assistant Professor	43,000	M
Baviskar, Sandhya	Assistant Professor	50,000	F
Benjamin, Arlin	Assistant Professor	48,000	M
Bieber, Martha	Assistant Professor	44,535	F
Blesch, Pamela	Assistant Professor	66,000	F
Boyd, Austin	Assistant Professor	46,000	M
Breitenberg, Daniel	Assistant Professor	49,807	M
Brown, Travis	Assistant Professor	48,390	M
Bryhan, Douglas	Assistant Professor	50,490	M
Butler, Ken	Assistant Professor	50,113	M
Callahan, Jodi	Assistant Professor	69,300	F
Carter, David	Assistant Professor	45,000	M
Chang, Kaiguo	Assistant Professor	50,674	M
Christiansen, James	Assistant Professor	72,836	M
Cialone, Ernest	Assistant Professor	47,940	M
Cooper, David	Assistant Professor	49,533	M
Cornelius, Patsy	Assistant Professor	65,000	F
Curtis, Sean	Assistant Professor	45,900	M
Davis, Bradford	Assistant Professor	54,000	M
Doak, John	Assistant Professor	56,100	M
Fair, Linda	Assistant Professor	48,000	F
Faulk, Larry	Assistant Professor	87,000	M
Fudge, Dennis	Assistant Professor	82,387	M
Fulenwider, Gail	Assistant Professor	56,100	F
Fulmer, Deborah	Assistant Professor	57,492	F
Gardner, Ryan	Assistant Professor	47,000	M
Garner, Kristine	Assistant Professor	48,450	F
Guerra-Monje, Pablo	Assistant Professor	45,000	M
Gyurov, Boyko	Assistant Professor	48,000	M
Harper, Kay	Assistant Professor	50,000	F
Hayes, Thomas	Assistant Professor	93,520	M

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Name	Title	Annualized Salary	Gender (M or F)
Henehan, Brian	Assistant Professor	55,080	M
Heydorn, Oliver	Assistant Professor	45,100	M
Holbrook, Vickie	Assistant Professor	65,000	F
Horne, Margaret	Assistant Professor	49,560	F
Jackson, Randy	Assistant Professor	49,560	M
Johnston, Max	Assistant Professor	58,186	M
Jones, Kevin	Assistant Professor	43,000	M
Jones, Mitzi	Assistant Professor	42,294	F
Jordan, Amy	Assistant Professor	46,000	F
Kang, Youngmi	Assistant Professor	71,000	F
Kim, Dae-Young	Assistant Professor	46,000	M
Kite, Steven	Assistant Professor	47,000	M
Kithinji, Michael	Assistant Professor	44,000	M
Koch, Debbie	Assistant Professor	71,000	F
Lee, Ann-Gee	Assistant Professor	45,000	F
Lowrey, Robert	Assistant Professor	53,411	M
Luebke, Monica	Assistant Professor	57,745	F
Maher, Daniel	Assistant Professor	48,960	M
McLain, Colin	Assistant Professor	50,430	M
Norin, Lori	Assistant Professor	46,794	F
Oliver, Julie	Assistant Professor	47,000	F
Osburn, Virginia	Assistant Professor	50,960	F
Pappas, Kenneth	Assistant Professor	63,872	M
Parker, Dana	Assistant Professor	71,000	F
Paulus, David	Assistant Professor	78,500	M
Peerbolte, Gerald	Assistant Professor	63,693	M
Pinzon, Daniel	Assistant Professor	49,980	M
Pragel, Daniel	Assistant Professor	48,000	M
Price, James	Assistant Professor	48,000	M
Rahal, Ahmad	Assistant Professor	91,000	M
Reid, Linda	Assistant Professor	57,000	F
Rhodes, Althea	Assistant Professor	49,729	F
Rhodes, Pamela	Assistant Professor	50,580	F

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Name	Title	Annualized Salary	Gender (M or F)
Robinson, Kimberly	Assistant Professor	47,185	F
Ross, Brenda	Assistant Professor	42,840	F
Sagullo, Noel	Assistant Professor	46,000	M
Sanders, Janet	Assistant Professor	56,100	F
Sell, Robert	Assistant Professor	63,693	M
Settlage, Daniel	Assistant Professor	75,355	M
Settlage, Latisha	Assistant Professor	73,659	F
Simkowski, Susan	Assistant Professor	45,000	F
Skypala, Amy	Assistant Professor	48,960	F
Smith, Charles	Assistant Professor	65,000	M
Smith-Leins, Terri	Assistant Professor	53,127	F
Stevenson, Robert	Assistant Professor	47,614	M
Taylor, Philip	Assistant Professor	43,000	M
Thigpen, Norman	Assistant Professor	69,943	M
Walton, Thomas	Assistant Professor	48,610	M
Watson, Ray	Assistant Professor	53,997	M
Watts, Emma	Assistant Professor	50,390	F
Weber, Martha	Assistant Professor	60,000	F
Wells, Terri	Assistant Professor	47,640	F
Westcamp, Carol	Assistant Professor	43,408	F
White, Edward	Assistant Professor	45,000	M
Whitlow, Susan	Assistant Professor	43,408	F
Willoughby, Robert	Assistant Professor	68,500	M
Wilson, Clancie	Assistant Professor	55,000	F
Wing, Thomas	Assistant Professor	70,000	M
Wollscheid, James	Assistant Professor	77,000	M
Woolverton, Kevin	Assistant Professor	70,251	M
Wu, Shanhong	Assistant Professor	90,000	F
Yamkam, Williams	Assistant Professor	43,000	M
Yu, Chih-Chien	Assistant Professor	48,000	M
Siler, Dennis	Assistant Professor English	47,780	M
Pinzon, Katherine	Assistant Professor Math	54,980	F
Massengale, Ricky	Assistant Professor/Dept Chair	76,420	M

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Name	Title	Annualized Salary	Gender (M or F)
Fulbright, Sydney	Assistant Professor/Exec Dir	65,800	F
Lawrence, Lindsay	Assitant Professor	46,000	F
Payne, Diana	Assitant Professor	48,761	F
Momand, Elizabeth	Asso Prof/Dept Chair/Music	67,760	F
Kliner, Helen	Assoc Dir/Financial Aid Adv.	38,250	F
Gilbert, Carl	Assoc Prof, Bio/Dept Chr, Sci	61,200	M
Whiting, Melissa	Assoc Prof/ Dept Chair	76,290	F
Hunt, Barbara	Assoc Prof/Crd Fld Exp	61,200	F
Armstrong, Gregory	Assoc Prof/Dept Chair	88,546	M
Lee, Lawrence	Assoc Prof/Dept Chair	57,779	M
Tanner, Margaret	Assoc Prof/Dept Chair	120,824	F
Moore, Rager	Assoc Prof/Dir Choral Actv	53,040	M
Bailey, Donald	Assoc Prof/Dir Jazz Studies	70,210	M
Lange, Barbara	Assoc Prof/Exec Dir, Nursing	112,000	F
Mitchell, Brenda	Assoc Provost for AA/Professor	132,600	F
Russell, Phillip	Associate Dean/Professor	98,075	M
Milford, Deebe	Associate Prof/Dept Chair	56,672	F
Booker, Charles	Associate Professor	58,000	M
Davis, Sara	Associate Professor	55,080	F
Gabel, Terrance	Associate Professor	94,045	M
Garner, Dana	Associate Professor	63,240	F
Higgins, Billy	Associate Professor	59,160	M
Jackson, Jack	Associate Professor	56,560	M
Jennings, Kelly	Associate Professor	52,491	F
Lewelling, Kevin	Associate Professor	73,022	M
Matney, Gabriel	Associate Professor	69,850	M
McCoy, Matthew	Associate Professor	50,940	M
Medlin, Wilbur	Associate Professor	93,000	M
Morgan, Zoe	Associate Professor	55,080	F
Nelson, Lynda	Associate Professor	59,341	F
Nelson, Rodney	Associate Professor	57,677	M
Nichols, Argie	Associate Professor	61,277	F
Peng, Zhuoming	Associate Professor	95,000	M

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Name	Title	Annualized Salary	Gender (M or F)
Renwick, Janet	Associate Professor	85,507	F
Schmidt, George	Associate Professor	98,856	M
Scott, Clifford	Associate Professor	95,166	M
Sublette, Cammie	Associate Professor	51,687	F
Tichenor, Linda	Associate Professor	57,353	F
VanOsdol, L	Associate Professor	84,660	F
Watts, Lonnie	Associate Professor	65,828	M
Williamson, Rebecca	Associate Professor	71,565	F
Yocum, Lois	Associate Professor	62,842	F
Zainuba, Mohamed	Associate Professor	88,000	M
Rigsby, Ernest	Associate Professor/Dept Chair	59,670	M
Hawking, Nancy	Associate Professor/Exec Dir	85,000	F
Jones, Stacey	Associate Vice Chancellor	87,000	M
Adams, Pamela	Asst Athletic Director	56,000	F
Newman, Rita	Asst Dir/Financial Aid Advisor	33,600	F
Jennen, Lacey	Asst Director Landscape Prog	42,840	F
Flippo, Christopher	Asst Director Support Services	55,000	M
Warrick, Stanton	Asst Director/Irrigation Spec	44,635	M
Beard, James	Asst Prof/Dept Chair	109,428	M
Belcher, James	Asst Prof/Dept Chair	67,918	M
Jones, Bobby	Asst Prof/Dept Chair	67,149	M
Martini, John	Asst Prof/Dept Chair	67,691	M
Reynolds, Michael	Asst Prof/Dept Chair	77,751	M
Phillips, Constance	Asst Prof/Dept Chair, Col Prep	54,435	F
Zacharella, Alexandra	Asst Prof/Dir of Bands	50,000	F
Dickinson, Janet	Asst Prof/Director Assessment	78,000	F
Lisk, Lynn	Asst Prof/Program Director	65,576	M
Barrett, Rita	Asst Professor/Dept Chair	78,880	F
Cox, Leroy	Asst. Prof/Coord	72,115	M
Smith, Dustin	Athletic Director	85,000	M
Beran, Paul	Chancellor	177,000	M
Pendleton, Carol	Dean	103,020	F
Rowden, Diana	Dean	103,020	F

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Name	Title	Annualized Salary	Gender (M or F)
Arant, Mark	Dean/Professor	115,000	M
Hale, Georgia	Dean/Professor	126,052	F
Hardin, Joe	Dean/Professor	108,000	M
Jones, John	Dean/Professor	103,020	M
Mosley, Carolyn	Dean/Professor	118,320	F
Rinne, Henry	Dean/Professor	108,000	M
Williams, Steve	Dean/Professor/JRS Chair	156,300	M
Fout, Pamela	Dir of Develop, Plan & Tech	78,573	F
Caton, Rhonda	Dir of Procurement Svcs/APO	52,000	F
Kuehn, Kermit	Dir, Family Entrprise Ctr/Prof	117,443	M
Pinson, Harold	Dir, Housing/Residential Life	50,000	M
Bryant, Julie	Dir, Payroll & Accting Serv	52,000	F
McCaleb, Andrea	Dir., Acad Programs Support	43,476	F
Eller, Patricia	Director	61,710	F
Henson, Laura	Director	41,000	F
Mayhan, John	Director	55,000	M
Mosley, Julia	Director	46,000	F
Nix, Don	Director	41,000	M
Orick, Ronald	Director	74,717	M
Pendergrass, Meighan	Director	48,000	F
Pixley, Alan	Director	66,810	M
Rink, Darrel	Director	100,000	M
Robertson, David	Director	55,000	M
Timmons, Rebecca	Director	76,500	F
Witherington, Laura	Director	66,143	F
Yates, Billy	Director	33,660	M
Williams, Christy	Director Donor Relations	40,000	F
Wright, Kathy	Director Instructional Support	87,567	F
McPhail, Kenneth	Director MIS Plan & Tech	111,000	M
Lloyd, Mark	Director of Admisssions	50,000	M
Underwood, Elizabeth	Director of Alumni Affairs	51,000	F
Cunningham, Wilma	Director of Library Services	69,360	F
LaMar, Sondra	Director of Public Relations	60,710	F

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Name	Title	Annualized Salary	Gender (M or F)
Richmond, Tammy	Director of Tech Support	65,757	F
McAlister, Carol	Director, Information Tech	65,000	F
Jennings Davis, Jennifer	Director/Asst Director	65,000	F
Thiele, Kevin	Director/Chief of Police	55,552	M
McClendon, Beverly	Director/EEO Officer	93,633	F
Russell, Rosilee	Exc Dir, ACA Assoc Prof, Piano	76,500	F
Widders, Patrick	Exec Dir, Car Svcs & HS Artic.	103,020	M
Doubrava, Darin	Executive Director	80,059	M
Pair, Jamie	Interim Director	50,000	F
Baldwin, Amelia	Professor	145,000	F
Buchanan, Thomas	Professor	64,200	M
Guerra, Jill	Professor	72,205	F
Husarik, Stephen	Professor	66,300	M
Kannan, Ragupathy	Professor	66,200	M
Pritchett, Davis	Professor	54,000	M
Timmons, William	Professor	65,117	M
Cast, Darlynn	Program Director	63,240	F
Tyler, Karen	Program Director	62,000	F
Wallace, Brian	Provost/SR Vice Chancellor	160,000	M
Watkins, Joseph	Resident Director	25,000	M
Eppinger, Elizabeth	Resident Director, Lions Den	27,500	F
Gipson, Jonathan	Sports Information Director	38,760	M
Parker, Kyle	VC Planning & Technology	130,000	M
Breaux, Arleene	Vice Chan/University Relations	125,000	F
Horn, Robert	Vice Chancellor	125,000	M
Krehbiel, Lee	Vice Chancellor	125,000	M
Loyd, Marta	Vice Chancellor	125,000	F
Burkey, David	Visiting Assistant Professor	45,500	M
Hall, Glinda	Visiting Assistant Professor	43,000	F
Stith, Matthew	Visiting Assistant Professor	40,000	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Woodland, Janet/C.	Assistant Professor	50,866	F
Magyarfalvi, Gabor/	Assistant Professor	31,500	M
Greathouse, Denise/A	Assistant Professor	67,200	F
Bernhardt, John/	Assistant Professor	73,849	M
Smith, Kathy/	Assistant Professor	65,000	F
Hickson, Carolyn/Irwin	Assistant Professor	44,414	F
Boyd, John/Wesley	Assistant Professor	36,000	M
Hamilton, John/H.	Assistant Professor	74,142	M
Hunt, Valerie/H.	Assistant Professor	51,000	F
Walker, Heather/L	Assistant Professor	23,625	F
Smith-Nix, Angie/	Assistant Professor	44,630	F
Baker, Kimberly/Frazier	Assistant Professor	56,873	F
Shields, Christopher/A.	Assistant Professor	45,000	M
Kennefick, Julia/Dusk	Assistant Professor	57,400	F
Goforth, Robyn/Lee	Assistant Professor	24,750	F
Higgins, Kristin/Kay	Assistant Professor	55,000	F
Sexton, Danny/Darnell	Assistant Professor	60,000	M
Gibbons, James/W.	Assistant Professor	82,084	M
Schulte, Stephanie/Ricker	Assistant Professor	57,000	F
Barham, Mary/E.	Assistant Professor	35,000	F
Williams, Stacy/Goad	Assistant Professor	77,266	F
Oliver, Gretchen/D.	Assistant Professor	57,000	F
Zies, Brenda/June	Assistant Professor	40,800	F
Cochran, William/A.	Assistant Professor	52,319	M
Jensen, Molly/R.	Assistant Professor	56,965	F
Williams, Rodney/D.	Assistant Professor	66,062	M
Swartwood, Larry/David	Assistant Professor	32,820	M
Snyder, Tamara/D.	Assistant Professor	17,475	F
Wallack, Catherine/	Assistant Professor	54,678	F
Del Gesso, Emilio/	Assistant Professor	27,742	M
Tjani, Maria/	Assistant Professor	54,000	F
Allen Jr., Bruce/R	Assistant Professor	48,960	M
Lacy, Chris/	Assistant Professor	43,167	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Anders, Merle/M	Assistant Professor	78,018	M
Calleja, Paul/C	Assistant Professor	53,191	M
Maxwell, Angie/	Assistant Professor	65,000	F
Fitzpatrick, Lynn/	Assistant Professor	50,897	F
Nalley III, Bo/	Assistant Professor	40,000	M
Jack, Nancy/Elizabeth	Assistant Professor	82,762	F
Rotolo, Chuck/	Assistant Professor	55,907	M
Rawwagah, Fuad/Helal	Assistant Professor	16,000	M
Pumford, Neil/R.	Assistant Professor	57,670	M
Kennefick, Daniel/John	Assistant Professor	56,550	M
Bonacci, Jeff/	Assistant Professor	46,077	M
Rudzinski, Russell/D.	Assistant Professor	50,000	M
Hutchison, John/Michael	Assistant Professor	32,000	M
Grover, Kenda/Shea	Assistant Professor	50,000	F
Stewart, John/C.	Assistant Professor	57,526	M
Buron, William/M.	Assistant Professor	75,000	M
Pierce, Michael/C.	Assistant Professor	51,400	M
Feng, Yongfeng/	Assistant Professor	52,000	M
Pittman, Harrison/Mauzy	Assistant Professor	100,000	M
Hicks, Morgan/	Assistant Professor	16,000	F
Sayler, Ron/J.	Assistant Professor	42,980	M
Mozaffari, Morteza/	Assistant Professor	68,356	M
Mirus, Shannon/Rene	Assistant Professor	50,000	F
Rowden, Brian/Lynn	Assistant Professor	80,000	M
Bennett, Ashlea/R.	Assistant Professor	80,000	F
Rainwater, Chase/E.	Assistant Professor	80,000	M
Gray, Michelle/	Assistant Professor	60,000	F
Sullivan, Amanda/Lynn	Assistant Professor	52,000	F
Agan, Joseph/Paul	Assistant Professor	55,000	M
Elsass, Angela/Carlton	Assistant Professor	50,000	F
Bowles, Freddie/A.	Assistant Professor	52,000	F
Mounts, Denise/Ann	Assistant Professor	45,025	F
Curtin, Kathryn/D.	Assistant Professor	60,670	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Landman, Michael/	Assistant Professor	56,000	M
Hughes, Claretha/	Assistant Professor	52,000	F
Beck, Jules/K.	Assistant Professor	46,559	M
Billings, Sabrina/J.	Assistant Professor	46,400	F
Ji, Taeksoo/	Assistant Professor	82,000	M
Jin, Sha/	Assistant Professor	79,000	F
Huxel, Gary/Robert	Assistant Professor	61,000	M
Villalobos-Ruminott, Sergio/Roberto	Assistant Professor	53,300	M
Chen, Linfeng/	Assistant Professor	40,000	M
Leen-Feldner, Ellen/Winifred	Assistant Professor	67,300	F
Song, Joon Jin/	Assistant Professor	61,000	M
Hapgood Jr., Thomas/Layley	Assistant Professor	59,000	M
Spearot, Douglas/E.	Assistant Professor	78,384	M
Fosu, Ignatius/Kwateng	Assistant Professor	58,000	M
BernhardJackson, Emily/A.	Assistant Professor	53,300	F
Gertz, Gwynne/A.	Assistant Professor	16,000	F
Chevrier, Vincent/Francois	Assistant Professor	45,000	M
Greene, Aleza/R S	Assistant Professor	50,000	F
Morawicki, Ruben/O.	Assistant Professor	80,300	M
Odell, Ellen/M.	Assistant Professor	75,000	F
Sibley, Clinnesha/Dillon	Assistant Professor	30,000	F
Pappas, Alexandra/	Assistant Professor	52,200	F
Way, Kelly/Ann	Assistant Professor	63,358	F
Springer, Bethany/Lynn	Assistant Professor	52,200	F
Stauss, Kim/	Assistant Professor	58,500	F
Gross, Eitan/	Assistant Professor	63,200	M
Roberts, Trenton/L.	Assistant Professor	77,000	M
Hestekin, Jamie/A.	Assistant Professor	79,173	M
Hestekin, Christa/	Assistant Professor	74,133	F
Moore, Cindy/	Assistant Professor	58,077	F
Kong, Byung-Whi/	Assistant Professor	75,421	M
Huang, Po-Hao/Adam	Assistant Professor	78,285	M
Tucker, Terrence/Theodore	Assistant Professor	55,200	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Miles, Jennifer/M.	Assistant Professor	62,000	F
Cox, Brady/R.	Assistant Professor	74,139	M
Walker, Kasey/L.	Assistant Professor	57,000	F
Turner, Alison/	Assistant Professor	40,500	F
Hausmann, Sonja/	Assistant Professor	60,200	F
Lingbeck, Jody/M.	Assistant Professor	55,690	F
Adams, Paul/D.	Assistant Professor	62,300	M
Grimmelsman, Kirk/A.	Assistant Professor	71,225	M
Smith, Carl/Alan	Assistant Professor	56,375	M
Du, Yuchun/	Assistant Professor	61,400	M
Root, Sarah/E.	Assistant Professor	76,965	F
Ham-Holm, Lindsay/S.	Assistant Professor	62,900	F
Hewitt, Paul/Michael	Assistant Professor	71,264	M
Dingman, Shannon/Wayne	Assistant Professor	59,400	M
Goering, Christian/Z.	Assistant Professor	52,000	M
McMullin, Irene/	Assistant Professor	45,400	F
Grob-Fitzgibbon, Benjamin/John	Assistant Professor	54,700	M
White Jr., Calvin/	Assistant Professor	56,400	M
Edgar, Leslie/Dawn	Assistant Professor	65,267	F
Benton, Gregory/Marshall	Assistant Professor	50,311	M
Hoyer, Jennifer/M.	Assistant Professor	46,400	F
Servoss, Shannon/	Assistant Professor	74,142	F
Stone, Patrick/	Assistant Professor	46,400	M
Kahng, Er-Gene/	Assistant Professor	49,400	F
Bridges, Ana/Julia	Assistant Professor	64,400	F
Davis, Deborah/A.	Assistant Professor	110,000	F
Corrigan, Lisa/	Assistant Professor	56,400	F
Arrington, Andrea/Lynn	Assistant Professor	51,400	F
Kluess, Heidi/A.	Assistant Professor	60,432	F
Ogbeide, Godwin-Charles/A.	Assistant Professor	61,410	M
Collie, Michael/E.	Assistant Professor	45,000	M
Rumley, Elizabeth/Rebecca	Assistant Professor	50,000	F
Rumley, Rusty/W.	Assistant Professor	50,000	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Benamara, Mourad/	Assistant Professor	65,280	M
Dowling, Ashley/Patrick Gregg	Assistant Professor	71,100	M
Evans White, Michelle/Allayne	Assistant Professor	55,700	F
Teng, Fang-Zhen/	Assistant Professor	59,700	M
Nalley, Lawton/Lanier	Assistant Professor	77,000	M
McDonald, Garry/Vernon	Assistant Professor	74,421	M
Devareddy, Latha/	Assistant Professor	75,831	F
Scott, Thad/	Assistant Professor	77,000	M
Tzanetakis, Ioannis/E.	Assistant Professor	75,000	M
Bluhm, Burt/H.	Assistant Professor	82,500	M
Morimoto, Shauna/	Assistant Professor	55,000	F
Wejinya, Uchechukwu/C.	Assistant Professor	81,810	M
Hughes, D'Iorah/Lynn	Assistant Professor	78,000	F
Edgar, Don/	Assistant Professor	60,000	M
Gallini, Brian/R.	Assistant Professor	85,000	M
Schulte, Bret/J.	Assistant Professor	55,000	M
Young, Elizabeth/Lee	Assistant Professor	75,000	F
Yu, Fisher/	Assistant Professor	82,000	M
Wu, Jingxian/	Assistant Professor	83,000	M
Stewart, Patrick/A.	Assistant Professor	60,000	M
Lessner, Daniel/J.	Assistant Professor	60,000	M
Ford, Pearl/K.	Assistant Professor	60,000	F
Park, Sung Choon/	Assistant Professor	54,000	M
Zheng, Nan/	Assistant Professor	65,000	M
Raich, Andrew/Seth	Assistant Professor	60,000	M
Casey, Erin/McLin	Assistant Professor	50,000	F
Han, Junhee/	Assistant Professor	60,000	M
Muntz, Charles/Edward	Assistant Professor	40,000	M
Ford, Robert/A.	Assistant Professor	45,000	M
Gu, Jingping/	Assistant Professor	90,000	F
Brubaker, Robert/P.	Assistant Professor	40,000	M
Eidelman, Scott/H.	Assistant Professor	62,000	M
Lee, Sun-Ok/	Assistant Professor	75,000	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Fairey, Julian/	Assistant Professor	72,500	M
Dunn, Karee/Elise	Assistant Professor	52,000	F
Cai, Liang/	Assistant Professor	55,000	F
Dittmore, Stephen/W.	Assistant Professor	58,000	M
Deggs, David/M.	Assistant Professor	55,000	M
Henry, Leah/Jean	Assistant Professor	65,000	F
Mamiseishvili, Ketevan/	Assistant Professor	55,000	F
Hinrichsen, Lisa/Ann	Assistant Professor	52,000	F
Ferguson, Alishia/Juanelle	Assistant Professor	58,000	F
Hammig, Bart/	Assistant Professor	62,000	M
Copeland, Nicholas/Matthew	Assistant Professor	37,900	M
Heyes, Colin/David	Assistant Professor	65,000	M
Schmidtke, Carsten/M.	Assistant Professor	50,000	M
Lo, Wen-Juo/	Assistant Professor	58,000	M
Wissehr, Cathy/	Assistant Professor	52,000	F
Zaharoff, David/A.	Assistant Professor	85,000	M
Chaffin, David/J.	Assistant Professor	102,000	M
Knighten, Janet/Whitman	Assistant Professor	30,000	F
Samant, Anoop/Navanath	Assistant Professor	40,000	M
Harrington, Phil/	Assistant Professor	63,000	M
Nedbal, Martin/	Assistant Professor	55,000	M
Gottlieb, BettyAnne/	Assistant Professor	35,000	F
Prickett, Todd/O.	Assistant Professor	35,000	M
Jahedi, Salar/	Assistant Professor	94,000	M
Beasley, Jennifer/G.	Assistant Professor	54,000	F
Coffman, Richard/A.	Assistant Professor	75,000	M
Weeks Jr., William/Rex	Assistant Professor	55,000	M
Erdman, Kimball/Douglas	Assistant Professor	52,000	M
Cimpean, Oana/Carmina	Assistant Professor	40,000	F
Banerjee, Nilanjan/	Assistant Professor	85,000	M
Pang, Lirong/	Assistant Professor	36,000	F
Huang, Miaoqing/	Assistant Professor	85,000	M
Chen, Jingyi/	Assistant Professor	70,000	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Witherbee, Amy/	Assistant Professor	60,000	F
Sacharoff, Laurent/A.	Assistant Professor	85,000	M
Buehler, Dustin/E.	Assistant Professor	85,000	M
Abernathy, Richard/	Assistant Professor	76,515	M
Kirkpatrick, Dennis/Allen	Assistant Professor	60,000	M
Bachmann, Rachel/E S	Assistant Professor	40,000	F
Hare Jr, John/Laurence	Assistant Professor	60,000	M
Gigantino II, James/J.	Assistant Professor	60,000	M
Beck, Dennis/E.	Assistant Professor	52,000	M
Bengtson, Ed/	Assistant Professor	75,000	M
Wise, Mark/D.	Assistant Professor	45,000	M
Hawkrige, Michael/E.	Assistant Professor	50,000	M
Tipsmark, Christian/K.	Assistant Professor	65,500	M
Civelli, Andrea/	Assistant Professor	80,000	M
Wiersma, Jacquelyn/Dee	Assistant Professor	70,000	F
Mazow, Alissa/W.	Assistant Professor	55,000	F
Henk, Jennifer/Katherine	Assistant Professor	65,000	F
Osborne, Cara/	Assistant Professor	75,000	F
Jimeno, Rafael/A.	Assistant Professor	62,000	M
Puente, Lindsay/Rae	Assistant Professor	60,000	F
Perez, Santiago/R.	Assistant Professor	75,000	M
Xie, Xiangyang/	Assistant Professor	58,000	M
Dumond, Gregory/	Assistant Professor	58,000	M
Walker, Jeff/	Assistant Professor	45,000	M
Cavallero, Jonathan/J.	Assistant Professor	60,000	M
Connors, Sean/P.	Assistant Professor	54,000	M
Embaye, Abel/	Assistant Professor	78,000	M
Mitchell, Joshua/Lee	Assistant Professor	45,000	M
Teague, Alexandra/Rachael	Assistant Professor	60,000	F
Lloret, Albert/	Assistant Professor	40,000	M
Harriss, Edmund/O.	Assistant Professor	45,000	M
Caputo, Maria/Cristina	Assistant Professor	62,000	F
Wu, Shaojing/	Assistant Professor	50,000	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Lin, Chen-Ping/	Assistant Professor	57,500	F
Koh, Eun/	Assistant Professor	60,000	F
Lee, Jungmin/	Assistant Professor	40,000	F
Jones, Jeffrey/Scott	Assistant Professor - WCOB	125,000	M
Sanchez, Juan/Manuel	Assistant Professor - WCOB	154,330	M
Malakhov, Alexey/	Assistant Professor - WCOB	141,446	M
Robert Jr., Lionel/P.	Assistant Professor - WCOB	121,082	M
Smith, Ronn/J.	Assistant Professor - WCOB	120,491	M
Rosen, Chris/	Assistant Professor - WCOB	120,491	M
Hofer, Christian/	Assistant Professor - WCOB	117,300	M
Rossiter-Hofer, Adriana/	Assistant Professor - WCOB	115,000	F
Fogel, Kathy/S.	Assistant Professor - WCOB	140,000	F
Setia, Pankaj/	Assistant Professor - WCOB	120,000	M
Cassell, Cory/A.	Assistant Professor - WCOB	147,000	M
Huang, Shawn/	Assistant Professor - WCOB	147,000	M
Breaux, Denise/M.	Assistant Professor - WCOB	125,000	F
Gephart, Jennifer/Kish-	Assistant Professor - WCOB	125,000	F
Chi, Su-Li/	Assistant Professor - WCOB	150,000	F
Zhang, Yulei/	Assistant Professor - WCOB	66,000	M
Dang, Yan/	Assistant Professor - WCOB	66,000	F
Parnell, Polly/	Assistant Vice Chancellor	96,792	F
Apon, Randy/	Assistant Vice Chancellor	78,216	M
Freeman, Carie/J.	Assistant Vice Chancellor	69,000	F
Raines, Anne/Elizabeth	Assoc Dir Enhanced Learn Ctr	47,360	F
Hargis, Matthew/Alan	Assoc Dir of Admissions	54,359	M
Siebenmorgen, Patty/K.	Assoc Dir Of Agri Exp Station	144,758	F
Roeder, Richard/Anthony	Assoc Dir Of Agri Exp Station	165,000	M
Stehlik, Tracey/M.	Assoc Dir Of Athletics	99,329	F
Hamilton, Clayton/E.	Assoc Dir Of Athletics	120,000	M
Pohl, Chris/	Assoc Dir Of Athletics	78,618	F
Pracht, Brian/F.	Assoc Dir Of Athletics	90,000	M
Fike, Greg/	Assoc Dir of Executive Educ	64,162	M
Ryan, Jeffrey/J.	Assoc Professor	61,375	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Adler, Jacob/	Assoc Professor	58,580	M
Lee, Richard/N.	Assoc Professor	52,765	M
Musgnug, Kristin/Ann	Assoc Professor	67,685	F
Devore Jr., Jack/	Assoc Professor	57,779	M
Langsner, Steve/	Assoc Professor	65,644	M
Hearth, Douglas/P.	Assoc Professor	90,805	M
Stewart, Gay/Bernadette	Assoc Professor	70,735	F
Ivey, D./Mack	Assoc Professor	58,799	M
Collier, Marta/Denise	Assoc Professor	57,000	F
Allison, Neil/T.	Assoc Professor	92,703	M
Nelson, Marilyn/D	Assoc Professor	65,894	F
Freund, Joel/S	Assoc Professor	51,257	M
Petretic, Patricia/Ann Louise	Assoc Professor	77,963	F
Lirgg, Cathy/	Assoc Professor	54,919	F
Herman, Greg/	Assoc Professor	60,904	M
Johnson, Charlene/M	Assoc Professor	53,000	F
Fredrick, David/Charles	Assoc Professor	79,142	M
Graff, Tom/	Assoc Professor	72,910	M
Minar, Edward/H.	Assoc Professor	68,396	M
Arnold, Mark/E.	Assoc Professor	55,263	M
Wavering, Michael/J.	Assoc Professor	82,522	M
Barta, Kathleen/M	Assoc Professor	73,000	F
Parsch, Lucas/D.	Assoc Professor	86,338	M
Rosteck Jr., Thomas/	Assoc Professor	60,390	M
Ashton, Dub/	Assoc Professor	105,828	M
Roe, Larry/	Assoc Professor	74,337	M
Imbeau, Marcia/B.	Assoc Professor	58,146	F
Amason, Trish/	Assoc Professor	80,064	F
Orr, Betsy/	Assoc Professor	73,678	F
Holyfield, Lori/C.	Assoc Professor	63,344	F
Haggard, Brian/Edward	Assoc Professor	123,446	M
Rainey, Daniel/V.	Assoc Professor	91,680	M
Fant, Earnest/W.	Assoc Professor	72,966	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Yoes, Janice/S.	Assoc Professor	64,053	F
Brittenum, Judy/	Assoc Professor	65,225	F
Apple, Laurie/Marie McAlister	Assoc Professor	61,655	F
Watkins, Kenton/Bradley	Assoc Professor	83,670	M
Scott, Freddie/L.	Assoc Professor	70,338	M
Leflar, Charles/Joseph	Assoc Professor	91,392	M
Thompson, Dale/E.	Assoc Professor	54,069	M
Parkerson, Pat/	Assoc Professor	91,775	M
Murry Jr., John/W.	Assoc Professor	92,000	M
Couvillion, Rick/Joseph	Assoc Professor	80,398	M
Meaux, Laurie/M.	Assoc Professor	64,614	F
Jones, Linda/Carol	Assoc Professor	69,294	F
Rozier, Louise/L.	Assoc Professor	56,670	F
Pleimann, Larry/Gene	Assoc Professor	14,000	M
Rapert, Molly/	Assoc Professor	98,546	F
Kreider, David/L	Assoc Professor	62,866	M
Nutter, Darin/W.	Assoc Professor	74,537	M
Golden, Jacqueline/	Assoc Professor	56,190	F
Stapp, Robert/Bruce	Assoc Professor	80,072	M
Beavers, Merwin/Gordon	Assoc Professor	70,071	M
Miller, Dr Phyllis/	Assoc Professor	62,278	F
Meek, James/Latham	Assoc Professor	53,028	M
Xu, Jenny/	Assoc Professor	45,000	F
Bailey, William/Charles	Assoc Professor	68,353	M
Watkins, Patsy/	Assoc Professor	78,410	F
House, Glenda/J	Assoc Professor	65,200	F
Springer, Bill/	Assoc Professor	74,958	M
Paul, David/W.	Assoc Professor	64,054	M
Stassen, Bob/	Assoc Professor	86,480	M
Sagers, Cynthia/Louise	Assoc Professor	62,450	F
Kopp, Steven/W.	Assoc Professor	98,447	M
Ackerson, Michael/D.	Assoc Professor	39,267	M
Stockdell, Rick/	Assoc Professor	83,156	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Costello, Thomas/A.	Assoc Professor	85,891	M
Brown, Randy/L	Assoc Professor	81,420	M
Mattice, John/	Assoc Professor	68,587	M
Davidson, Fiona/M.	Assoc Professor	71,459	F
Bell, Steven/M.	Assoc Professor	76,756	M
Christiansen, Hope/L.	Assoc Professor	61,550	F
Newman, John L/	Assoc Professor	63,731	M
Worden, Steven/K.	Assoc Professor	58,567	M
Toner, Mary/Ann	Assoc Professor	56,136	F
Kacirek, Kit/	Assoc Professor	54,000	F
Oliver III, William/	Assoc Professor	70,128	M
Slattery, Patrick/Joseph	Assoc Professor	80,540	M
Jones, Eddie/Wade	Assoc Professor	63,976	M
Adams, Douglas/James	Assoc Professor	54,903	M
Aloysius, John/	Assoc Professor	97,437	M
Marren, Susan/M	Assoc Professor	59,111	F
Johnson, Mark/Ray	Assoc Professor	64,059	M
Jordan, Gerald/Bernard	Assoc Professor	97,359	M
Kahf, Mohja/	Assoc Professor	64,070	F
Conge, Patrick/J.	Assoc Professor	49,330	M
Norsworthy, Jason/Keith	Assoc Professor	98,522	M
Kern, Jack/C	Assoc Professor	54,500	M
Soerens, Thomas/Scott	Assoc Professor	74,583	M
McIntosh, Matt/	Assoc Professor	76,078	M
Arenberg, Nancy/M	Assoc Professor	59,289	F
Murphy, Cheryl/Ann	Assoc Professor	58,500	F
Turner, Ronna/L.	Assoc Professor	68,500	F
Powell, Jeremy/G.	Assoc Professor	81,256	M
Williams, Patrick/George	Assoc Professor	63,636	M
Beck, Paul/Arthur	Assoc Professor	84,670	M
O'Leary-Kelly, Scott/W.	Assoc Professor	93,805	M
Warren Jr., Ron/	Assoc Professor	65,423	M
Sakon, Josh/	Assoc Professor	69,039	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Lampinen, James/Michael	Assoc Professor	65,265	M
Schreckhise, William/D.	Assoc Professor	58,524	M
Thomsen, Michael/R.	Assoc Professor	95,644	M
Terry, Laura/	Assoc Professor	61,104	F
Dwyer, Mavourneen/	Assoc Professor	56,649	F
LaPorte, Angela/M	Assoc Professor	57,755	F
Lindstrom, Jon/T	Assoc Professor	75,177	M
Ghadian, Najib/	Assoc Professor	63,513	M
Greer, Melody/Rae	Assoc Professor	52,960	F
Kali, Raja/	Assoc Professor	98,936	M
Holt, Carleton/	Assoc Professor	54,873	M
Edwards, Findlay/	Assoc Professor	74,197	M
Robinson, Charles/F.	Assoc Professor	145,000	M
D'Alisera, JoAnn/	Assoc Professor	63,320	F
Condray, Kathleen/	Assoc Professor	59,270	F
Petris, Giovanni/	Assoc Professor	67,293	M
Webb, Jennifer/D.	Assoc Professor	65,951	F
Sexton, Kim/	Assoc Professor	63,273	F
Tung, Steve/	Assoc Professor	85,832	M
Hanning, Casey/Owens	Assoc Professor	75,469	F
Karcher, Douglas/Edward	Assoc Professor	91,045	M
Fukushima, Tatsuya/	Assoc Professor	60,373	M
Starks, Trish/	Assoc Professor	60,493	F
Schweiger, Beth/B.	Assoc Professor	64,370	F
Gentry, Marie/	Assoc Professor	82,370	F
Lincoln, Felicia/	Assoc Professor	53,000	F
Gilchrist, Ellen/Louise	Assoc Professor	75,798	F
Nachtmann, Heather/Lyn	Assoc Professor	87,009	F
Thompson, Dale/R.	Assoc Professor	88,257	M
Zeng, Ka/	Assoc Professor	82,375	F
McNabb, David/S.	Assoc Professor	68,864	M
Pinto, Ines/	Assoc Professor	68,564	F
Margulis, Elizabeth/	Assoc Professor	59,500	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Deck, Cary/A.	Assoc Professor	119,930	M
Newgent, Rebecca/A.	Assoc Professor	54,000	F
Levine, William/H.	Assoc Professor	64,870	M
Miller, Jefferson/Davis	Assoc Professor	84,709	M
Kim, Jin-Woo/	Assoc Professor	111,984	M
Srivastava, Vibha/	Assoc Professor	82,725	F
Lyons, Jack/C.	Assoc Professor	60,439	M
Heymsfield, Ernest/	Assoc Professor	74,494	M
Erickson, Kirstin/Tracy Christenson	Assoc Professor	56,270	F
Comfort, Kathleen/A.	Assoc Professor	55,375	F
Killian, Timothy/Scott	Assoc Professor	76,822	M
Cholthitchanta, Nophachai/	Assoc Professor	56,600	M
Ruiz, M./Reina	Assoc Professor	54,962	F
Eilers, Linda/Hale	Assoc Professor	51,114	F
Smith, Korydon/	Assoc Professor	60,418	M
Szalanski, Allen/Lawrence	Assoc Professor	89,507	M
Bajwa, Sreekala/Gopalapilla	Assoc Professor	81,405	F
Mazur, Yuriy/	Assoc Professor	63,875	M
Osborn, G./Scott	Assoc Professor	86,888	M
Goggin, Fiona/	Assoc Professor	96,268	F
Savin, Mary/Cathleen	Assoc Professor	92,059	F
McCombs, Davis/	Assoc Professor	62,470	M
Nolan, Justin/Murphy	Assoc Professor	59,000	M
Mendez, Fabio/	Assoc Professor	100,756	M
Williams, Nathan/L.	Assoc Professor	71,336	M
Yang, Song/	Assoc Professor	65,727	M
Kwon, Young/Min	Assoc Professor	83,820	M
Hale, Micah/	Assoc Professor	82,534	M
Misenhelter, Dale/D.	Assoc Professor	79,375	M
Williams, Brent/Thomas	Assoc Professor	58,000	M
Miller, Nann/	Assoc Professor	65,352	F
Lehmann, Michael/Herbert	Assoc Professor	67,172	M
Collins, Kathleen/	Assoc Professor	53,500	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Chimka, Justin/Robert	Assoc Professor	77,591	M
Brogi, Alessandro/	Assoc Professor	56,370	M
Li, Jiali/	Assoc Professor	71,954	F
Fu, Huaxiang/	Assoc Professor	71,439	M
Funkhouser, Eric/M.	Assoc Professor	56,712	M
Ward, Barry/M.	Assoc Professor	57,824	M
Foote, Jerald/Carter	Assoc Professor	84,245	M
Cothren, Jackson/David	Assoc Professor	86,115	M
Davies, David/G.	Assoc Professor	125,000	M
Bailey, David/Allen	Assoc Professor	78,750	M
Thallapuranam, Suresh/	Assoc Professor	67,200	M
Zou, Min/	Assoc Professor	84,398	F
Dowdle, Andrew/J.	Assoc Professor	75,318	M
Christy-McMullin, Kameri/	Assoc Professor	66,169	F
Messadi, Tahar/	Assoc Professor	72,564	M
Rulli, Richard/J.	Assoc Professor	56,870	M
Pierce, Benjamin/J.	Assoc Professor	60,050	M
Pohl, Ed/	Assoc Professor	91,763	M
Revelle, Glenda/L.	Assoc Professor	72,000	F
Nam, C. S./	Assoc Professor	77,049	M
Di, Jia/	Assoc Professor	86,317	M
Kissinger, Daniel/Brian	Assoc Professor	58,000	M
Casana, Jesse/J.	Assoc Professor	60,170	M
Murphy-Erby, Yvette/	Assoc Professor	84,000	F
Buyurgan, Nebil/	Assoc Professor	77,928	M
Sloan, Kathryn/Ann	Assoc Professor	72,963	F
Silberman, Jeffrey/Donald	Assoc Professor	64,670	M
Tullis, Jason/A.	Assoc Professor	65,692	M
Tian, Ryan/	Assoc Professor	66,770	M
Ye, Kaiming/	Assoc Professor	94,089	M
Coustaut, Carmen/	Assoc Professor	103,039	F
Engen, Mindy/Sue	Assoc Professor	68,200	F
Feldner, Matthew/T.	Assoc Professor	71,300	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Brock, Geoffrey/Arthur	Assoc Professor	62,700	M
Prosandeev, Sergey/	Assoc Professor	42,000	M
Robertson, Lona/J.	Assoc Professor	73,105	F
Sarpaneva, Pia/M.	Assoc Professor	74,858	F
Tchakhalian, Jak/	Assoc Professor	82,000	M
Kent, Laura/B.	Assoc Professor	67,071	F
Harrington, Robert/James	Assoc Professor	117,415	M
Shobe, Marcia/A.	Assoc Professor	87,281	F
Kim, Seok/Eun	Assoc Professor	61,400	M
Pijanowski, John/C.	Assoc Professor	75,397	M
Smith, Scott/C.	Assoc Professor	92,000	M
Southward, Leigh/	Assoc Professor	63,000	F
Roper, Donald/K.	Assoc Professor	90,000	M
Engen, Rodney/L.	Assoc Professor	75,000	M
Knighten, Chris/	Assoc Professor	90,000	M
Mazow, Leo/G.	Assoc Professor	76,000	M
Bobda, Christophe/	Assoc Professor	92,000	M
Reeves, Carol/	Assoc Professor - WCOB	125,000	F
Anand, Vikas/	Assoc Professor - WCOB	121,227	M
Jandik, Tomas/	Assoc Professor - WCOB	144,394	M
Rennie, Craig/	Assoc Professor - WCOB	126,758	M
Peters, Gary/F.	Assoc Professor - WCOB	160,000	M
Yeager, Timothy/J.	Assoc Professor - WCOB	153,077	M
Kelley, Christopher/Rowand	Assoc Professor-Law	101,229	M
Killenbeck, Ann/Mallatt	Assoc Professor-Law	79,340	F
Foster, Sharon/Elaine	Assoc Professor-Law	96,926	F
Springman, Jason/R.	Assoc Professor-Law	53,024	M
Snow, Ned/	Assoc Professor-Law	98,570	M
Thompson, Randy/	Assoc Professor-Law	130,000	M
Macechko, Mike/	Assoc V Chan For Advancement	144,200	M
Pontious, Bruce/	Assoc V Chan For Advancement	190,000	M
Diamond, John/Nathan	Assoc V Chan For Advancement	156,000	M
Serafini, Mary Alice/	Assoc V Chanc For Student Affr	95,200	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
McCloud, Debbie/	Assoc Vice Chanc For Admin	73,000	F
Martinson, David/	Assoc Vice Chanc For Business	129,742	M
Cochran, Mark/J	Assoc Vice Pres -Exper Station	185,160	M
Varady, Scott/	Assoc Vice President	140,000	M
Bell, Jeff/	Assoc Vice President	135,793	M
Flournoy, Jacob/Wesley	Assoc Vice President	130,358	M
Gillis, Graham/L.	Assoc Vice President	105,530	M
Smith, Carlia/G.	Assoc Vice President	131,891	F
Brewer, Dennis/	Assoc Vice-Prov for Research	126,150	M
Childs, Lisa/C.	Assoc Vice-Prov for Research	131,040	F
Whatley, Tina/L.	Assoc. Dir of Univ. Info Tech	67,478	F
Middleton, Cathleen/	Assoc. Dir of Univ. Info Tech	89,962	F
Neyman, Ron/	Assoc. Dir of Univ. Info Tech	94,662	M
Brown, Craig/A.	Assoc. Dir of Univ. Info Tech	98,245	M
Adkins, Susan/J.	Assoc. Dir of Univ. Info Tech	96,555	F
Putt, Randy/	Assoc. Dir of Univ. Info Tech	95,408	M
Blevins, Phillip/Andrew	Assoc. Dir. Of Financial Aid	63,336	M
Hagemeier, Mark/Arnold	Assoc. Dir. of Plng. & Res.Svc	102,000	M
Bates, Julie/Anna	Assoc. Dir. of Plng. & Res.Svc	110,000	F
Zimmerman, Robert/E.	Assoc. V Chanc/Univ Info Tech	165,643	M
Adams, Charles/Hansford	Associate Dean	131,511	M
Durdik, Jeannine/Marie	Associate Dean	106,162	F
Martin, Terry/	Associate Dean	154,950	M
Gattis, Carol/Schubert	Associate Dean	133,000	F
Motherwell, Adam/Kenneth	Associate Dean	120,000	M
Miller, James/K.	Associate Dean	109,007	M
Young, Juana/R.	Associate Dean	102,077	F
Koski, Patricia/R	Associate Dean	105,229	F
Graham, Donna/Lucas	Associate Dean	141,420	F
Miller, Michael/T.	Associate Dean	130,000	M
Bradford, Kim/	Associate Dean	112,200	F
Reyes, Javier/Arturo	Associate Dean of WCOB	150,000	M
Limayem, Moez/	Associate Dean of WCOB	240,000	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Brida, Renee/	Associate Dir Of Development	90,000	F
Gibbs, Michael/	Associate Dir of Technology	65,000	M
Allred, Will/	Associate Dir of Technology	60,770	M
Goodlander, Jim/	Associate Dir of Technology	58,509	M
Ridley, Leonard/	Associate Dir of Technology	65,976	M
McCray, Suzanne/	Associate Provost/Dean	151,000	F
Schwab, Judy/G.	Associate Vice Chancellor	131,000	F
Hendrix, W./Dan	Associate Vice Chancellor	136,990	M
Power, Mark/Edward	Associate Vice Chancellor	123,300	M
Johnson, Mike/	Associate Vice Chancellor	165,782	M
Pugh, Danny/	Associate Vice Chancellor	170,000	M
Schook, Jean/E.	Associate Vice Chancellor	108,119	F
Carter III, Thomas/	Asst Dean	71,060	M
Davis, Shannon/G.	Asst Dean	94,300	F
Stewart, Lynn/	Asst Dean	67,158	M
Adams, Rhonda/B.	Asst Dean	65,805	F
Summerford, Lisa/J.	Asst Dean	67,140	F
Edmonston, Craig/Alan	Asst Dean	115,000	M
Briney, Colleen/M.	Asst Dean	92,813	F
Hill, Bryan/	Asst Dean	75,711	M
Penner-Williams, Janet/	Asst Dean	85,000	F
Wood, Danielle/L.	Asst Dir of Affirmative Action	48,450	F
Haxel, Kenneth/J	Asst Dir Of Athletics	85,233	M
Harwood-Rom, Melissa/	Asst Dir Of Athletics	88,000	F
Harter, Kim/	Asst Dir Of Athletics	82,732	F
Smith Jr., Bill/	Asst Dir Of Athletics	83,896	M
Trainor, Kevin/L.	Asst Dir Of Athletics	97,850	M
Maland, Justin/Paul	Asst Dir Of Athletics	79,000	M
Wood, Eric/A.	Asst Dir Of Athletics	70,000	M
Peoples, Kevin/P.	Asst Dir Of Athletics	92,000	M
Scheibel, Kathy/	Asst Dir Res Supt & Spon Progs	58,135	F
Tarvin, Tim/	Asst Professor-Law	76,174	M
Sampson, Kathryn/A.	Asst Professor-Law	82,175	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Coats, Kim/Flanery	Asst Professor-Law	78,438	F
Doss, Angela/M.	Asst Professor-Law	63,000	F
Koch, Karen/Louise	Asst Professor-Law	75,000	F
Piha, Gail/G.	Asst Vice-Provost for Research	56,544	F
Kordsmeier, Carol/Ann	Asst. Dir. of Plng. & Res. Svc	49,147	F
Cotton, Margaret/A.	Asst. Director, Fiscal Affairs	71,382	F
Robinson, Eric/S	Budget Director	73,400	M
Gearhart, G./David	Chancellor	282,540	M
Shields, Todd/G.	Dean	158,296	M
Schwab, Bill/	Dean	180,000	M
Shannon Jr., Jeff/	Dean	160,544	M
Smith, Thomas/E C	Dean	168,000	M
Allen, Carolyn/H.	Dean	151,893	F
McMath, Bob/	Dean	228,000	M
Rankin, Pauline/	Dean	150,000	F
Vayda, Michael/E.	Dean	210,000	M
Worrell, Dan/	Dean Of Business Administratio	273,255	M
Rutherford, James/L.	Dean of Clinton School	189,000	M
Saxena, Ashok/	Dean Of Engineering	264,553	M
Nance, Cynthia/	Dean Of Law	199,100	F
Macechko, Kristine/H.	Development/Advancement Dir	65,343	F
Sharp, Joy/M	Development/Advancement Dir	82,160	F
King, Gina/	Development/Advancement Dir	60,690	F
Blouin, Melissa/Lutz	Development/Advancement Dir	58,650	F
Green, Thomas/J.	Dir Ark Archaeological Survey	110,405	M
Bucknam, Chris/	Dir Facility for Track & Tenni	125,000	M
Bumpas, Susan/Bea	Dir Of Administrative Services	72,052	F
Rogers, Cheri/M.	Dir Of Administrative Services	40,800	F
Collier Sr., Willyerd/R.	Dir of Affirmative Action	105,000	M
Long, Jeff/	Dir Of Athletics	450,000	M
Deck, Kathy/	Dir of Bus and Econ Research	76,400	F
Sprandel, Heather/	Dir of Business Career Dev	65,000	F
Batson, Barbara/	Dir Of Career Services	77,473	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Randle, Kimberly/J.	Dir of Corp & Found Relations	94,860	F
Perry, Jonathan/C	Dir Of Counseling	84,030	M
Huneycutt, Jay/	Dir Of Engineering Systems	71,400	M
Edwards, Ron/	Dir Of Engineering Systems	84,456	M
Beeler, Robert/W.	Dir Of Engineering Systems	74,277	M
Grippe, Glenn/	Dir Of Engineering Systems	79,509	M
Turley, Scott/	Dir Of Engineering Systems	78,489	M
Stiefer, Theres/Walker	Dir of Executive Education	81,725	F
Seller, Karen/Clay	Dir of Fin & Mgmt Analysis	87,113	F
Ingram, Lucie/Holley	Dir of Institutional Research	55,000	F
Terry, Gina/	Dir Of Internal Audits	100,292	F
Ruff, Rosemary/H.	Dir Of Res& Sponsored Program	100,387	F
Beaumont, William/Benjamin	Dir Of University Information	68,285	M
Jacobs, Laura/H.	Dir of University Relations	60,180	F
Freeman, Jerrid/P.	Dir. of Arkansas Union	78,000	M
Luoni, Stephen/D.	Dir. of Community Design Ctr.	142,000	M
Culver, Chuck/	Dir. Of Development	116,739	M
McCoy, Matt/	Dir.Of Plan.& Resource Service	98,000	M
Cook, Mark/	Director Gymnastics Facility	103,933	M
Mc Adoo, Anthony/D.	Director Of Alumni	63,240	M
Rowe, Norman/K.	Director of Computer Services	57,000	M
Harris, Jim/	Director Of Deferred Giving	140,188	M
Fuquay, Terry/E	Director Of Employee Benefits	68,000	F
Wing, Kattie/L.	Director Of Financial Aid	90,000	F
Halsell, Michele/	Director of Outreach	86,700	F
Mobley, Claudia/	Director of Outreach	95,013	F
Littrell, Rita/L.	Director of Outreach	83,844	F
Crowell, James/F.	Director of Outreach	75,762	M
Alexander, Randy/	Director of Residence Life	102,210	M
Banks, Melissa/	Director of Special Events	65,557	F
Breeding, Steve/W	Director of Springdale Lab	102,000	M
Coonley, Mary/Louise	Director of Student Activities	50,000	F
Kizer, Sandy/	Director of Technology	84,902	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Gahagans, Stephen/	Director of University Police	84,554	M
Malley, Larry/	Director of University Press	128,416	M
May, Cheryl/Puskarich	Director, Crim. Justice Instit	110,513	F
Salamo, Gregory/J.	Distinguished Professor	137,268	M
Killenbeck, Mark/R.	Distinguished Professor	157,614	M
Kurtz, David/Lee	Distinguished Professor	135,433	M
Schafer, Lothar/	Distinguished Professor	96,641	M
Millett, Frank/	Distinguished Professor	109,446	M
Havens, Jerry/A	Distinguished Professor	113,211	M
Schein, Boris/M.	Distinguished Professor	107,066	M
Woods, Randall/B.	Distinguished Professor	184,037	M
West, Elliott/	Distinguished Professor	135,084	M
Pulay, Peter/	Distinguished Professor	132,645	M
Xiao, Min/	Distinguished Professor	131,018	M
Blackwell, Marlon/	Distinguished Professor	117,395	M
Stahle, David/William	Distinguished Professor	107,095	M
Oosterhuis, Derrick/M.	Distinguished Professor	127,915	M
White Jr., John/A.	Distinguished Professor	226,032	M
Wilkins, Charles/L	Distinguished Professor	152,313	M
Gawley, Bob/	Distinguished Professor	120,841	M
Smith, Brent/Lamar	Distinguished Professor	109,895	M
Varadan, Vasundara/Venkatraman	Distinguished Professor	202,798	F
Varadan, Vijay/K.	Distinguished Professor	238,778	M
Rardin, Ronald/L.	Distinguished Professor	173,000	M
El-Ghazaly, Samir/M.	Distinguished Professor	223,000	M
Lewis, Beverly/Rouse	Exec. Assoc Athletic Director	220,000	F
Bledsoe, Bob/	Executive Dir Ark. Garven Gard	68,957	M
Sugg, B./Alan	President, University of AR.	289,170	M
Feldman, William/A	Professor	92,920	M
Gates, Stephen/G.	Professor	82,050	M
Rose, Jerry/	Professor	82,123	M
Vitali, Davide/	Professor	128,197	M
Finlay, Robert/G.	Professor	62,112	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Kring, Tim/	Professor	103,218	M
Jacobs, Lynn/Frances	Professor	81,211	F
Lieber, Michael/	Professor	61,939	M
Erf, Gisela/F.	Professor	126,351	F
Moiseichik, Merry/Lynn	Professor	70,000	F
Steinkraus, Donald/C.	Professor	96,375	M
Goodstein, Ethel/	Professor	96,015	F
Vyas, Reeta/	Professor	75,400	F
Lucas, Chris/	Professor	93,165	M
Quinn, William/A	Professor	71,927	M
Wideman Jr., Bob/	Professor	136,112	M
Wicks, Robert/Howard	Professor	70,811	M
Kelley, Donald/R	Professor	81,650	M
Correll, Jim/	Professor	116,000	M
Beitle Jr., Bob/	Professor	89,712	M
Milus, Gene/	Professor	86,185	M
Duval, John/Tabb	Professor	68,748	M
Ryan, John/	Professor	72,209	M
Burris, Sidney/J.	Professor	94,788	M
Zajicek-Wagemann, Anna/M.	Professor	73,075	F
Naseem, Hameed/A	Professor	106,873	M
Thompson, Timothy/F.	Professor	66,706	M
Balda, Juan/Carlos	Professor	136,000	M
Stephens, Dorothy/Anne	Professor	65,313	F
Purcell, Larry/C.	Professor	110,093	M
Crone, John/Virgil	Professor	71,244	M
Haydar, Adnan/Fuad	Professor	95,165	M
Harter, William/G.	Professor	74,209	M
Hehr, John/G.	Professor	107,189	M
Etges, William/J.	Professor	71,569	M
Kral, Timothy/Alan	Professor	71,142	M
Malshe, Ajay/P.	Professor	132,690	M
Gbur Jr., Edward/E.	Professor	97,917	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Farmer, Amy/Lynn	Professor	129,823	F
Proctor, Andy/	Professor	107,398	M
Anthony, Nick/	Professor	99,646	M
Howard, Luke/R.	Professor	113,710	M
Rupe, John/C.	Professor	93,550	M
Slaton, Nathan/A.	Professor	106,482	M
Cochran II, Robert/Brady	Professor	92,775	M
Longer, David/Eric	Professor	71,231	M
Buescher, Ron/	Professor	137,670	M
Neighbors, Marianne/	Professor	83,500	F
Davis, Dan/	Professor	80,591	M
Miller, David/M.	Professor	90,532	M
Luecking, Daniel/Henry	Professor	67,517	M
Gorman, Dean/Richard	Professor	100,500	M
Peven, Michael/David	Professor	69,031	M
Guccione, Margaret/J	Professor	70,251	F
Bottje, Walter/G.	Professor	137,315	M
Ziegler, Joe/	Professor	115,848	M
Schroeder, David/A	Professor	89,415	M
Sonn, Richard/D	Professor	60,874	M
Mueller, Robert/K.	Professor	69,856	M
Heffernan, Michael/Joseph	Professor	74,680	M
Sutherland, Daniel/E.	Professor	85,928	M
Scheide, Frank/Milo	Professor	69,720	M
Riha, Michael/	Professor	85,009	M
Lohr, Jeffrey/M	Professor	77,950	M
Frentz, Tom/	Professor	74,018	M
Buege, David/	Professor	80,000	M
Allen, Myria/	Professor	71,884	F
Ragsdale, Chal/	Professor	74,687	M
Gentry Jr., Johnnie/L.	Professor	77,335	M
Akeroyd, John/R	Professor	73,718	M
Warren, W. Dale/	Professor	71,215	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Johnson, Donald/M.	Professor	103,611	M
Madison, Bernard/L.	Professor	137,136	M
Brown Jr., A./Hayden	Professor	87,471	M
Booker, Keith/	Professor	82,065	M
Counce, Paul/Allen	Professor	70,490	M
Foley, Larry/D.	Professor	81,763	M
Fort, Inza/Lee	Professor	78,268	F
Thoma, Greg/	Professor	145,000	M
Rorie, Rick/	Professor	76,112	M
Rom, Curt/R.	Professor	96,682	M
Mantooth, Alan/	Professor	147,024	M
Ang, Simon/S	Professor	112,553	M
Zachry Jr., Doy/	Professor	75,656	M
Gattis II, J./L.	Professor	84,337	M
Loewer Jr., Otto/J.	Professor	136,158	M
Smith, Stephen/A.	Professor	79,322	M
Kirkpatrick, Terry/	Professor	104,977	M
Schrivier, Joe/	Professor	81,846	M
Greenwood, Reed/	Professor	127,646	M
Biggs, Bobbie/T	Professor	85,000	F
Griffis, Carl/Lewis	Professor	109,789	M
Whayne, Jeannie/	Professor	88,161	F
Hays, Donald/S.	Professor	67,852	M
Purvis, Hoyt/H	Professor	106,417	M
Farley, Roy/Carl	Professor	91,253	M
Watson, Douglas/	Professor	136,748	M
Bourland, Fred/	Professor	120,370	M
McLeod, Paul/J.	Professor	94,425	M
Penney, W./Roy	Professor	92,394	M
Lee, Fleet/N	Professor	90,695	M
Johnson, Zelpha/Belle	Professor	38,932	F
Burgos, Nilda/Roma	Professor	95,033	F
Thompson, Cecelia/K.	Professor	76,000	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
West, Leon/	Professor	88,493	M
Sloan, Gerald/H.	Professor	67,506	M
Hammons, James/O.	Professor	83,000	M
Norwood, John/Martel	Professor	108,423	M
Walker, James/M.	Professor	64,198	M
Dominick, John/Andrew	Professor	102,608	M
Babcock, Robert/Earl	Professor	129,780	M
Cochran, Allan/	Professor	80,893	M
Ozment, John/	Professor	126,703	M
Murphy, Brad/	Professor	94,897	M
Farah, Mounir/A.	Professor	87,418	M
Mauromoustakos, Andy/	Professor	89,872	M
Wall, Jerry/	Professor	72,183	M
Lacy, Claud/H. Sandberg	Professor	94,311	M
Wicks, Jan/L.	Professor	79,009	F
Riggs Jr., Charles/E.	Professor	70,500	M
Kerr III, Brinck/	Professor	74,134	M
Stripling, Jeffrey/S	Professor	64,886	M
Brown, Art/	Professor	61,601	M
Ulrich, Rick/	Professor	94,684	M
West, Chuck/	Professor	100,753	M
Johnson, Donn/T.	Professor	92,633	M
Moldenhauer, Karen/Ann-Kuenzel	Professor	124,284	F
Li, Wing/Ning	Professor	92,670	M
Ahrendsen, Bruce/L.	Professor	102,578	M
Slavik, Michael/F.	Professor	92,601	M
Clausen, Ed/	Professor	100,521	M
Rosenkrans Jr., Charles/F.	Professor	91,955	M
Greeson, James/R.	Professor	79,251	M
Kellogg, Wayne/	Professor	99,484	M
Montgomery, Lyna/Lee	Professor	87,346	F
Schneider, Mary Jo/	Professor	85,810	F
Norman, Richard/J.	Professor	109,778	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Andrews, David/	Professor	135,000	M
Johnson, Steve/	Professor	89,377	M
Jong, Ing-Chang/	Professor	89,406	M
Li, Yanbin/	Professor	133,626	M
Spellman, Lynne/	Professor	77,005	F
Kay, Marvin/	Professor	62,300	M
Rothrock, Craig/S.	Professor	106,972	M
Rhoads, Douglas/Duane	Professor	75,975	M
Denny, George/S.	Professor	70,000	M
Jones, Ches/	Professor	70,000	M
Crandall, Philip/G.	Professor	86,046	M
Turner, Jean/	Professor	85,451	F
Murray, Jeff/B.	Professor	113,243	M
Cencel, Elaine/	Professor	59,977	F
Farmer, Frank/L.	Professor	93,691	M
Dixon, John/C	Professor	74,751	M
Wailes, Eric/J	Professor	135,875	M
Stites, Wesley/Eugene	Professor	73,654	M
Gea-Banacloche, Julio/R.	Professor	89,870	M
Young, Jim/	Professor	18,000	M
Herzberg, Amy/	Professor	74,142	F
Ramey, Richard/C.	Professor	57,927	M
Fritsch, Ingrid/	Professor	88,984	F
Gross, Roger/D	Professor	32,082	M
Levine, Daniel/	Professor	71,836	M
Totten, Samuel/	Professor	91,011	M
Dixon, Bruce/Lawrence	Professor	125,319	M
Gordon, Matt/	Professor	108,175	M
Ashlock, Lanny/O.	Professor	115,800	M
Manasreh, Omar/	Professor	103,189	M
Pritchett, Kay/	Professor	72,919	F
Wang, Chen/Ping	Professor	85,505	M
Howlett, Betsy/	Professor	129,406	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Mulvenon, Sean/W	Professor	102,129	M
Beaupre, Steven/J.	Professor	115,193	M
Beike, Denise/R	Professor	72,030	F
Martin, Patricia/	Professor	84,884	F
Restrepo, Luis/Fernando	Professor	76,457	M
Apple, Jason/	Professor	100,715	M
Stegman, Charles/E.	Professor	109,631	M
Popp, Michael/P	Professor	102,962	M
Goodwin Jr., Harold/L	Professor	108,004	M
Coffey, Ken/	Professor	102,852	M
Kegley, Beth/	Professor	94,813	F
Maxwell, Charles/	Professor	118,811	M
Swedenburg, Ted/R.	Professor	70,306	M
Dennis Jr., Norman/D.	Professor	111,013	M
Boss, Steve/K.	Professor	89,910	M
Henry, Ralph/Leroy	Professor	88,354	M
Thibado, Paul/M	Professor	90,433	M
Coon, Craig/N	Professor	98,910	M
Lanzani, Loredana/	Professor	77,926	F
Pohlman, Fred/W	Professor	88,103	M
Richardson, Mike/	Professor	106,575	M
Horowitz, Andrew/W	Professor	105,690	M
Vickers, Ken/	Professor	99,601	M
Apon, Amy/W	Professor	105,332	F
Parry, Janine/A.	Professor	71,252	F
Popp, Jennie/Sheerin	Professor	106,479	F
McKenzie, Andrew/Malcolm	Professor	119,950	M
Kvamme, Kenneth/L.	Professor	83,057	M
Bellaiche, Laurent/	Professor	102,695	M
Gordon, Joel/Samuel	Professor	93,700	M
Korth, Ken/L.	Professor	102,091	M
Wang, Ya-Jane/	Professor	103,157	F
Giles, Molly/	Professor	39,858	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Margulis, Jura/	Professor	76,138	M
Capogna, Luca/	Professor	77,926	M
Webb, Lynne/	Professor	76,246	F
Brahana, John/Van	Professor	36,026	M
Rossetti, Manuel/D.	Professor	94,057	M
Ritter, Gary/	Professor	121,871	M
Markham, Elizabeth/Jane	Professor	69,588	F
Wolpert, Rembrandt/	Professor	101,313	M
Kuenzel, Wayne/J.	Professor	118,550	M
Hargis, Billy/M.	Professor	151,615	M
Carrier, Julie/	Professor	96,452	F
Wang, Zhiming/	Professor	83,900	M
Donoghue, Dan/	Professor	108,100	M
Cassady, Richard/	Professor	101,146	M
Deaton, Russell/J.	Professor	121,081	M
Paradise, Thomas/R.	Professor	83,295	M
Rieck, Yoav/	Professor	67,900	M
El-Shenawee, Magda/O.	Professor	100,964	F
Evans, Michael/R.	Professor	100,659	M
Brye, Kristofor/R.	Professor	98,774	M
Plavcan, Joseph/M.	Professor	73,870	M
Panda, Brajendra/Nath	Professor	106,160	M
Matlock, Marty/D.	Professor	128,220	M
Chen, Pengyin/	Professor	103,653	M
Tellez-Isaias, Guillermo/	Professor	77,224	M
Lay Jr., Jackson/	Professor	93,371	M
Cavell, Tim/	Professor	103,213	M
Deren, Christopher/W.	Professor	118,742	M
Sohraby, Kazem/	Professor	138,569	M
Thompson, Craig/Warren	Professor	151,499	M
Kippenbrock, Thomas/A.	Professor	84,596	M
Stephenson, Steven/Lee	Professor	41,000	M
McCann, Roy/A.	Professor	105,726	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Rencis, Joseph/J.	Professor	152,880	M
King, Jerry/Wayne	Professor	117,837	M
Jolliffe, David/Alton	Professor	131,695	M
Fitzpatrick, Kevin/M.	Professor	128,500	M
Greene, Jay/Phillip	Professor	144,925	M
Meller, Russell/D.	Professor	156,865	M
Larkey, Patrick/Darrel	Professor	12	M
Ricke, Steven/C.	Professor	138,660	M
Wolf, Patrick/J.	Professor	149,076	M
Koch, Lynn/C.	Professor	79,891	F
McComas, William/F.	Professor	105,075	M
Costrell, Robert/M.	Professor	140,296	M
Sharpley, Andrew/N.	Professor	176,775	M
Standerfer, Christina/Corrado	Professor	88,580	F
Stenken, Julie/Ann	Professor	93,900	F
Stotsky, Sandra/L.	Professor	132,733	F
Mathur, Gyanesh/Narayan	Professor	85,000	M
Williams, Charlotte/Lewellen	Professor	82,400	F
Gauch, John/Michael	Professor	115,000	M
Bavon, Al/	Professor	100,000	M
Norris, Greg/	Professor	90,000	M
Maranto, Robert/Anthony	Professor	135,000	M
Nayga Jr., Rodolfo/M.	Professor	162,500	M
Gaber, John/	Professor	80,000	M
Neal, Judith/Ann	Professor	125,000	F
Bouwman, Rien/	Professor - WCOB	131,493	M
Millar, James/Alvin	Professor - WCOB	154,015	M
Gupta, Nina/	Professor - WCOB	158,269	F
Johnson, Jon/	Professor - WCOB	145,000	M
Delery, John/	Professor - WCOB	142,976	M
Cronan, Paul/	Professor - WCOB	166,882	M
Curington, Bill/	Professor - WCOB	157,561	M
Burton, Scot/	Professor - WCOB	183,410	M

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Waller, Matthew/A.	Professor - WCOB	130,681	M
Pincus, Karen/V.	Professor - WCOB	200,146	F
O'Leary-Kelly, Anne/	Professor - WCOB	160,758	F
Lee, Wayne/Y.	Professor - WCOB	180,956	M
Venkatesh, Viswanath/	Professor - WCOB	229,489	M
Myers III, James/Nelson	Professor - WCOB	166,000	M
Myers, Linda/Ann	Professor - WCOB	169,500	F
Flaccus, Janet/A.	Professor Law	110,225	F
Judges, Donald/P	Professor Law	137,200	M
Brummer, Chauncey/E.	Professor Law	107,897	M
Bailey, Carlton/	Professor Law	132,133	M
Sheppard, Steve/	Professor Law	130,705	M
Matthews, Mary Beth/	Professor Law	130,897	F
Goforth, Carol/Rose	Professor Law	144,602	F
Leflar, Rob/	Professor Law	118,729	M
Beard, Lonnie/Ray	Professor Law	182,949	M
Norvell, Phillip/E.	Professor Law	117,951	M
Schneider, Susan/	Professor Law	108,586	F
Moberly, Robert/Blakely	Professor Law	178,738	M
Ewelukwa, Uche/U.	Professor Law	107,557	F
Circo, Carl/J.	Professor Law	109,648	M
Wideman, Brenda/D.	Project/Program Director	71,400	F
Hodges, Karen/	Project/Program Director	72,400	F
Dombek, Donald/G.	Project/Program Director	83,586	M
Smith, Gary/K.	Project/Program Director	70,850	M
Brink, Keith/M.	Project/Program Director	65,137	M
Ezell, James/Arthur	Project/Program Director	74,860	M
Johnson, Florence/	Project/Program Director	80,000	F
McKinney II, Nathan/	Project/Program Director	79,560	M
McSpadden, Karen/Brooke	Project/Program Director	60,000	F
Bentley, Jamie/A.	Project/Program Director	57,000	F
Malone Jr., Talbert/	Project/Program Director	77,439	M
Ervin, Gina/R.	Project/Program Director	69,340	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Warnock, William/K.	Project/Program Director	77,003	M
Mosesso, Lynn/	Project/Program Director	75,762	F
Scott, Sylvia/S.	Project/Program Director	71,674	F
King, Brian/	Project/Program Director	56,732	M
Shoemaker, Becky/	Project/Program Director	55,475	F
Cordell, Roy/G.	Project/Program Director	60,690	M
Edmark, David/S.	Project/Program Director	47,958	M
Sadeghi-Jourabchi, Ali/	Project/Program Director	82,093	M
Ray, Richard/G	Project/Program Director	53,460	M
Wimberly, David/	Project/Program Director	78,138	M
Hicks, Jim/	Project/Program Director	58,000	M
Barclay Jr., Raymond/W.	Project/Program Director	87,644	M
Sisco, Michael/D.	Project/Program Director	63,750	M
Campbell, Pete/	Project/Program Director	80,333	M
Bisbee, Diana/Chambers	Project/Program Director	60,649	F
King, Andy/	Project/Program Director	50,995	M
Henard, Randy/D.	Project/Program Director	58,548	M
Olsen, A. J./	Project/Program Director	65,101	F
Nobles, Jimmy/W.	Project/Program Director	68,567	M
Turner, Stephen/Fort	Project/Program Director	87,499	M
Lonon, Miriam/K	Project/Program Director	58,905	F
Erwin, Melissa/Jean	Project/Program Director	71,644	F
Cobbs, Taj/	Project/Program Director	65,000	F
Samuels, Mandel/G.	Project/Program Director	81,972	M
Williams, Lynne/J.	Project/Program Director	80,628	F
Berger, Pat/	Project/Program Director	77,250	M
Arbuthnot, Beth/	Project/Program Director	57,925	F
Higbee, Zack/	Project/Program Director	56,000	M
Haslam, Robert/G.	Project/Program Director	46,350	M
Bradford, Eric/T.	Project/Program Director	71,400	M
Bowser, Parice/Shantele	Project/Program Director	59,160	F
Lee, Gregory/	Project/Program Director	84,408	M
Jannarone, Anne/L.	Project/Program Director	84,405	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Goodwin, Clay/	Project/Program Director	41,400	M
Brian, Larry/	Project/Program Director	55,825	M
Robinson, Mark/S.	Project/Program Director	90,000	M
Amerine, Jeff/	Project/Program Director	79,560	M
Wagner, Andy/	Project/Program Director	81,972	M
Thomas, Alex/	Project/Program Director	80,000	M
Newcomb, Doug/	Project/Program Director	64,740	M
Lambert, Anselm/B.	Project/Program Director	80,000	M
Hubbell III, Donald/S.	Resident Dir In Charge	63,875	M
Eason, Roger/Lawrence	Resident Dir In Charge	76,146	M
Earnest, Larry/Dale	Resident Dir In Charge	65,429	M
Skinner Jr., Vaughn/	Resident Dir In Charge	61,188	M
Motes, Dennis/R.	Resident Dir In Charge	66,746	M
Chapman, Dan/L.	Resident Dir In Charge	51,852	M
Hyatt, David/Graham	Senior Asst Dean of Business	125,697	M
Wyrick, Chris/	Sr. Assoc Athletic Director	150,000	M
Fagg, Jon/	Sr. Assoc Athletic Director	125,000	M
Trantham, Matt/	Sr. Assoc Athletic Director	130,000	M
Tucker, Jenifer/S.	Sr. Project/Program Director	78,000	F
Faupel, Mike/	Sr. Project/Program Director	80,000	M
Frosolono, Mira/Angela	Sr. Project/Program Director	79,852	F
Harbin, Judd/	Sr. Project/Program Director	85,000	M
Johnson, Larance/M.	Sr. Project/Program Director	73,972	F
Kenner, Aisha/Sherea	Sr. Project/Program Director	85,000	F
Battjes, Jeremy/M.	Sr. Project/Program Director	80,000	M
Tull, Ashley/	Sr. Project/Program Director	90,000	M
Lee, Charlotte/J.	Sr. Project/Program Director	62,457	F
Bowman, Sherril/	Survey Assist Dir	50,000	F
Yazwinski, Tom/	University Professor	103,957	M
Smith, Kimberly/G	University Professor	83,375	M
DiBrezzo, Ro/	University Professor	100,000	F
Hettiarachchy, Navam/S.	University Professor	113,479	F
Shadden, Barbara/Bennett	University Professor	100,000	F

Report all employees as of September 1st

Institution:
University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Jones, Tom/	University Professor	110,996	M
Stewart, James/McDonald	University Professor	121,649	M
Gartin, Barbara/C.	University Professor	78,000	F
Brill, Howard/W	University Professor	184,986	M
Limp Jr., Fred/	University Professor	138,276	M
James, Douglas/Arthur	University Professor	73,218	M
TeBeest, David/Orien	University Professor	115,456	M
Morgan, Gordon/Daniel	University Professor	74,403	M
Waldroup, Park/W	University Professor	127,018	M
Hinton, James/Faulk	University Professor	97,807	M
Clark, John/R.	University Professor	122,515	M
Chapman, Hilary/David	University Professor	107,334	M
Siebenmorgen, Terry/	University Professor	160,547	M
Oliver, Dick/	University Professor	122,369	M
Koepe II, R./	University Professor	96,867	M
Gay, David/E. R.	University Professor	100,600	M
Britton, Charles/R	University Professor	92,110	M
White Jr., Don/	University Professor	87,164	M
Wolf, Duane/Carl	University Professor	131,770	M
Selvam, R./Panneer	University Professor	102,481	M
Robbins, Robert/Thomas	University Professor	98,824	M
Sears, Derek/William	University Professor	101,447	M
Stephen, Fred/M	University Professor	144,381	M
Salisbury, Luti/	University Professor	77,267	F
Pederson, Donald/O	V Chancellor For Finance & Adm	250,000	M
Rankin, James/M.	V Chancellor For Student Aff	217,000	M
Ferritor, Daniel/Edward	V P For Academic Affairs	149,923	M
Goswick, Barbara/A.	V P For Finance & Admin	201,036	F
Rust, Melissa/K.	V P For Univ Rel & Public Ser	140,341	F
Hudson, Richard/B.	Vice Chan.For Govt. & Comm Rel	170,000	M
Choate, Brad/	Vice Chance for Univ. Advanc	260,000	M
Gaber, Sharon/L.	Vice Chancellor	250,000	F
Shult, Milo/J.	Vice Pres For Agriculture	227,500	M

Report all employees as of September 1st

Institution:

University of Arkansas

Completed By:

Don Pederson

Phone Number:

479-575-5828

Name	Title	Annualized Salary	Gender (M or F)
Kemp, Ann/	Vice Pres. For Planning & Dev.	175,000	F
Van Laningham, Kathy/Mandrell	Vice-Provost	138,042	F
Davis, Fred/	WCOB-Distinguished Professor	205,225	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock
Completed By: Steve McClellan
Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Lytle, Alan	Adjunct Assistant Professor	57,707	M
Dobbins, Trakenya	ASC Director	68,000	F
Keating, Bevan	Associate Professor	52,500	M
Xi, Jinxiang	Assist Prof 9 mth - DCISSE	72,000	M
Agarwal, Nitin	Assist Prof 9 mth - EIT	70,000	M
Lai, Lifeng	Assist Prof 9 mth - EIT	75,000	M
Bouaynaya, Nidhal	Assist Professor	72,000	F
Bush, Keith	Assist Professor 9 mth - EIT	70,000	M
Khodakovskaya, Mariya	Assist Professor 9 mth DCISSE	70,000	F
Watson, Luther	Assist. Director Student Union	29,251	M
Compton, Van	Assistant Athletic Director	55,550	F
Turner, Charles	Assistant Athletic Director	56,811	M
Lee, George	Assistant Athletic Director	75,883	M
Hogan, Gary	Assistant Athletic Director	87,927	M
Adams, Matthew	Assistant Coach	15,080	M
Haworth, Jeremy	Assistant Coach	20,000	M
Lowry, Christopher	Assistant Coach	35,000	M
Harrison, Mark	Assistant Coach	36,000	M
Rowan, Michael	Assistant Coach	40,000	M
Cash, Alicia	Assistant Coach	50,000	F
Dallimore, Robert	Assistant Coach	60,000	M
Kleine, Joe	Assistant Coach	60,500	M
Cunningham, Charles	Assistant Coach	70,000	M
Golding, Joseph	Assistant Coach	70,000	M
Johnson, Keesha	Assistant Dean	41,700	F
Clowney, Shannon	Assistant Dean	47,449	F
Kinsey, Dianna	Assistant Dean	68,524	F
Hadden, Lara	Assistant Dean/Instructor	57,000	F

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Cox, Earnest	Assistant Professor	45,044	M
Ross, Frances	Assistant Professor	45,235	F
Jauss, Steve	Assistant Professor	45,520	M
Lloyd, Elvon	Assistant Professor	46,950	M
Clark, Allison	Assistant Professor	47,147	F
Hakutani, Naoki	Assistant Professor	48,000	M
Crisp, Catherine Lau	Assistant Professor	48,143	F
Ross, James	Assistant Professor	48,360	M
Otters, Rosalie	Assistant Professor	48,480	F
Miller, John	Assistant Professor	48,480	M
Cantrell, Chyrle	Assistant Professor	48,500	F
Kippers, Sola	Assistant Professor	48,500	F
Tolliver, LaVerne	Assistant Professor	48,588	F
Mirivel, Julien	Assistant Professor	48,622	M
Hall, Maria	Assistant Professor	48,640	F
Drummond, Andrew	Assistant Professor	48,737	M
Bunch, Clea	Assistant Professor	48,873	F
Boateng, Kwasi	Assistant Professor	48,989	M
Pendergraft, Stacy	Assistant Professor	49,012	F
Dhonau, Stephanie	Assistant Professor	49,139	F
Lewis, Krista	Assistant Professor	49,272	F
Zacher, Dale	Assistant Professor	49,995	M
Tsemunhu, Rudo	Assistant Professor	50,000	F
Wagner, Susanne	Assistant Professor	50,000	F
Lopez Ramirez, Adriana	Assistant Professor	50,000	F
Sedivy-Benton, Amy	Assistant Professor	50,000	F
Henderson, Shannon	Assistant Professor	50,000	F
Anderson, Glenn	Assistant Professor	50,000	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Fisher, David	Assistant Professor	50,060	M
Davis, Marshel	Assistant Professor	50,476	M
Lee, Chang-Hun	Assistant Professor	50,500	M
Clemmons, Karina	Assistant Professor	51,000	F
Kuykendall, John	Assistant Professor	51,000	M
Barnes, Amy	Assistant Professor	51,099	F
Monroe, Ronnie	Assistant Professor	51,510	M
Thomas, Shaun	Assistant Professor	52,000	M
Thompson, Jana	Assistant Professor	52,000	F
Driver, Stephen	Assistant Professor	52,000	M
Saunders, Joy	Assistant Professor	52,045	F
Cates, Kevin	Assistant Professor	52,118	M
Rurup, Debra	Assistant Professor	52,294	F
Wichinsky, Lillian	Assistant Professor	52,500	F
Mullins, Heidi	Assistant Professor	53,000	F
MacFarlane, Bronwyn	Assistant Professor	53,000	F
Gifford, Matthew	Assistant Professor	53,000	M
Belford, Robert	Assistant Professor	53,184	M
Yanoviak, Stephen	Assistant Professor	53,530	M
Cherubin, Hervil	Assistant Professor	53,706	M
Fruechting, Sara	Assistant Professor	53,896	F
Tarasenko, Olga	Assistant Professor	54,644	F
Jones, James	Assistant Professor	55,000	M
Marshall, William	Assistant Professor	55,257	M
Stauffer, Linda	Assistant Professor	56,143	F
Porter, Kimberly	Assistant Professor	56,327	F
Cui, Jingbiao	Assistant Professor	56,343	M
Berry, Brian	Assistant Professor	58,000	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Romney, Charles	Assistant Professor	58,000	M
Ghosh, Anindya	Assistant Professor	58,580	M
Turturro, Carolyn	Assistant Professor	61,431	F
Cheatham, Rosalie	Assistant Professor	61,570	F
Robinson, Gregory	Assistant Professor	62,065	M
Pine, Linda	Assistant Professor	66,000	F
Zeng, Li	Assistant Professor	70,000	M
Babiceanu, Radu	Assistant Professor	72,220	M
Huang, Guoliang	Assistant Professor	72,876	M
Brice, William	Assistant Professor	87,561	M
Hood, Karen	Assistant Professor	90,000	F
Kumar, Gaurav	Assistant Professor	99,069	M
McIntyre, Kristen	Assistant Professor 10.5 mth	54,858	F
Wigand, Floreda	Assistant Professor 10.5 mth	69,767	F
Shapley, Kathy	Assistant Professor 12 month	62,000	F
Atcherson, Samuel	Assistant Professor 12 month	62,418	M
Molsbee, Charles	Assistant Professor 12 month	70,000	M
Thomas, Johanna	Assistant Professor 9 month	48,000	F
Whitefield, Leslie	Assistant Professor 9 month	50,000	F
Karabacak, Tansel	Assistant Professor 9 month	69,741	M
Horton, Aaron	Assistant Professor 9 mth	30,000	M
Finzer, Erin	Assistant Professor 9 mth	45,000	F
Keaton, Douglas	Assistant Professor 9 mth	48,000	M
Happel, Nancy	Assistant Professor 9 mth	49,000	F
Steel, Julianne	Assistant Professor 9 mth	50,000	F
McAbee, Kristina	Assistant Professor 9 mth	50,000	F
Drummond, Karen	Assistant Professor 9 mth	50,000	F
Glazier, Rebecca	Assistant Professor 9 mth	50,000	F

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock
Completed By: Steve McClellan
Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Kyong-McClain, Jeffrey	Assistant Professor 9 mth	50,000	M
Porter, Jess	Assistant Professor 9 mth	50,000	M
Bennett, Sherilyn	Assistant Professor 9 mth	50,000	F
Sweeney, Daniel	Assistant Professor 9 mth	53,025	M
Seigar, Marcus	Assistant Professor 9 mth	53,700	M
Matthews, Amber	Assistant Professor 9 mth	54,000	F
Strang, Ann	Assistant Professor 9 mth	56,000	F
Seo, Hye-Won	Assistant Professor 9 mth	56,343	F
Hasley, Jill	Assistant Professor 9 mth	59,000	F
Akhnoukh, Amin	Assistant Professor 9 mth	68,000	M
Yu, Shucheng	Assistant Professor 9 mth	70,000	M
Xie, Mengjun	Assistant Professor 9 mth	70,000	M
Delaney, Jason	Assistant Professor 9 mth	75,000	M
Woolridge, Richard	Assistant Professor 9 mth	92,000	M
Posey, Michael	Assistant Professor 9 mth	92,000	M
Varela, Otmar	Assistant Professor 9 mth	92,432	M
Parrish, James	Assistant Professor 9 mth	92,500	M
Le, Duong	Assistant Professor 9 mth	110,000	F
Pack, Tresvil	Assistant Professor/Marc	48,500	M
Colvin, Robert	Assistant Registrar	29,251	M
Lewis, Ellen	Assistant Registrar	29,251	F
McGee, Darryl	Assoc Dean of Students	57,356	M
Gentry, Debra	Assoc Dean of Students	63,147	F
Johnson, Gail	Assoc Dir Financial Aid	41,811	F
Kossler-Hulsey, Karen	Assoc Dir of Financial Aid	51,224	F
Stuckey, Peter	Assoc Dir/Computing Services	72,499	M
Johnson, Tracy	Assoc Dir/Computing Svcs	78,780	F
Davis, Rogers	Assoc Director Computing Serv	87,368	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Stewart, June	Assoc Prof Law/Dir of Library	107,120	F
Tudoreanu, Mihail	Assoc Prof/Technical Dir.	79,770	M
Oliver, Ranko	Assoc Professor Law School	99,660	F
Williams-Smith, Marjorie	Assoc Professor10.5/Grad Coord	60,614	F
Bennett, Cynthia	Assoc Research Spec/Director	73,559	F
Lee, Joni	Assoc Vice Chancellor	90,250	F
McClellan, Steven	Assoc Vice Chancellor	91,780	M
Millay, David	Assoc Vice Chancellor	94,000	M
Hall, John	Assoc. Prof./Assoc. Dean Under	101,156	M
Collier-Tenison, Shannon	Assoc. Prof/Interm BSW Coord.	56,088	F
Aiyetoro, Adjoa	Assoc. Professor Law	94,046	F
Edwards, Timothy	Associate Professor	54,187	M
Bailey, Janet	Associate Professor	91,046	F
Rice, Daryl	Associate Dean	93,528	M
Bruhn, Russel	Associate Dean	124,230	M
Drale, Christina	Associate Dean/Professor	89,751	F
Smith, Bruce	Associate Dean/Professor	94,940	M
Lynch, Thomas	Associate Dean/Professor	102,087	M
Fuentes, Elias	Associate Dir/Computing Serv	73,730	M
Nolen, Nathan	Associate Director	72,499	M
Ward, Chelsea	Associate Director-Admissions	40,409	F
Silverstein, Joshua	Associate Prof of Law	90,871	M
Nolen, Amanda	Associate Professor	48,611	F
Peter, Thomas	Associate Professor	48,852	M
Burgin, John	Associate Professor	49,254	M
Barrett, Thomas	Associate Professor	49,875	M
Wood, Betty	Associate Professor	49,974	F
McAdams, JoEllen	Associate Professor	50,000	F

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock
Completed By: Steve McClellan
Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Amrhein, Laura	Associate Professor	50,041	F
Williams, Joseph	Associate Professor	50,303	M
Deiser, Andrew	Associate Professor	50,533	M
Boden, Carrie	Associate Professor	50,600	F
Nahrwold, Cynthia	Associate Professor	50,761	F
Hune, Jennifer	Associate Professor	50,902	F
Richeson, David	Associate Professor	50,908	M
Thombre, Avinash	Associate Professor	51,290	M
Groesbeck, Rolf	Associate Professor	51,549	M
Richardson, Sharon	Associate Professor	51,553	F
Hayn, Judith	Associate Professor	51,584	F
L'eplattenier, Barbara	Associate Professor	51,681	F
Crafts, Edward	Associate Professor	51,950	M
Lindsay, Anne	Associate Professor	52,512	F
Mastin, David	Associate Professor	52,545	M
Vander Putten, James	Associate Professor	52,773	M
Montague, David	Associate Professor	53,000	M
Corwyn, Robert	Associate Professor	53,214	M
Roberson, Carey	Associate Professor	53,293	M
Eshleman, Andrew	Associate Professor	53,353	M
Estes, Sarah	Associate Professor	53,443	F
Duyar, Ibrahim	Associate Professor	53,911	M
Kosmatov, Nickolai	Associate Professor	53,964	M
Hughes, Gail	Associate Professor	53,994	F
Fincher, Mark	Associate Professor	54,000	M
Kushner, Jason	Associate Professor	54,416	M
Minnick, J	Associate Professor	54,588	M
Moley, Pauline	Associate Professor	54,630	F

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Yoder, Richard	Associate Professor	54,640	M
Giese, Jon	Associate Professor	54,641	M
Rhodes, Carlton	Associate Professor	55,021	M
Mann, Kristin	Associate Professor	55,255	F
Hicks, Mary	Associate Professor	55,282	F
Moak, Stacy	Associate Professor	55,550	F
Cellitti, Mirtha	Associate Professor	55,550	F
Hutchinson, Lisa	Associate Professor	55,550	F
Thibeault, Stephanie	Associate Professor	56,000	F
Moore, Erle	Associate Professor	56,145	M
Lubecki, Jacek	Associate Professor	56,205	M
Clifton, Thomas	Associate Professor	56,408	M
Tang, Fusheng	Associate Professor	56,453	M
Cox, Cassandra	Associate Professor	56,547	F
McMillan, Margaret	Associate Professor	57,372	F
Grace, Stephen	Associate Professor	57,982	M
Stapleton, Carl	Associate Professor	58,346	M
Faucett, John	Associate Professor	58,706	M
Wang, Hong	Associate Professor	59,960	F
Strickland, Lana	Associate Professor	60,952	F
Hunter, Angela	Associate Professor	61,131	F
Jordan, Meagan	Associate Professor	61,369	F
Luneau, Marion	Associate Professor	63,152	F
Hall, Frank	Associate Professor	63,216	M
Gilbert, Cynthia	Associate Professor	63,604	F
Rollberg, Jeanne	Associate Professor	64,122	F
Steinmeier, Robert	Associate Professor	64,377	M
Fulmer, James	Associate Professor	65,508	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Williams, Leroy	Associate Professor	66,775	M
Elsalloukh, Hassan	Associate Professor	67,429	M
Moore, Bruce	Associate Professor	67,851	M
McCallum, Daniel	Associate Professor	70,384	M
Madden, Burt	Associate Professor	70,511	M
Pidugu, Srikanth	Associate Professor	72,079	M
Ye, Cang	Associate Professor	72,796	M
Xie, Haiyan	Associate Professor	73,276	F
Adams, Alois	Associate Professor	74,215	M
Kelly, Donna	Associate Professor	74,242	F
Ray, Christopher	Associate Professor	75,020	M
Yoshigoe, Kenji	Associate Professor	75,523	M
Chiang, Chia-Chu	Associate Professor	76,659	M
Watts, Michael	Associate Professor	76,859	M
He, Qingfang	Associate Professor	77,346	M
Tebbetts, George	Associate Professor	77,434	M
Nickels, James	Associate Professor	78,807	M
Jovanovic, Nickolas	Associate Professor	79,241	M
Schafer, Patricia	Associate Professor	81,500	F
Dagtas, Serhan	Associate Professor	82,271	M
Zhang, Jing	Associate Professor	82,341	M
Wu, Ningning	Associate Professor	82,882	F
Wright, Andrew	Associate Professor	83,386	M
Tang, Peiyi	Associate Professor	85,118	M
Marley, Nancy	Associate Professor	88,641	F
Taylor, Cynthia	Associate Professor	91,276	F
Landrum, Nancy	Associate Professor	91,309	F
Kim, Sung-kwan	Associate Professor	98,079	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock
Completed By: Steve McClellan
Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Farewell, Stephanie	Associate Professor	98,369	F
Bell, Joseph	Associate Professor	98,904	M
Daily, Cynthia	Associate Professor	99,509	F
Dearman, David	Associate Professor	102,500	M
Kuralt, Karen	Associate Professor 10.5 mth	59,677	F
Sparti, Frances	Associate Professor 12 month	75,000	F
Grant-Scott, Joyce	Associate Professor 12 month	77,477	F
Maguire, Moira	Associate Professor 9 mth	52,881	F
Zhang, Wenle	Associate Professor 9 mth	72,114	M
Olson, Kelly	Associate Professor Law	100,759	F
Terry, Kelly	Associate Professor of Law	89,013	F
Hoffpauir, Susan	Associate Professor/AVC	87,993	F
Felan, Joe	Associate Professor/Int. Assoc	104,372	M
Garner, William	Associate Professor/Marc	57,298	M
Stevenson, Jerry	Associate Vice Chancellor/Prof	103,510	M
Young, Kathryn	Asst Dean(Acad Affairs/Recruit	57,993	F
Fletcher, Naomi	Asst Dir Aquatics & Fitness	41,500	F
Cain, Terrence	Asst Prof Law School	83,830	M
Bass, Warren	Asst. Dean/(Industrial Rel.)	93,000	M
Love, Jocelyn	Asst. WBB Coach	50,000	F
Fleming, Robert	Budget Director	60,754	M
Anderson, Joel	Chancellor	219,406	M
Greenwood, Sandra	CHIEF OF STAFF/DIR of BUDGET	104,146	F
Musun, Linda	Dean of Extended Programs	105,000	F
Sewall, Angela	Dean of Schls/Colleges/Prof	113,043	F
Brenton, Angela	Dean of Schls/Colleges/Prof	114,277	F
Baldwin, Deborah	Dean of Schools/Colleges	116,088	F
Chelte, Anthony	Dean/Business Admin/Prof.	185,000	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
DiPippa, John	Dean/Dist. Prof. of Law&Policy	209,350	M
Good, Mary	Dean/Engineering & Info Tech	193,885	F
Gealt, Michael	Dean/Professor	161,739	M
Ulmer, Robert	Depart Chair./ Professor	84,857	M
Turney, Howard	Department Chair/Professor	100,677	M
Byrne, Jamie	Department Chair. /Professor	87,376	F
Schlumberger, Ann	Department Chair. /Professor	103,734	F
McMillan, Thomas	Department Chair. /Professor	113,794	M
Thomas, Jan	Department Chair./ Professor	85,731	M
Connelly, Jeffrey	Department Chair./ Professor	95,076	M
Al-Shukri, Haydar	Department Chair./ Professor	116,150	M
Bush, John	Department Chair./Assoc. Prof.	82,171	M
Tramel, James	Department Chair./Assoc. Prof.	105,040	M
Vaughn-Neely, Elizabeth	Department Chair/Assoc Profess	75,750	F
Funk, Mark	Department Chair/Assoc Profess	118,048	M
Parker, Mary	Department Chair/Professor	89,992	F
Hines, Robert	Department Chairperson	71,909	M
Hunt, Andrew	Department Chairperson	72,857	M
Bruhl, Winferd	Department Chairperson	82,062	M
Jensen, George	Department Chairperson	86,096	M
Raphael, Jay	Department Chairperson	96,670	M
Pierce, Elizabeth	Department Chairperson	114,534	F
Mitchell, Robert	Department Chairperson	116,890	M
Bakr, Mamdouh	Department Chairperson	119,046	M
Gaffney, Jeffrey	Department Chairperson	120,975	M
Mohan, Seshadri	Department Chairperson	138,508	M
Giammo, Joseph	Department Chairperson 12 mth	71,420	M
Hall, Tony	Department Chairperson 12 mth	78,481	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock
Completed By: Steve McClellan
Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Nash, Jeffrey	Department Chairperson 12 mth	81,000	M
Philpotts, Harvey	Department Chairperson 12 mth	84,000	M
Garnett, Mary	Department Chairperson 12 mth	85,265	F
Bryan, Karen	Department Chairperson 12 mth	86,000	F
Jacobson, William	Department Chairperson 12 mth	87,817	M
Seker, Remzi	Department Chairperson 12 mth	104,717	M
Kirk, John	Department Chairperson 12 mth	124,000	M
Wayland, Jane	Department Chairperson 12 mth	137,560	F
Oliva, Robert	Dept Chairperson /Professor	145,449	M
Biris, Alexandru	Dir Nano/Chief Scien/Asso Prof	102,500	M
Harrison, Tammy	Dir of Admissions and Records	78,236	F
Denman, Robert	Dir of Development	162,095	M
Hogue, Stacey	Dir of Financial Services	75,000	F
Evans, John	Dir of Special Events Center	55,550	M
Littlefield, Daniel	Dir of SRC/SR Rsch/Ext Spec	96,013	M
Williams, Judy	Dir Univ. Communications	90,900	F
Lochala, John	Dir. Institutional Research	65,000	M
Robertson, Roby	Dir/AR Inst of Govt/Professor	93,013	M
Youngquist, James	Dir/Ark. Inst Econ Adv/Prof	149,000	M
Mason, Jesse	Dir/Cooperative Educ Prog	51,960	M
Bradford, Anne	Dir/Corp & Foundation Relation	78,235	F
Murdock Tangye, Annette	Dir/Instructional/Fac Dev	90,000	F
Hampton, Logan	Dir/Student Development Ct	64,143	M
O'Neal, Kenneth	Director	77,282	M
Boaz, Mary	Director of Planned Giving	81,631	F
Roderick, Janet	Director Arkansas SBDC	121,558	F
Sandusky, Marie	Director Health Services	84,588	F
Peterson, Chris	Director of Athletics	174,062	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Chapman, Cheryl	Director of Children Intl	79,675	F
Werninger, Charles	Director of Printing Svcs	65,650	M
Heath, James	Director of Public Safety I	43,693	M
Vail, Sandra	Director Physical Plant	66,000	F
Hail, Joyce	Director Records & Regist	71,500	F
James, Cleveland	Director Recruitment	85,000	M
Austin, Jan	Director Student Activities	57,702	F
Patterson, Randall	Director Testing Services	52,146	M
Kirk, Harold	Director/Counseling Services	73,000	M
Downs, Sharon	Director/Disability Services	54,398	F
Copeland, Ronald	Director/Research Associate	86,680	M
Rodela, Barbara	Director/Rsch & Sponsored Prog	85,000	F
Beiner, Theresa	Dist Prof Law Sch 9 mth	132,272	F
Oliver, Philip	Dist Prof Law School	130,599	M
Hobbs, Sarah	Distinguished Prof Law School	137,512	F
Flannery, Michael	Distinguished Prof of Law	114,748	M
Slayden, Preston	Division Chief	88,506	M
Hoeft, Thea	DivisionChief for Univ College	88,506	F
Mathis, Malissa	Institutional Assist./Director	50,000	F
Smith, Marcia	Instructor /Assoc. Dir	47,886	F
Quimby, Donna	Interim Chair/Assoc Professor	86,500	F
Zhao, Lixia	Librarian/Assist. Prof	42,000	F
Wen, Wanhong	Librarian/Assistant Professor	46,000	F
Nelson, Brent	Librarian/Assistant Professor	46,069	M
Rose, Donna	Librarian/Assistant Professor	49,985	F
Macheak, Carolyn	Librarian/Assistant Professor	52,915	F
Hill, John	Librarian/Assoc. Professor	70,000	M
Siegel, John	Librarian/Asst. Prof.	42,000	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Li, Hongyu	Librarian/Asst. Professor	42,000	F
Russ, Karen	Librarian/Asst. Professor	43,864	F
James-Barnes, Maureen	Librarian/Asst. Professor	52,915	F
Jascha, Jill	Librarian/Asst. Professor	53,000	F
Burchfield, Jessie	Librarian/Professor	61,251	F
Aitchison, Jada	Librarian/Professor	66,266	F
Serfass, Melissa	Librarian/Professor	66,972	F
Dole, Wanda	Library Dean/Professor	105,040	F
Warrick, Michael	Professor	58,639	M
Sanderson, Robert	Professor	59,385	M
Sherwin, Elisabeth	Professor	59,865	F
Jones, Kim	Professor	61,300	M
Wagner, Gary	Professor	88,472	M
Al-Rizzo, Hussain	Professor	99,991	M
Swingen, Judyth	Professor	53,094	F
Holzer, Linda	Professor	56,455	F
Vinikas, Vincent	Professor	56,825	M
Briscoe, David	Professor	57,806	M
Carenbauer, Michael	Professor	57,932	M
Ito, Kinko	Professor	58,020	F
Smith, Aj	Professor	58,032	M
Dorn, Linda	Professor	58,487	F
Kleve, Maurice	Professor	58,504	M
Herrmann, Andrea	Professor	58,954	F
Mantle, Eric	Professor	59,575	M
Golden, James	Professor	59,843	M
Suter, William	Professor	59,937	M
Brown, Jane	Professor	60,053	F

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock
Completed By: Steve McClellan
Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Cawood, Gary	Professor	60,268	M
Burns, Ralph	Professor	60,493	M
Anderson, Charles	Professor	61,223	M
Flinn, Juliana	Professor	61,784	F
Kleine, Michael	Professor	61,918	M
Pearson, Lucy	Professor	62,185	F
Peck, James	Professor	62,218	M
Wang, Xiaoshen	Professor	62,371	M
Plopper, Bruce	Professor	63,058	M
Smoller, Laura	Professor	63,429	F
Zhao, Wei	Professor	64,293	M
Martin, Floyd	Professor	64,550	M
Vannatta, Dennis	Professor	65,635	M
Thompson, Carol	Professor	65,646	F
Stodola, Kathryn	Professor	66,265	F
Levernier, James	Professor	66,296	M
Driskill, Gerald	Professor	66,318	M
Trevino-Richard, Terry	Professor	66,955	M
Blevins-Knabe, Belinda	Professor	67,003	F
English, Arthur	Professor	67,258	M
Kaufmann, Eric	Professor	67,461	M
Kaiser, Thomas	Professor	67,746	M
Poling, Tommy	Professor	67,859	M
Krain, Mark	Professor	68,394	M
Jauss, David	Professor	68,691	M
Scranton, Margaret	Professor	68,728	F
Anson, Edward	Professor	68,835	M
Baltosser, William	Professor	69,313	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock
Completed By: Steve McClellan
Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Webb, Roger	Professor	69,848	M
Robinson, Ann	Professor	70,221	F
Ye, Xiu	Professor	70,838	F
Darsey, Jerome	Professor	71,191	M
Parins, James	Professor	71,327	M
Shaikh, Ali	Professor	71,964	M
Viswanathan, Tito	Professor	73,043	M
Boury, Robert	Professor	73,403	M
Moneyhon, Carl	Professor	73,543	M
Lanza, Janet	Professor	75,527	F
Chastain, Charles	Professor	78,281	M
Carr, James	Professor	78,869	M
Matson, Joanne	Professor	79,308	F
Rucks, Conway	Professor	80,266	M
Sikes, Robert	Professor	81,888	M
Ford, Richard	Professor	82,714	M
Lindeman, J.	Professor	84,944	M
Liu, Xian	Professor	87,513	M
Menhart, Steve	Professor	88,156	M
Xu, Xiaowei	Professor	88,286	M
Iqbal, Kamran	Professor	88,382	M
Williams, C.	Professor	88,410	M
Milanova, Mariofanna	Professor	88,792	F
Dickerson, Larry	Professor	89,008	M
Blacklock, James	Professor	89,115	M
Elder, Erick	Professor	90,204	M
Edison, Steve	Professor	90,617	M
Anderson, Gary	Professor	91,154	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Womack, Brenda	Professor	91,707	F
Hanson, Richard	Professor	92,453	M
Steinbuch, Robert	Professor	94,289	M
Berleant, Jared	Professor	96,923	M
Bayrak, Coskun	Professor	96,960	M
Patangia, Hiram	Professor	97,140	M
Tudor, Thomas	Professor	97,860	M
Stone, Warren	Professor	97,877	M
Geissler, Gary	Professor	98,865	M
Holland, Larry	Professor	100,234	M
Ledbetter, Michael	Professor	100,293	M
Kim, Jung	Professor	107,128	M
Kusel, Jimmie	Professor	108,988	M
Minsker, Steven	Professor	109,473	M
Chan, Yu-Po	Professor	114,362	M
Jennings, Steven	Professor	118,805	M
Terry, Andy	Professor	122,258	M
Talburt, John	Professor	128,580	M
Walker, Jeffery	Professor 10.5 mth	71,512	M
Bhattacharyya, Abhijit	Professor 10.5 mth - DCISSE	105,842	M
Smith, Patricia	Professor 12 month	75,956	F
McGee, Newman	Professor 9 month	69,664	M
Reddy, Rama	Professor 9 month	101,808	M
Clausen, Jeanette	Professor 9 mth	68,680	F
Galchus, Kenneth	Professor 9 mth	84,593	M
Chen, Tar-pin	Professor 9 mth	89,438	M
Midturi, Swaminadham	Professor 9 mth	116,219	M
Nisanci, Ibrahim	Professor 9 mth - DCISSE	101,237	M

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock

Completed By: Steve McClellan

Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Barger, Coleen	Professor Law	106,817	F
Fendler, Frances	Professor Law	125,047	F
Sullivan, James	Professor Law	127,262	M
Gallant, Kenneth	Professor Law School	130,113	M
Casey, Paula	Professor Law School	130,414	F
Gould, Kenneth	Professor Law School	133,523	M
Foster, Lynn	Professor Law School	137,512	F
Goldner, Charles	Professor Law School	139,660	M
Peltz Steele, Richard	Professor Law School 9 mth	105,708	M
Epps, Angela	Professor/Assoc. Dean	104,448	F
Lewis, Johanna	Professor/Associate Dean	90,152	F
Ramsey, Clifford	Professor/Dir/Univ Scholars Pr	93,813	M
Hudson, Mitchell	Professor/Director	101,999	M
McAlpine, David	Professor/Grad Coordinator	83,248	M
Goldner, Susan	Professor/Librarian	70,260	F
Fitzhugh, Kathryn	Professor/Librarian	79,867	F
Reynolds, Leonard	Project/Program Director	30,300	M
Breeding, Ronald	Project/Program Director	40,990	M
Angolia, Joseph	Project/Program Director	42,420	M
Hall, Julia	Project/Program Director	60,000	F
Blonsky, Gary	Project/Program Director	61,928	M
Brownlee, John	Project/Program Director	68,121	M
Norwood, Wynton	Project/Program Director	69,817	M
Stoddard, Timothy	Project/Program Director	74,235	M
Parker, Jay	Project/Program Director	74,235	M
Belcher, David	Provost & VCAA	171,886	M
Challenger, Laura	Rcsh. Assoc./Finc'l Acct.	50,000	F
Eldridge, Donna	Research Assist/Assistant Dir	51,890	F

Report all employees as of September 1st

Institution: University of Arkansas at Little Rock
Completed By: Steve McClellan
Phone Number: 501-569-3202

Name	Title	Annualized Salary	Gender (M or F)
Kaufman, Sharon	Research Assoc/Assist Director	55,000	F
Cash, Tammie	Research Assoc/Assoc Director	60,000	F
Burris, Mark	Research Assoc/Dir of STaR	63,630	M
Xu, Yang	Research Assoc/Res Asst Prof	56,480	F
Li, Zhongrui	Research Assoc/Rsch Asst Prof	70,000	M
Ali, Nawab	Research Associate Professor	54,273	M
Liu, Zhijun	Research Associate/Assoc. Direc	65,000	F
Rodgers, Sabrenna	Research Asst/Dir of Finance	40,000	F
Dean, Jeanna	Rsch Asso/Asst Dir of Finance	42,420	F
Watanabe, Fumiya	Rsch Assoc/Res Asst Pr	78,212	M
Jackson, Kimberly	Rsch. Assoc./Dir Benton	46,426	F
Elliott, John	Rsch. Assoc./Dir of Dev.	75,000	M
Brown, Valerie	Rsch. Assoc./TRIO Director	60,095	F
Henderson, Brian	Rsch. Asst./Student Serv. Dir.	40,400	M
Sink, David	Sr Research Spec/ Professor	98,579	M
Donaldson, Charles	VC Educational Services	125,957	M
Adams, Robert	VC Finance/Administration	170,032	M
Winston, Evelyn	VC for Information Services	116,118	F
Walker, William	VC University Advancement	118,633	M
Walker, J	Vice Provost Innovation & Comm	172,385	M
Mitchell, Alicia	Visiting Asst Professor of Law	73,830	F
Pellicane, Patrick	VP/Dean of Grad Sch	160,000	M
Powell, Lawrence	Whitbeck-Beyer Chair/AssocProf	109,128	M

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Last Name	First Name	Middle Name	Job Title	Salary Paid	Gender
ABEDI	FARROKH		ASSOCIATE PROFESSOR	\$66,909.50	Male
ALEXANDER, SR.	MICHAEL	A	ASSISTANT PROFESSOR	\$62,924.85	Male
BACON	MARTHA	I	ASSISTANT PROFESSOR	\$41,209.51	Female
BARDIN	TINA	J	DIRECTOR OF CAREER PATHWAYS	\$36,279.84	Female
BECKER	PAUL	J	PROFESSOR	\$52,623.00	Male
BLOOM	SARAH	J	ASSOCIATE PROFESSOR	\$40,252.77	Female
BORSE	GREGORY	A	ASSISTANT PROFESSOR	\$39,559.95	Male
BRADSHAW	JEROD		DIRECTOR OF UPWARD BOUND	\$10,272.07	Male
BRAMLETT	JOSEPH	M	DEAN OF SCHOOLS	\$87,720.00	Male
BRANCH	LINDA	C	DIRECTOR OF VOCATIONAL COUNSELING	\$46,913.88	Female
BREWER	SUSAN	C	DIRECTOR OF STUDENT FINANCIAL AID	\$63,231.96	Female
BROWN	CLAY	E	V/C UNIVERSITY ADVANCEMENT & PUBLIC SERVICE	\$115,833.72	Male
CABANISS	ROY	F	PROFESSOR	\$75,219.93	Male
CANTRELL	SHARON	E	TECHNICAL CENTER DIRECTOR OF INSTRUCTORS	\$63,240.00	Female
CLAYTON	MARSHA		ASSOCIATE PROFESSOR	\$79,598.88	Female
CLUBB	RICHARD	D	PROFESSOR	\$53,060.22	Male
CORBY	RICHARD	A	PROFESSOR	\$64,884.24	Male
CROW	JAMES	C	ASSISTANT PROFESSOR	\$47,138.13	Male
DAVIS	STEVE	A	DIRECTOR OF FINE ARTS CENTER	\$32,624.88	Male
DAY	JOHN	K	ASSISTANT PROFESSOR	\$41,616.00	Male
DOLBERRY	CHARLES	L	ASSOCIATE PROFESSOR	\$46,216.26	Male
DOSS	PEGGY	M	DEAN OF SCHOOLS	\$104,693.88	Female
DUPREE	SANDRA	K	DIRECTOR OF LIBRARY	\$77,271.12	Female
EDSON JR	JAMES		PROFESSOR	\$69,401.70	Male
EFIRD	ELIZABETH	CAROLE	ASSOCIATE PROFESSOR	\$44,391.06	Female
EUBANKS	RANELLE		ASSOCIATE V/C OF ACADEMIC AFFAIRS	\$83,640.00	Female
EVANS	LAURA	K	ASSISTANT PROFESSOR	\$49,878.00	Female
EVERTS	DOROTHY	E	ASSOCIATE PROFESSOR	\$51,357.99	Female
FAWLEY	KAREN	P	ASSISTANT PROFESSOR	\$42,864.21	Female

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Last Name	First Name	Middle Name	Job Title	Salary Paid	Gender
FAWLEY	MARVIN	W	ASSOCIATE PROFESSOR	\$21,200.00	Male
FELIX	ALEXANDRA	B	ASSISTANT PROFESSOR	\$65,024.88	Female
FELTS	CHRISTINE	L	ASSOCIATE PROFESSOR	\$57,870.90	Female
FENDLEY	BRYAN	T	DIRECTOR OF DISTANCE LEARNING	\$56,485.43	Male
FENOLIA	AMY	L	DIRECTOR OF DISABILITY SERVICES	\$30,945.84	Female
FICKLIN	ROBERT	L	ASSOCIATE PROFESSOR	\$66,252.84	Male
FLEMISTER	LAURA	B	DIRECTOR OF ALUMNI AFFAIRS	\$15,356.40	Female
FRANCIS	PAUL	B	PROFESSOR	\$63,055.80	Male
FREER	JENNIFER	S	ASSISTANT PROFESSOR	\$22,439.97	Female
GOUNER	PAM		DEAN OF SCHOOL	\$72,828.00	Female
GRABER	ROBERT	S	ASSOCIATE PROFESSOR	\$73,988.82	Male
GULLEDGE	DEXTER	E	PROFESSOR	\$75,391.11	Male
HAIRSTON	BRIAN	W	DEAN OF SCHOOL	\$74,424.20	Male
HAMMETT	REBECCA		DIRECTOR OF ADMIN. SERVICES	\$42,032.04	Female
HAMMETT	TED	M	ASSOCIATE PROFESSOR	\$76,677.75	Male
HENDRIX	JEAN	P	ASSOCIATE PROFESSOR	\$58,780.71	Male
HOYLE	BOBBY	D	DIRECTOR OF INFORMATION TECHNOLOGY	\$87,489.60	Male
HUANG	JINMING		ASSISTANT PROFESSOR	\$44,217.00	Male
HUDGINS	JAMES	A	DIRECTOR OF PHYSICAL PLANT	\$75,138.88	Male
HUGHES	JAY	L	V/C FOR STUDENT AFFAIRS	\$81,191.66	Male
HUNNICUTT	DONNA		ASSISTANT PROFESSOR	\$61,383.72	Female
HUNT	JOHN	L	ASSOCIATE PROFESSOR	\$45,098.91	Male
JAMES	LOUIS	J	DEAN OF SCHOOLS	\$99,473.16	Male
JEAN-FRANCOIS	LESLY		ASSISTANT PROFESSOR	\$40,579.92	Male
JONES	C	MORRELL	PROFESSOR	\$69,482.16	Male
JONES	JAY	S	VICE-CHANC. FOR FINANCE & ADMIN.	\$119,351.19	Male
JONES	TAWANA	R	DIRECTOR OF UPWARD BOUND/STUDENT SUPPORT SERV	\$49,209.00	Female
KIDWELL II	JOHN	H	DIRECTOR OF PUBLIC SAFETY I	\$48,487.92	Male
KIM	MYEONG	W	ASSOCIATE PROFESSOR	\$47,367.09	Male

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Last Name	First Name	Middle Name	Job Title	Salary Paid	Gender
KING	KATHY	B	ASSOCIATE PROFESSOR	\$60,453.81	Female
KISSELL JR	ROBERT	E	ASSOCIATE PROFESSOR	\$69,868.92	Male
KLUENDER	RICHARD	A	DEAN FOREST RESOURCES/DIR. AFRC	\$64,947.84	Male
KUTTENKULER	SCOTT		ASST. V/C OF STUDENT AFFAIRS/ DEAN OF STUDENT	\$64,611.57	Male
LANG	VERA	L	ASSOCIATE PROFESSOR	\$55,074.06	Female
LASSITER	H	JACKSON	CHANCELLOR, U OF A MONTICELLO	\$180,540.00	Male
LIECHTY	HAL	O	PROFESSOR	\$94,390.20	Male
LOBITZ	BEVERLY	J	ASSISTANT PROFESSOR	\$52,626.87	Female
LONGING	JEFFREY	L	ASSISTANT PROFESSOR	\$42,312.78	Male
LYKENS	SCOTT	A	ASSOCIATE PROFESSOR	\$40,971.15	Male
LYNDE JR	LOWELL	F	ASSOCIATE PROFESSOR	\$59,015.19	Male
MANNING	GLENN	J	ASSISTANT PROFESSOR	\$41,616.00	Male
MARSH	ANGELA	J	ASSOCIATE PROFESSOR	\$64,859.85	Female
MARSHALL	GARY	T	PROFESSOR	\$53,409.15	Male
MARTIN	SUE	S	ASSISTANT PROFESSOR	\$66,313.92	Female
MASSEY	C.	DWAYNE	ASSISTANT PROFESSOR	\$43,936.65	Male
MATTHEWS	BETTY	A	PROFESSOR	\$68,533.83	Female
MCKEE	ADAM	J	ASSOCIATE PROFESSOR	\$46,721.16	Male
MEGGS	GARY		ASSOCIATE PROFESSOR	\$58,060.60	Male
MEHMOOD	SAYEED	R	ASSOCIATE PROFESSOR	\$68,212.68	Male
MOORE	ROBERT		PROFESSOR	\$48,830.04	Male
O'FALLON	LEIA	D	ASSOCIATE PROFESSOR	\$56,304.00	Female
PACK	LESTER	D	ASSOCIATE PROFESSOR	\$45,170.70	Male
PATTERSON	DAVID	W	PROFESSOR	\$20,632.44	Male
PATTERSON	JOHN	DENNIS	ASSOCIATE PROFESSOR	\$76,688.91	Male
PAYNE	DIANE		ASSOCIATE PROFESSOR	\$41,101.02	Female
PELKKI	MATTHEW		PROFESSOR	\$105,920.88	Male
PHILLIPS	BECKY	L	ASSISTANT PROFESSOR	\$58,366.26	Female
PONIEWAZ	WAYNE	R	ASSOCIATE PROFESSOR	\$60,266.97	Male

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Last Name	First Name	Middle Name	Job Title	Salary Paid	Gender
POWELL	MITCHELL	A	DIRECTOR OF STUDENT PROGS & ACTIVITIES	\$45,414.24	Male
RATCLIFF	CHRISTOPHER	M	DIRECTOR OF ATHLETICS	\$70,306.44	Male
RATLIFF	CRYSTAL	S	DIR. OF ACADEMIC ADVISING	\$47,993.16	Female
RAY	R	DAVID	VICE-CHANC. FOR ACAD AFFAIRS & PROVOST	\$138,166.08	Male
REEDER	NEELEY		ASSISTANT PROFESSOR	\$58,306.61	Female
REEVES	MINDY	R	DIR. OF STUDENT PROG & ACTIVITIES	\$36,937.92	Female
RICHARD	THOMAS	A	PROFESSOR	\$48,101.94	Male
RIPPEE, JR	WILLIAM	R	DIRECTOR OF ENGINEERING SYSTEMS	\$51,378.12	Male
ROCCONI	CHARLES	A	DIRECTOR OF STUDENT PROGS & ACTIVITIES	\$44,062.92	Male
RODGERS	LAWARN		DIRECTOR OF CAREER PATHWAYS	\$41,616.00	Female
RUSHING	LINDA	F	VICE-CHANCELLOR - CROSSETT	\$86,799.96	Female
SAULSBERRY	REJENA		ASSISTANT PROFESSOR	\$43,696.89	Female
SAYYAR	HASSAN		ASSOCIATE PROFESSOR	\$54,341.91	Male
SCHULER	JAMIE	L	ASSISTANT PROFESSOR	\$66,704.04	Male
SELBY	LORI	K	ASSOCIATE PROFESSOR	\$64,873.17	Female
SERNA	JUAN	D	ASSISTANT PROFESSOR	\$43,281.00	Male
SHAW	ANITA	LOUISE	ASSOCIATE PROFESSOR	\$56,387.79	Female
SHEA	WILLIAM	L	PROFESSOR	\$67,842.99	Male
SIMS	CHRISTOPHER	G	ASSOCIATE PROFESSOR	\$46,956.15	Male
SITTON	RONALD	W	ASSOCIATE PROFESSOR	\$44,312.85	Male
SKINNER	KENT		PROFESSOR	\$59,613.80	Male
SPENCER	MARK	M	DEAN OF SCHOOLS	\$90,963.77	Male
SPRINGER	THOMAS	P	DEAN OF SCHOOLS	\$71,400.00	Male
STARK, JR	CHARLES	R	PROFESSOR	\$61,323.03	Male
STEWART	E	KATE	PROFESSOR	\$57,541.05	Female
STEWART	MARY	J	ASSISTANT PROFESSOR	\$45,257.22	Female
STRONG	CAROL		ASSISTANT PROFESSOR	\$59,506.90	Female
TAPPE	PHILIP	A	PROFESSOR	\$116,313.12	Male
TAYLOR	CHARLOTTE	D	ASSOCIATE PROFESSOR	\$67,898.07	Female

Report all employees as of September 1st

Institution: University of Arkansas - Fort Smith

Completed By: Darin Doubrava

Phone Number: 479-788-7456

Last Name	First Name	Middle Name	Job Title	Salary Paid	Gender
TAYLOR	M.	JEFFREY	ASSOCIATE PROFESSOR	\$50,900.94	Male
TERRELL	S	MAX	PROFESSOR	\$60,196.86	Male
TUCKER	LINDA	C	DIRECTOR OF VOCATIONAL COUNSELING	\$58,464.12	Female
VAUGHN	TAMMY		DIRECTOR/PI	\$53,999.88	Female
WALKER	MARIE		ASSISTANT PROFESSOR	\$42,840.00	Female
WALSH	CALEB	M	DIRECTOR OF CAREER PATHWAYS	\$8,500.00	Male
WALTER	KAY	J	ASSISTANT PROFESSOR	\$39,763.98	Female
WALTERS	SHARON	J	ASSOCIATE PROFESSOR	\$57,021.93	Female
WARE	BOB	G	VICE-CHANCELLOR - MCGEHEE	\$86,799.96	Male
WEIH, JR	ROBERT	C	PROFESSOR	\$105,126.24	Male
WELLS	BELINDA	J	ASSISTANT PROFESSOR	\$46,818.00	Female
WHITE JR	DONNELL	D	ASSOCIATE PROFESSOR	\$80,356.76	Male
WHITING	MARY	M	DIRECTOR OF ADM. & ENROLLMENT MGMT.	\$67,800.72	Female
WHITWORTH	WHITNEY	A	ASSOCIATE PROFESSOR	\$49,670.82	Female
WILLIAMS	ANDREW	L	ASSISTANT PROFESSOR	\$42,840.00	Male
WRIGHT	CHRISTOPHER	J	ASSISTANT PROFESSOR	\$42,101.01	Male
YOUNG	CLINTON	D	ASSISTANT PROFESSOR	\$40,799.97	Male
ZIMMERLY	CAROLYN	A	ASSISTANT PROFESSOR	\$43,936.65	Female

Report all employees as of September 1st

Institution:

Completed By:

Phone Number:

University of Arkansas for Medical Sciences

Kim Finne

686-7076

Name	Title	Annualized Salary	Gender (M or F)
HALL , BECKY G	Area Director for AHEC	\$ 139,624.74	F
MAPLES JR. , JULIAN E	Area Director for AHEC	\$ 101,500.00	M
Fitts , Michael D	Area Director for AHEC	\$ 112,200.00	M
COLE , RONNIE L	Area Director for AHEC	\$ 114,163.50	M
Moore , Dennis F	Area Director for AHEC	\$ 132,640.80	M
HEARD , DON A	Area Director for AHEC	\$ 135,000.00	M
Gullett Jr , Robert R	Area Director for AHEC	\$ 223,750.36	M
Shell , Laurie A	Art Director	\$ 56,100.00	F
Wigley , Jennifer L	Assistant Campus Budget Director	\$ 77,248.68	F
Taylor , Cory L	Assistant Dean	\$ 66,300.00	F
ROBERTSON , MARY G	Assistant Dean	\$ 75,208.68	F
STERBA , KRISTEN M	Assistant Dean	\$ 75,790.08	F
WOOTEN , ELAINE B	Assistant Dean	\$ 85,804.80	F
Hoyle , Carla Stacy	Assistant Dean	\$ 88,597.20	F
Sanders , Willa B	Assistant Dean	\$ 89,457.10	F
MCKAY , DWANA S	Assistant Dean	\$ 90,655.56	F
MCCARTHY , SUZANNE G	Assistant Dean	\$ 93,393.70	F
EMERSON , TONI L	Assistant Dean	\$ 99,246.00	F
CARD-HIGGINSON , PAULA	Assistant Dean	\$ 115,534.84	F
Flowers , Schwanda K	Assistant Dean	\$ 117,642.72	F
MCROBERTS , JACKIE E	Assistant Dean	\$ 54,067.14	M
TYLER , H. O	Assistant Dean	\$ 68,674.43	M
Forst , Louis G	Assistant Dean	\$ 94,377.95	M
EAST , THOMAS C	Assistant Dean	\$ 104,687.50	M
SOUTH , TOM G	Assistant Dean	\$ 105,421.08	M
Buron , William M	Assistant Dean	\$ 105,800.00	M
West , Rod W	Assistant Dean	\$ 106,450.12	M
Stover , Paul M	Assistant Dean	\$ 115,000.00	M
COOK , JOE D	Assistant Dean	\$ 116,119.04	M
Wallace , Mario D	Assistant Director of Campus Housekeepin	\$ 48,053.22	M
Backus , Wendy D	Assistant Director of COM HR	\$ 54,602.00	F
LANGSTON , TRICIA M	Assistant Director of Contract Services	\$ 44,393.87	F
Sellars , Debra Lynne	Assistant Director of CUMG	\$ 82,764.62	F

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Scanlan , Beth L	Assistant Director of IRB	\$ 52,058.76	F
JOHNSON , TONYA L	Assistant Director of Nutrition Services	\$ 71,380.37	F
Nickleson , Rebecca A	Assistant Director of Off Rsch/Spon Prog	\$ 52,473.15	F
Garcia , Shelli A	Assistant Director of Parking	\$ 42,338.16	F
Avants , Cheryl L	Assistant Director of Pharmacy	\$ 113,266.00	F
CARVER , NIKI L	Assistant Director of Pharmacy	\$ 116,070.15	F
PILCHER , MELANIE B	Assistant Director of Pharmacy	\$ 116,651.17	F
ROBERTS , JENNIFER A	Assistant Director of Pharmacy	\$ 121,093.99	F
TOWELL , RANDY	Assistant Director of Pharmacy	\$ 124,363.27	M
THANNISCH , RAY W	Assistant Director of Pharmacy	\$ 124,363.69	M
Taylor , Troy M	Assistant Director of Physical Plant	\$ 54,456.19	M
Morris , Roy G	Assistant Director of Physical Plant	\$ 73,440.00	M
RYALS , JOHN D	Assistant Director of Physical Plant	\$ 74,160.75	M
JOHNSON , WILLIAM A	Assistant Director of Physical Plant	\$ 76,164.56	M
Kinzel Jr , Robert L	Assistant Director of Plan Giv/NWA Gifts	\$ 80,354.58	M
Perry , Layton D	Assistant Director of Procurement	\$ 46,377.04	M
Mikesell , Brandie L	Assistant Director of Programs	\$ 60,000.00	F
Long , Teresa A	Assistant Director of Programs	\$ 71,666.11	F
DEDNER , NAKIA A	Assistant Director of Stud Activ & Housi	\$ 47,514.66	F
McReynolds , Alisha M	Assistant Director of Stud Financial Aid	\$ 45,000.00	F
Caldwell , Elizabeth G	Assistant Director of Univ Relations	\$ 68,822.46	F
Jones , Susan K	Assistant Director of Volunteer Services	\$ 45,000.00	F
Anderson , Jennifer M.	Assistant Professor	\$ 1.00	F
COHEN , TERRI R	Assistant Professor	\$ 1,200.00	F
Dubbert , Patricia M	Assistant Professor	\$ 1,340.00	F
Pickett , Martha A	Assistant Professor	\$ 5,000.00	F
SKAUG , PHYLLIS E	Assistant Professor	\$ 9,457.24	F
Paschall , Gayla Y	Assistant Professor	\$ 12,240.00	F
Moseley , Elizabeth	Assistant Professor	\$ 20,004.00	F
ATKINSON , KATHLEEN M	Assistant Professor	\$ 21,204.00	F
Hughes , Julia S	Assistant Professor	\$ 24,000.00	F
Bansal , Anshu	Assistant Professor	\$ 25,200.00	F
Buchmann , Julissa	Assistant Professor	\$ 27,416.00	F

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Ritchie , Susan	Assistant Professor	\$ 30,098.16	F
SCHEXNAYDER , REBECCA E	Assistant Professor	\$ 34,726.00	F
Drummond , Karen L	Assistant Professor	\$ 38,000.00	F
Cheney , Ann M	Assistant Professor	\$ 38,000.00	F
Denson , Alyson L	Assistant Professor	\$ 40,456.00	F
CASTLEBERRY , GENNIE R	Assistant Professor	\$ 42,028.08	F
Upreti , Meenakshi	Assistant Professor	\$ 42,330.00	F
Pulliam , Elizabeth	Assistant Professor	\$ 42,840.00	F
INGRAM , LIBBY E	Assistant Professor	\$ 45,000.00	F
Gess , Jennifer L	Assistant Professor	\$ 45,000.00	F
Pike , Shelli A	Assistant Professor	\$ 46,108.96	F
Wheeler , Marcia	Assistant Professor	\$ 50,000.00	F
Jennings , Joy	Assistant Professor	\$ 50,182.98	F
Davis , Karen	Assistant Professor	\$ 50,451.24	F
English , Beverly S	Assistant Professor	\$ 51,750.00	F
Thomas , Sheila L	Assistant Professor	\$ 52,020.00	F
Padala , Kalpana P	Assistant Professor	\$ 53,775.00	F
Rainey , Larronda M	Assistant Professor	\$ 53,838.66	F
MARTIN-WATSON , ALICE L	Assistant Professor	\$ 53,926.27	F
WAYNE , RACHEL L	Assistant Professor	\$ 54,055.00	F
Diles , Karen E	Assistant Professor	\$ 54,460.34	F
Todorova , Valentina K.	Assistant Professor	\$ 56,100.00	F
Cui , Li	Assistant Professor	\$ 56,100.00	F
AGARWAL , MONICA	Assistant Professor	\$ 56,250.00	F
Davis , Romona L	Assistant Professor	\$ 56,315.00	F
PANG , Li	Assistant Professor	\$ 57,962.00	F
Berryman , Sandra N	Assistant Professor	\$ 59,819.94	F
Pierce , Sara L	Assistant Professor	\$ 60,000.00	F
Huff , Deborah Cooley	Assistant Professor	\$ 60,343.00	F
Haynes , Lisa S	Assistant Professor	\$ 60,796.00	F
Hyatt , Daphne N	Assistant Professor	\$ 61,200.00	F
Canon , Honor	Assistant Professor	\$ 61,200.00	F
GRISSOM , NEENA L	Assistant Professor	\$ 61,455.00	F

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Enderlin , Carol Ann	Assistant Professor	\$ 61,648.80	F
Kersey , Sharon K	Assistant Professor	\$ 61,648.80	F
HOELZEMAN , JENNIFER C	Assistant Professor	\$ 61,924.00	F
Sledge , Rhonda L.	Assistant Professor	\$ 62,424.00	F
WOODS , LUGENE A	Assistant Professor	\$ 63,225.11	F
Dorman , Dona M	Assistant Professor	\$ 64,000.00	F
Gonzales , Dana L	Assistant Professor	\$ 64,260.00	F
Ackerman , Sandra G	Assistant Professor	\$ 64,504.80	F
Smith , Nancy M	Assistant Professor	\$ 66,300.00	F
Wang , Yu-Chi Annie	Assistant Professor	\$ 66,300.00	F
DILLON , MARY C	Assistant Professor	\$ 67,118.04	F
Rooker , Janet	Assistant Professor	\$ 67,586.46	F
DELONEY , LINDA A	Assistant Professor	\$ 67,900.00	F
Blossom , Sarah	Assistant Professor	\$ 68,193.00	F
MILLER , TERRI L	Assistant Professor	\$ 68,400.00	F
Negron , Larissa R	Assistant Professor	\$ 68,750.00	F
Jarrett , Diane M	Assistant Professor	\$ 69,000.00	F
Lefler , Leanne	Assistant Professor	\$ 69,608.88	F
Compton Sparks , M Denise	Assistant Professor	\$ 70,000.00	F
Saylors , Cynthia P	Assistant Professor	\$ 70,278.00	F
BEGGS , MARJORIE L	Assistant Professor	\$ 70,562.21	F
GOODWIN , JULIA A	Assistant Professor	\$ 70,719.66	F
Whitmore , Jennifer J	Assistant Professor	\$ 71,000.00	F
Pasold , Tracie L	Assistant Professor	\$ 71,400.00	F
Lyle , Kristin C	Assistant Professor	\$ 71,419.00	F
Alberty , Bernadette A	Assistant Professor	\$ 71,760.50	F
Nagarajan , Uma	Assistant Professor	\$ 72,000.00	F
Harp , Janet A	Assistant Professor	\$ 72,133.38	F
Hunt , Hillary R	Assistant Professor	\$ 72,420.00	F
HUTTON , TERRI J	Assistant Professor	\$ 72,996.00	F
Bryant , Keneshia J	Assistant Professor	\$ 73,247.00	F
Nesmith , Clare	Assistant Professor	\$ 73,440.00	F
Petty , Christina M	Assistant Professor	\$ 73,534.86	F

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Holmes , Khiela J	Assistant Professor	\$ 73,900.00	F
Betts , Kelly J	Assistant Professor	\$ 73,978.56	F
Ragsdale , Patricia Sue	Assistant Professor	\$ 73,978.56	F
Kuhlmann , Martha	Assistant Professor	\$ 73,978.56	F
LANGE , BERNADETTE M	Assistant Professor	\$ 74,480.00	F
Thompson , Jana W	Assistant Professor	\$ 75,419.00	F
Pawar , Snehalata A	Assistant Professor	\$ 75,480.00	F
HARRINGTON , SARAH E	Assistant Professor	\$ 75,600.00	F
Coe-Hout , April	Assistant Professor	\$ 75,770.70	F
Jeans , Charlotte K	Assistant Professor	\$ 76,000.00	F
Vo , Haley	Assistant Professor	\$ 76,312.50	F
CROKER , MARY E	Assistant Professor	\$ 77,604.00	F
Heo , Seongkum	Assistant Professor	\$ 79,000.00	F
MCLEANE , LAURA R	Assistant Professor	\$ 79,529.00	F
Crook , Tina A	Assistant Professor	\$ 79,800.00	F
TELEMAQUE , SABINE	Assistant Professor	\$ 80,067.00	F
Kleiner , Jennifer S.	Assistant Professor	\$ 81,000.00	F
Hunter , Karen K	Assistant Professor	\$ 81,442.51	F
Calhoun , Linda K.	Assistant Professor	\$ 81,557.16	F
Franco , Aime T	Assistant Professor	\$ 83,000.00	F
Krukowski , Rebecca A	Assistant Professor	\$ 83,640.00	F
Perez-Fournier , Marina M	Assistant Professor	\$ 84,000.00	F
Andres , Aline	Assistant Professor	\$ 84,577.00	F
Aykin-Burns , Nukhet	Assistant Professor	\$ 85,000.00	F
Yeary , Karen H	Assistant Professor	\$ 85,099.52	F
FELIX , HOLLY	Assistant Professor	\$ 85,110.96	F
MYATT , SHERRY M	Assistant Professor	\$ 86,263.44	F
Bellando , Betty Jayne	Assistant Professor	\$ 86,930.00	F
Boerma , Marjan	Assistant Professor	\$ 87,086.21	F
Rhoads , Sarah J	Assistant Professor	\$ 87,720.00	F
Payakachat , Nalin	Assistant Professor	\$ 88,000.50	F
Everett , Betty L.	Assistant Professor	\$ 89,000.00	F
Moore , Page	Assistant Professor	\$ 90,069.06	F

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Cassidy , Shelia	Assistant Professor	\$ 90,630.00	F
O'Brien , Catherine E	Assistant Professor	\$ 90,645.36	F
Stinnett , Ashley	Assistant Professor	\$ 91,800.00	F
Li , Chenghui	Assistant Professor	\$ 91,813.52	F
BECTON , DEBRA D	Assistant Professor	\$ 92,140.00	F
ENGLISH , JUJUAN B	Assistant Professor	\$ 92,171.28	F
Seaton , Victoria A	Assistant Professor	\$ 93,000.00	F
Stafford , Rachel A	Assistant Professor	\$ 93,000.00	F
Dickey , Tiffany A	Assistant Professor	\$ 93,000.00	F
Dayer , Lindsey	Assistant Professor	\$ 93,840.00	F
Tang , Xinyu	Assistant Professor	\$ 95,187.00	F
Reinhardt , Melanie A	Assistant Professor	\$ 95,485.72	F
Le , Dao	Assistant Professor	\$ 95,485.72	F
HARTWIG , MARY S	Assistant Professor	\$ 95,548.98	F
Jones , Kendrea M	Assistant Professor	\$ 96,310.44	F
Pace , Anne C	Assistant Professor	\$ 96,378.78	F
Crader , Marsha F	Assistant Professor	\$ 96,631.28	F
Edwards , Megan	Assistant Professor	\$ 96,737.82	F
Kim , Elizabeth L	Assistant Professor	\$ 98,000.00	F
Claborn , Melanie K	Assistant Professor	\$ 98,360.52	F
Engelen , Marielle	Assistant Professor	\$ 98,642.16	F
Martin , Terri L	Assistant Professor	\$ 98,673.58	F
AKINS , VICTORIA	Assistant Professor	\$ 101,152.56	F
Coley , Carla D	Assistant Professor	\$ 102,875.16	F
Purvis , Jennifer M	Assistant Professor	\$ 103,000.00	F
Hudson , Jonell S	Assistant Professor	\$ 103,020.00	F
Neill , Kathryn K	Assistant Professor	\$ 103,922.70	F
Glazko , Galina V	Assistant Professor	\$ 104,000.00	F
UDOUJ , JANET M	Assistant Professor	\$ 106,366.00	F
Evans , Lisa J	Assistant Professor	\$ 106,375.00	F
HARIK , NADA	Assistant Professor	\$ 108,453.00	F
Brush-Strode , Natalie J	Assistant Professor	\$ 108,900.00	F
Pomtree , Mindy M	Assistant Professor	\$ 112,000.00	F

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Name	Title	Annualized Salary	Gender (M or F)
SACCENTE , CAROLYN S	Assistant Professor	\$ 113,562.00	F
KOZLOWSKI , KAREN J	Assistant Professor	\$ 114,879.54	F
Bailey , Amanda M	Assistant Professor	\$ 115,000.00	F
Julian , Amy N	Assistant Professor	\$ 115,500.00	F
Pellowski , Donna M	Assistant Professor	\$ 117,180.00	F
Burns , Katherine L	Assistant Professor	\$ 117,300.00	F
Patil , Sowmya N.	Assistant Professor	\$ 117,600.00	F
WOODS , JENNIFER L	Assistant Professor	\$ 120,189.00	F
PARMLEY , PATRICIA E	Assistant Professor	\$ 120,468.00	F
GILLESPIE , ELAINE A	Assistant Professor	\$ 122,767.20	F
PERRY , TAMARA T	Assistant Professor	\$ 124,744.00	F
Gregory , Julia K	Assistant Professor	\$ 125,000.00	F
SCURLOCK , AMY M	Assistant Professor	\$ 125,943.00	F
Tulunay Ugur , Ozlem E	Assistant Professor	\$ 126,888.00	F
Ong , Shirley S	Assistant Professor	\$ 129,000.00	F
Willis , Holly Beth	Assistant Professor	\$ 129,500.00	F
Ozdemir , Burcu	Assistant Professor	\$ 129,989.00	F
Mulkey , Sarah	Assistant Professor	\$ 130,000.00	F
Kim , Nicola M	Assistant Professor	\$ 131,200.00	F
Farst , Karen	Assistant Professor	\$ 131,325.00	F
Com , Gulnur	Assistant Professor	\$ 131,913.00	F
Gupta , Priya	Assistant Professor	\$ 132,000.00	F
Bass , Lanessa D	Assistant Professor	\$ 132,530.00	F
SOULTANOVA , IZOUmROUD	Assistant Professor	\$ 135,000.00	F
Zhang , Xin	Assistant Professor	\$ 135,000.00	F
Alexander , Alice P	Assistant Professor	\$ 135,000.00	F
ACHANTA , LATHA M	Assistant Professor	\$ 135,000.00	F
Redwine , Karen McNiece	Assistant Professor	\$ 136,578.00	F
Seal , Anna	Assistant Professor	\$ 137,714.00	F
Lopez , Maya L	Assistant Professor	\$ 137,970.00	F
Lindberg , Rani	Assistant Professor	\$ 138,000.00	F
Crary , Shelley E	Assistant Professor	\$ 138,000.00	F
McGrath , Leslye D	Assistant Professor	\$ 138,600.00	F

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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
Shahid , Zainab	Assistant Professor	\$ 138,700.00	F
Nash , Creshelle R	Assistant Professor	\$ 138,801.04	F
ESQUIVEL , MARIA T	Assistant Professor	\$ 138,986.00	F
Gundogdu , Betul	Assistant Professor	\$ 140,000.00	F
Rasberry , Toni L	Assistant Professor	\$ 140,071.50	F
Holder , Kasey	Assistant Professor	\$ 140,679.00	F
Eads , Lou Ann	Assistant Professor	\$ 141,000.00	F
Tanios , Aline T	Assistant Professor	\$ 141,845.00	F
Brown , Carrie M	Assistant Professor	\$ 141,845.00	F
Huckabee , Mary E	Assistant Professor	\$ 141,873.00	F
Miquel Verges , Franscesca	Assistant Professor	\$ 142,800.00	F
REID , TYRA M	Assistant Professor	\$ 143,194.00	F
Asghar , Sheila Joyce	Assistant Professor	\$ 144,061.00	F
Sisterhen , Laura L.	Assistant Professor	\$ 144,618.00	F
Gathright , Molly M	Assistant Professor	\$ 145,000.00	F
Alapat , Daisy V	Assistant Professor	\$ 145,656.00	F
LATCH , REBECCA L	Assistant Professor	\$ 146,055.00	F
Hinduja , Archana	Assistant Professor	\$ 147,000.00	F
Osman , Jailan	Assistant Professor	\$ 150,000.00	F
Han , Eun Young	Assistant Professor	\$ 150,000.00	F
Amirnia , Farnia	Assistant Professor	\$ 150,000.00	F
WILLIS , CHARLOTTE R	Assistant Professor	\$ 150,023.00	F
Salih , Ziyen T	Assistant Professor	\$ 150,756.00	F
Cox , Roni M	Assistant Professor	\$ 151,000.00	F
IRISH-CLARDY , KATHERINE A	Assistant Professor	\$ 151,366.00	F
Davis , Elena	Assistant Professor	\$ 151,500.00	F
Curseen , Kimberly A	Assistant Professor	\$ 152,000.00	F
Caradine , Kari D	Assistant Professor	\$ 152,941.00	F
Pesek , Gina D	Assistant Professor	\$ 153,000.00	F
Cetin , Neslihan	Assistant Professor	\$ 153,000.00	F
El-Hassan , Nahed	Assistant Professor	\$ 153,000.00	F
Bansal , Ila	Assistant Professor	\$ 153,563.00	F
Singh , Zeba	Assistant Professor	\$ 154,020.00	F

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686-7076

Name	Title	Annualized Salary	Gender (M or F)
Wirges , Marla	Assistant Professor	\$ 154,380.00	F
Spradlin , Elisa M	Assistant Professor	\$ 154,568.00	F
Scott , Christine R	Assistant Professor	\$ 155,000.00	F
Post , Ginell R	Assistant Professor	\$ 155,940.00	F
Chan , Melina D	Assistant Professor	\$ 157,227.00	F
Frem , Juliana C	Assistant Professor	\$ 161,496.00	F
CARADINE , DELBRA R	Assistant Professor	\$ 162,033.99	F
Trehun , Deipti H	Assistant Professor	\$ 163,400.00	F
Shy , Angela G	Assistant Professor	\$ 165,000.00	F
Moses , Tricia S	Assistant Professor	\$ 166,400.00	F
Rogers , Elizabeth J	Assistant Professor	\$ 166,400.00	F
Ransom , Michelle M.	Assistant Professor	\$ 166,464.00	F
Garcia , Xiomara	Assistant Professor	\$ 167,140.00	F
BELUE , KARA D	Assistant Professor	\$ 167,280.00	F
McBain , Stacy M	Assistant Professor	\$ 168,300.00	F
Luat , Aimee	Assistant Professor	\$ 168,300.00	F
Williams , Veronica L.	Assistant Professor	\$ 172,382.04	F
Birusingh , Rhea J	Assistant Professor	\$ 175,000.00	F
STORM , ELIZABETH A	Assistant Professor	\$ 176,309.00	F
Phillips , Amy M	Assistant Professor	\$ 182,000.00	F
Smith , Dora Mah	Assistant Professor	\$ 182,000.00	F
Azam , Ghazala A	Assistant Professor	\$ 182,000.00	F
MILOJKOVIC , NATASA	Assistant Professor	\$ 184,000.00	F
Gao , Ling	Assistant Professor	\$ 186,000.00	F
ZHU , HONGYUN J	Assistant Professor	\$ 190,000.00	F
Young , Linda	Assistant Professor	\$ 193,780.00	F
Manning , Nirvana A	Assistant Professor	\$ 194,852.76	F
BROWN , TRACY L. Y.	Assistant Professor	\$ 195,000.00	F
Bean , Ashley S	Assistant Professor	\$ 199,000.00	F
Freeze-Ramsey , Rachael L	Assistant Professor	\$ 199,000.00	F
Speight , Sydney N	Assistant Professor	\$ 199,000.00	F
Grazziutti , Monica L	Assistant Professor	\$ 200,000.00	F
DiMiceli , K Camille	Assistant Professor	\$ 200,000.00	F

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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
MOORE , MARY B	Assistant Professor	\$ 209,000.00	F
LINAM , LEANN	Assistant Professor	\$ 209,000.00	F
Waheed , Sarah	Assistant Professor	\$ 217,000.00	F
Rhoden , Diane H	Assistant Professor	\$ 225,000.00	F
SHAW-DEVINE , ALLISON M	Assistant Professor	\$ 230,000.00	F
Lee , Julianne	Assistant Professor	\$ 239,400.00	F
Stone , Pamela JB	Assistant Professor	\$ 241,000.00	F
Honnebier , M Barbera	Assistant Professor	\$ 250,000.00	F
Khandelwal , Cathleen	Assistant Professor	\$ 250,000.00	F
Lienhart , Kristen L	Assistant Professor	\$ 259,000.00	F
Klimova , Alla	Assistant Professor	\$ 264,000.00	F
Thompson , Lorraine L	Assistant Professor	\$ 265,000.00	F
Moore , Arthura	Assistant Professor	\$ 266,000.00	F
Yarnell , Christie D	Assistant Professor	\$ 266,000.00	F
Tariq , Sarah	Assistant Professor	\$ 266,000.00	F
Poteet-Schwartz , Kim L	Assistant Professor	\$ 266,000.00	F
Barr , Susan A	Assistant Professor	\$ 270,000.00	F
Aunspaugh , Jennifer P.	Assistant Professor	\$ 273,500.00	F
CRAYCHEE , JUDITH A	Assistant Professor	\$ 275,000.00	F
Dell , Carol M	Assistant Professor	\$ 275,000.00	F
Bonwich , Janina B	Assistant Professor	\$ 275,000.00	F
Golden , Kimberly J	Assistant Professor	\$ 294,000.00	F
Wyrick , Theresa O	Assistant Professor	\$ 300,000.00	F
Meek , Mary E	Assistant Professor	\$ 300,000.00	F
Petersen , Erika A	Assistant Professor	\$ 336,000.00	F
MALIK , ARSHAD H	Assistant Professor	\$ -	M
MOIX JR , FRANK M	Assistant Professor	\$ 1.00	M
WILLIAMS SR , ALONZO D	Assistant Professor	\$ 1.00	M
PRAYAGA , VENKATA SUBRAHMANYA SASTRY	Assistant Professor	\$ 1.00	M
MCKNIGHT , WILLIAM D	Assistant Professor	\$ 1.00	M
GORDON JR , O. T.	Assistant Professor	\$ 1.00	M
LAMBERT , ROBERT	Assistant Professor	\$ 1.00	M
FLETCHER , ANTHONY M	Assistant Professor	\$ 1.00	M

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University of Arkansas for Medical Sciences

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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
KELLEY III , MOSES	Assistant Professor	\$ 1.00	M
CONLEY , THOMAS D	Assistant Professor	\$ 1.00	M
FLAHERTY , PATRICK J	Assistant Professor	\$ 1.00	M
RUSH , JAMES E	Assistant Professor	\$ 2,000.00	M
KOKES , CHARLES P	Assistant Professor	\$ 2,400.00	M
NIXON , DAVID T	Assistant Professor	\$ 5,100.00	M
ANDERSON , CHARLES M	Assistant Professor	\$ 6,797.00	M
O Quinn , Michael D	Assistant Professor	\$ 8,319.67	M
DuBose , Terry J	Assistant Professor	\$ 9,223.00	M
Pillow , James H	Assistant Professor	\$ 10,000.00	M
VELEZ , LOUIS D	Assistant Professor	\$ 15,000.00	M
JOSHI , MANISH	Assistant Professor	\$ 15,687.00	M
Pierce , Ruston Y	Assistant Professor	\$ 18,000.00	M
Pierce , Reid G	Assistant Professor	\$ 18,000.00	M
Lambert , Kenneth J	Assistant Professor	\$ 18,000.00	M
REDDY , RAGHU M.	Assistant Professor	\$ 21,649.00	M
Nugent , Richard R	Assistant Professor	\$ 35,000.00	M
KANTOROVICH , VITALY	Assistant Professor	\$ 38,057.00	M
Vyas , Keyur S.	Assistant Professor	\$ 38,824.00	M
Dye , Daniel W	Assistant Professor	\$ 40,000.00	M
SEWANI , ASIF	Assistant Professor	\$ 40,000.00	M
Khan , Nasim A	Assistant Professor	\$ 40,625.00	M
VOGEL , RALPH J	Assistant Professor	\$ 40,999.92	M
Rotaru , Dumitru	Assistant Professor	\$ 45,125.00	M
Bariola , Jeremy R.	Assistant Professor	\$ 45,417.00	M
ONeill , Joshua	Assistant Professor	\$ 51,000.00	M
Shukla , Ashutosh M	Assistant Professor	\$ 54,410.00	M
Chung , Hui-Yong	Assistant Professor	\$ 55,600.00	M
RINEHART , TIMOTHY S	Assistant Professor	\$ 56,795.44	M
MILLER JR. , FORREST B	Assistant Professor	\$ 58,163.00	M
BROWN , DANIEL K	Assistant Professor	\$ 59,756.00	M
Francis , Paul M	Assistant Professor	\$ 60,097.38	M
HURST , WILLIAM R	Assistant Professor	\$ 61,359.13	M

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Institution:
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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
KORTEBEIN , PATRICK M	Assistant Professor	\$ 62,430.00	M
Jha , Purushottam	Assistant Professor	\$ 64,260.00	M
Renteria , Fermin	Assistant Professor	\$ 65,610.48	M
PEDIGO , WILLIAM M	Assistant Professor	\$ 66,440.59	M
TIAN , ERMING	Assistant Professor	\$ 66,532.00	M
SWAMINATHAN , SUNDARARAMAN	Assistant Professor	\$ 67,072.00	M
Zhang , Qing	Assistant Professor	\$ 68,000.00	M
SCHROEDER , GARY W	Assistant Professor	\$ 68,400.00	M
Lagory , Jason C	Assistant Professor	\$ 68,400.00	M
RAGLAND , DARRELL G	Assistant Professor	\$ 70,193.34	M
Bellamy , James	Assistant Professor	\$ 70,789.02	M
Sigel , Benjamin A	Assistant Professor	\$ 71,000.00	M
Mesman , Glenn R	Assistant Professor	\$ 71,000.00	M
Wallenmeyer , Mark D	Assistant Professor	\$ 71,912.45	M
Hadley , Matthew V	Assistant Professor	\$ 72,238.44	M
Clemmons , John C	Assistant Professor	\$ 73,883.00	M
BLEVINS , JON S	Assistant Professor	\$ 74,700.00	M
PETERSON , ERIC C	Assistant Professor	\$ 74,700.00	M
Rhee , Sung	Assistant Professor	\$ 74,700.00	M
Voth , Daniel	Assistant Professor	\$ 74,700.00	M
ZHAO , HAIBO	Assistant Professor	\$ 75,000.00	M
Harrison , Robert	Assistant Professor	\$ 75,429.00	M
Morello , Roy	Assistant Professor	\$ 77,350.00	M
MAUNE , ARTHUR	Assistant Professor	\$ 77,530.61	M
JOYCE , JOHN W	Assistant Professor	\$ 78,000.00	M
LILE , HENRY A	Assistant Professor	\$ 78,000.00	M
LINDSEY , JAMES A	Assistant Professor	\$ 78,175.02	M
Baker , Anthony L	Assistant Professor	\$ 79,560.00	M
Brown , Thomas G	Assistant Professor	\$ 79,590.60	M
Peacock , Mark M	Assistant Professor	\$ 80,000.00	M
FANTEGROSSI , William E	Assistant Professor	\$ 83,000.00	M
Forrest , James Craig	Assistant Professor	\$ 83,000.00	M
Kiaei , Mahmoud	Assistant Professor	\$ 83,000.00	M

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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
Stumhofer , Jason	Assistant Professor	\$ 83,000.00	M
SHANKAR , KARTIK	Assistant Professor	\$ 84,600.00	M
Hendrickson , Howard P	Assistant Professor	\$ 85,432.96	M
Bollen Jr , Lindy V	Assistant Professor	\$ 85,728.96	M
James , George Andrew	Assistant Professor	\$ 86,000.00	M
Zheng , Guangrong	Assistant Professor	\$ 88,000.00	M
Hall , Jon D	Assistant Professor	\$ 88,911.69	M
Lipinski , Damon H	Assistant Professor	\$ 90,000.00	M
Ounpraseuth , Songthip T	Assistant Professor	\$ 90,235.32	M
Haas , Bruce R	Assistant Professor	\$ 91,087.02	M
Boysen , Gunnar	Assistant Professor	\$ 91,555.20	M
Song , Peter	Assistant Professor	\$ 91,800.00	M
Calhoon , Lance R	Assistant Professor	\$ 93,000.00	M
Erickson , Stephen W	Assistant Professor	\$ 93,730.00	M
Said , Qayyim	Assistant Professor	\$ 93,914.65	M
Crawford , Stanley Luke	Assistant Professor	\$ 94,106.20	M
Rettiganti , Mallikarjuna Rao	Assistant Professor	\$ 94,245.00	M
Vinson , John A	Assistant Professor	\$ 94,462.00	M
Vinson , Eli R	Assistant Professor	\$ 95,339.00	M
Price , Elvin T	Assistant Professor	\$ 96,900.00	M
Goudie , Anthony	Assistant Professor	\$ 97,000.00	M
ALFORD , JOE D	Assistant Professor	\$ 97,187.74	M
LOWERY , JOHN D	Assistant Professor	\$ 97,521.18	M
Kaufman , Scott	Assistant Professor	\$ 97,920.00	M
Swearingen , Christopher J	Assistant Professor	\$ 98,015.00	M
Heldenbrand , Seth D	Assistant Professor	\$ 102,507.96	M
Brochhausen , Mathias	Assistant Professor	\$ 104,000.00	M
OU , XIAWEI	Assistant Professor	\$ 105,000.00	M
MACKEY , MICHAEL G	Assistant Professor	\$ 106,569.60	M
Estes , Mark A	Assistant Professor	\$ 106,677.00	M
Vyas , Himesh V	Assistant Professor	\$ 107,120.00	M
Forrest , Robert P.	Assistant Professor	\$ 107,161.32	M
Molden , Raymond K.	Assistant Professor	\$ 107,161.32	M

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Institution:
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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
Linam , William	Assistant Professor	\$ 108,150.00	M
EVANS , DENNIS P	Assistant Professor	\$ 111,650.00	M
Althoff , John G	Assistant Professor	\$ 112,845.66	M
Shipp , Gordon C	Assistant Professor	\$ 113,553.00	M
Sutherland , Michael J	Assistant Professor	\$ 120,000.00	M
Kuo , Dennis Z	Assistant Professor	\$ 122,400.00	M
Alston , Thomas J	Assistant Professor	\$ 125,000.00	M
Agarwal , Amit	Assistant Professor	\$ 125,000.00	M
Bornhofen , John H	Assistant Professor	\$ 126,227.00	M
Bornhorst , Joshua A	Assistant Professor	\$ 127,036.00	M
STRINGFELLOW , JERRY B	Assistant Professor	\$ 130,308.00	M
Patrick , Brion Clay	Assistant Professor	\$ 131,162.16	M
Al-Lahham , Tawfiq	Assistant Professor	\$ 132,000.00	M
PARKER , CHARLES D	Assistant Professor	\$ 132,791.00	M
OZDEMIR , AYTEKIN	Assistant Professor	\$ 133,500.00	M
MALIK , AHMAD B	Assistant Professor	\$ 134,000.00	M
Vancil , Tobias J.	Assistant Professor	\$ 135,000.00	M
AGARWAL , ABHISHEK	Assistant Professor	\$ 135,000.00	M
Diaz , Kyle I	Assistant Professor	\$ 135,000.00	M
Chao , Ming	Assistant Professor	\$ 135,000.00	M
Narciso , Philipp C	Assistant Professor	\$ 136,010.00	M
Over , Darrell R	Assistant Professor	\$ 137,091.20	M
Bolden , Branson B	Assistant Professor	\$ 137,714.00	M
Javed , Ali	Assistant Professor	\$ 138,700.00	M
Haider , Sajjad	Assistant Professor	\$ 138,700.00	M
Katragadda , Lakshmikanth	Assistant Professor	\$ 138,700.00	M
Muzaffar , Jameel	Assistant Professor	\$ 138,700.00	M
Apewokin , Senu Kobla	Assistant Professor	\$ 138,700.00	M
AHMAD , NISAR	Assistant Professor	\$ 138,700.00	M
Abdallah , Al-Ola A	Assistant Professor	\$ 138,700.00	M
Atrash , Shebli	Assistant Professor	\$ 138,700.00	M
Mian , Amir R	Assistant Professor	\$ 138,944.00	M
Pesek , Robert D	Assistant Professor	\$ 140,000.00	M

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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Gray , Derrick Andre	Assistant Professor	\$ 140,000.00	M
ACLIN , RICHARD R	Assistant Professor	\$ 141,206.00	M
Dare , Jason A.	Assistant Professor	\$ 142,015.00	M
Theus , John W.	Assistant Professor	\$ 142,853.00	M
Bianchi , Nicolas A	Assistant Professor	\$ 145,000.00	M
Steed , Matthew G	Assistant Professor	\$ 145,860.00	M
King , David L	Assistant Professor	\$ 146,553.00	M
Kutagula , Vinay	Assistant Professor	\$ 148,000.00	M
MIRELES-CABODEVILA , EDUARDO	Assistant Professor	\$ 149,718.00	M
NIX , MATTHEW W	Assistant Professor	\$ 150,000.00	M
Topaloglu , Umit	Assistant Professor	\$ 150,000.00	M
Castro Cordoba , Juan L	Assistant Professor	\$ 150,000.00	M
Teng , Edward	Assistant Professor	\$ 150,000.00	M
Quick , Charles M	Assistant Professor	\$ 151,000.00	M
Lindberg , Matthew R	Assistant Professor	\$ 151,000.00	M
THOMAS , MARK S	Assistant Professor	\$ 151,094.64	M
Bufford , Jeremy D.	Assistant Professor	\$ 152,000.00	M
Clardy , Bryan H	Assistant Professor	\$ 152,108.00	M
Spradlin , Timothy L	Assistant Professor	\$ 152,108.00	M
Chen , Chien	Assistant Professor	\$ 153,652.00	M
Downs , Michael R	Assistant Professor	\$ 153,945.00	M
JUSTISS , RICHARD D	Assistant Professor	\$ 155,590.80	M
Ross , Ashley S	Assistant Professor	\$ 156,015.00	M
Porter , Nicholas W	Assistant Professor	\$ 157,227.00	M
LAFFOON , SCOTT L	Assistant Professor	\$ 159,639.28	M
Restrepo , Alejandro	Assistant Professor	\$ 160,000.00	M
Pemberton , John David	Assistant Professor	\$ 161,000.00	M
ARNAOUTAKIS , KONSTANTINOS	Assistant Professor	\$ 161,700.00	M
Malik , Zaid B	Assistant Professor	\$ 163,000.00	M
WALL , BRANDON J	Assistant Professor	\$ 163,200.00	M
Gupta , Punkaj	Assistant Professor	\$ 163,200.00	M
KONIS , GEORGE	Assistant Professor	\$ 163,651.80	M
Hunt , Justin B	Assistant Professor	\$ 164,000.00	M

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Bennett , Keith Gage	Assistant Professor	\$ 165,000.00	M
Terrell , Mervin D	Assistant Professor	\$ 165,276.72	M
Heuck , Christoph J	Assistant Professor	\$ 168,000.00	M
EBLE , BRIAN K	Assistant Professor	\$ 169,950.00	M
Knecht , Kenneth R	Assistant Professor	\$ 169,950.00	M
Balmakund , Jhablall	Assistant Professor	\$ 170,000.00	M
O'Connor , Matthew James	Assistant Professor	\$ 170,000.00	M
Stroud , Michael H.	Assistant Professor	\$ 170,349.00	M
DICKSON , SCOTT M	Assistant Professor	\$ 171,360.00	M
Jaeger , Matthew W	Assistant Professor	\$ 172,010.00	M
Johnson , Kyle E	Assistant Professor	\$ 173,000.00	M
Berner , Keith	Assistant Professor	\$ 173,000.00	M
Collins II , Ronnie Thomas	Assistant Professor	\$ 175,100.00	M
HALL III , OLIVER W	Assistant Professor	\$ 176,954.70	M
Saad , Ali G	Assistant Professor	\$ 179,530.00	M
SIMMONS , SCOTT	Assistant Professor	\$ 180,235.00	M
Cheung , Wang L	Assistant Professor	\$ 181,000.00	M
Smith , Michael V	Assistant Professor	\$ 182,000.00	M
Laryea , Jonathan A	Assistant Professor	\$ 182,000.00	M
Speights , Shane	Assistant Professor	\$ 182,454.60	M
WEBBER , JOHN C	Assistant Professor	\$ 183,990.24	M
POLA , RAJA K.	Assistant Professor	\$ 184,500.00	M
MUSHAM , CHAITANYA K.	Assistant Professor	\$ 184,500.00	M
Simpson , Brian Rush	Assistant Professor	\$ 186,660.00	M
Mancino , Michael	Assistant Professor	\$ 192,370.00	M
Brown , Jody	Assistant Professor	\$ 193,000.00	M
AHMAD , IMRAN	Assistant Professor	\$ 195,000.00	M
Doss , William L	Assistant Professor	\$ 198,000.00	M
Maddox , Randy P	Assistant Professor	\$ 199,000.00	M
Hohertz , Brian L	Assistant Professor	\$ 199,000.00	M
Smolarz , Casey M	Assistant Professor	\$ 199,000.00	M
Baker , Robert C	Assistant Professor	\$ 199,500.00	M
Warner , David B	Assistant Professor	\$ 200,000.00	M

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Institution:
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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
Uwaydat , Sami H.	Assistant Professor	\$ 203,106.00	M
KINCHEN , DELANEY L	Assistant Professor	\$ 204,000.00	M
Palmer , Jonathan D	Assistant Professor	\$ 204,000.00	M
ANDERSEN , MARK S	Assistant Professor	\$ 205,640.86	M
DOMON , STEVEN E	Assistant Professor	\$ 207,970.86	M
HALL , GREGORY S	Assistant Professor	\$ 209,000.00	M
Boneti , Cristiano	Assistant Professor	\$ 211,000.00	M
Moreno , Mauricio A	Assistant Professor	\$ 214,000.00	M
Nair , Bijay P.	Assistant Professor	\$ 217,000.00	M
Usmani , Saad	Assistant Professor	\$ 217,000.00	M
Ellison , Jeffrey C	Assistant Professor	\$ 220,500.00	M
Moody , Marcus	Assistant Professor	\$ 221,461.63	M
LI , RUIZONG	Assistant Professor	\$ 225,250.00	M
Hitt , Wilbur C	Assistant Professor	\$ 233,680.00	M
Gluth , Michael B.	Assistant Professor	\$ 239,000.00	M
Mizell , Jason Scott	Assistant Professor	\$ 245,000.00	M
Samant , Rohan S	Assistant Professor	\$ 250,000.00	M
Badgwell , Brian D	Assistant Professor	\$ 252,460.00	M
Sabalvoro , Eugenio P	Assistant Professor	\$ 259,000.00	M
Occidental , Jucelle H	Assistant Professor	\$ 259,000.00	M
Yarnell , Bryan C	Assistant Professor	\$ 260,000.00	M
Kumar , Manoj	Assistant Professor	\$ 262,000.00	M
Saleem , Majid	Assistant Professor	\$ 264,000.00	M
Salem , Yasser	Assistant Professor	\$ 264,000.00	M
Bene , Claudiu E	Assistant Professor	\$ 264,000.00	M
Ismaeil , Mohamed S.	Assistant Professor	\$ 264,000.00	M
Abdelnaem , Esamelden S.	Assistant Professor	\$ 264,000.00	M
Keyrouz , Salah G	Assistant Professor	\$ 265,000.00	M
Kamel , Mohamed	Assistant Professor	\$ 265,000.00	M
Olaya , Julio R	Assistant Professor	\$ 266,000.00	M
PARRAY , TARIQ	Assistant Professor	\$ 266,000.00	M
Chance , Joshua C	Assistant Professor	\$ 266,000.00	M
Abraham , Edwin J.	Assistant Professor	\$ 266,000.00	M

Report all employees as of September 1st

Institution:
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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
Stevens , Mark A	Assistant Professor	\$ 266,000.00	M
Suleman , M-Irfan	Assistant Professor	\$ 266,000.00	M
Mandoff , Victor	Assistant Professor	\$ 269,000.00	M
Chakraborty , Indranil	Assistant Professor	\$ 269,000.00	M
Feinberg , Thomas R	Assistant Professor	\$ 269,000.00	M
Eltahawy , Ehab	Assistant Professor	\$ 269,644.00	M
Sangari , Taranjit S.	Assistant Professor	\$ 271,000.00	M
White , Michael W	Assistant Professor	\$ 273,500.00	M
JAMBHEKAR , KEDAR	Assistant Professor	\$ 275,000.00	M
LILE , SCOTT A	Assistant Professor	\$ 275,000.00	M
SHAH , CHETAN C	Assistant Professor	\$ 275,000.00	M
PANDEY , TARUN	Assistant Professor	\$ 275,000.00	M
Hosahalli Ramakrishnaiah , Raghu	Assistant Professor	\$ 275,000.00	M
Shinkawa , Takeshi	Assistant Professor	\$ 275,000.00	M
Heberlein , Wolf E	Assistant Professor	\$ 276,000.00	M
Warmack , Asa M	Assistant Professor	\$ 279,756.00	M
Jansen , Joe R	Assistant Professor	\$ 283,100.00	M
BICE , C. DON	Assistant Professor	\$ 285,000.00	M
Fletcher , Terry G	Assistant Professor	\$ 292,900.00	M
Hunt , James E	Assistant Professor	\$ 292,900.00	M
D Addario , Stephen F	Assistant Professor	\$ 296,000.00	M
Montgomery , Corey O.	Assistant Professor	\$ 300,000.00	M
Feng , Dongxia	Assistant Professor	\$ 300,000.00	M
Ahmadi , Shahryar	Assistant Professor	\$ 300,000.00	M
Steliga , Matthew A	Assistant Professor	\$ 317,000.00	M
AMOLE , ADEWUMI D	Assistant Professor	\$ 318,750.00	M
Dassinger III , Melvin Sidney	Assistant Professor	\$ 331,000.00	M
McDonald , James E	Assistant Professor	\$ 332,500.00	M
Katz , Matthew D	Assistant Professor	\$ 347,590.98	M
FINCHER , ROBERT L	Assistant Professor	\$ 349,000.00	M
Cifarelli , Christopher P	Assistant Professor	\$ 350,000.00	M
Patel , Ashay	Assistant Professor	\$ 350,000.00	M
BEHESHTI , MICHAEL V	Assistant Professor	\$ 354,500.00	M

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Institution:
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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
Khandelwal , Anjay K	Assistant Professor	\$ 375,000.00	M
Albert , Gregory W	Assistant Professor	\$ 450,000.00	M
STANLEY , LAURA C	Assistant Research Professor	\$ 33,813.00	F
Sullivan , Jan	Assistant Research Professor	\$ 35,178.00	F
YAO-BORENGASSER , AIWEI	Assistant Research Professor	\$ 47,433.00	F
HUDSON , TERESA J	Assistant Research Professor	\$ 48,211.09	F
BOSE , CHHANDA	Assistant Research Professor	\$ 49,344.00	F
Yu , Fang	Assistant Research Professor	\$ 50,000.00	F
Przybyla , Beata D	Assistant Research Professor	\$ 53,550.00	F
Johnson , Sarah K.	Assistant Research Professor	\$ 63,357.30	F
MIKHAILOVA , MARINA V	Assistant Research Professor	\$ 64,992.67	F
McKelvey , Lorraine	Assistant Research Professor	\$ 69,000.00	F
Graves , Dorothy A	Assistant Research Professor	\$ 70,000.00	F
Boateng , Beatrice	Assistant Research Professor	\$ 71,760.00	F
BOKONY , PATTI A	Assistant Research Professor	\$ 74,447.00	F
Qiang , Ya-Wei	Assistant Research Professor	\$ 78,031.00	F
LIU , YUNYING LUCY	Assistant Research Professor	\$ 81,433.00	F
CONNERS-BURROW , NICOLA A	Assistant Research Professor	\$ 82,396.65	F
Hennings , Leah	Assistant Research Professor	\$ 87,000.00	F
Galanzha , Ekaterina	Assistant Research Professor	\$ 87,399.03	F
BROWN , ALIZA T	Assistant Research Professor	\$ 90,204.00	F
Phillips , Martha M	Assistant Research Professor	\$ 98,440.00	F
KHAIDAKOV , MAGOMED	Assistant Research Professor	\$ 47,000.00	M
Garg , Tarun K	Assistant Research Professor	\$ 49,400.00	M
KANNAN , KRISHNASWAMY	Assistant Research Professor	\$ 50,000.00	M
Jia , Dan	Assistant Research Professor	\$ 50,251.32	M
Li , Xin	Assistant Research Professor	\$ 52,454.00	M
Wang , Wenze	Assistant Research Professor	\$ 54,060.00	M
Karbassi , Behjatolah M.	Assistant Research Professor	\$ 58,933.00	M
APOSTOLOV , YEVGENIY O	Assistant Research Professor	\$ 62,424.00	M
MELNYK , STEPAN B	Assistant Research Professor	\$ 66,525.00	M
Chen , Xin	Assistant Research Professor	\$ 71,400.00	M
Bunn , Robert C	Assistant Research Professor	\$ 78,439.00	M

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
MacLeod , Stewart L	Assistant Research Professor	\$ 82,782.00	M
Johnson , Joshua B	Assistant Vice Chancellor Clinical Enterprise Syst	\$ 125,000.00	M
LANE , CHERYL F	Assistant Vice Chancellor for Academic, Research	\$ 130,000.00	F
Moore , Sterling L	Assistant Vice Chancellor for Admin	\$ 106,080.00	M
McNeill , Phillip E	Assistant Vice Chancellor for Campus Ops	\$ 96,900.00	M
IRBY , ALVIN T	Assistant Vice Chancellor for Communicat	\$ 114,520.99	M
STONE , LINDA G	Assistant Vice Chancellor for Development	\$ 104,000.00	F
Harrison , Kenneth	Assistant Vice Chancellor for Fin Svc	\$ 96,900.00	M
Holman , Brock A	Assistant Vice Chancellor for Fin Svc	\$ 125,000.00	M
WHITE , CHARLES H	Assistant Vice Chancellor for Human Rela	\$ 91,415.43	M
BYNUM , ANN B	Assistant Vice Chancellor for REP Devel	\$ 112,781.40	F
KEMP , THOMAS R	Assistant Vice Chancellor for Suppt Svcs	\$ 102,019.00	M
JORDEN , RHONDA L	Assistant Vice Chancellor for Technical Operation	\$ 131,466.00	F
Duckett , Cherry L.	Assistant Vice Chancellor for University Relations	\$ 123,832.90	F
Ripa , David L	Assistant Vice Chancellor Supply Chain	\$ 148,111.00	M
Middaugh , Donna J	Associate Dean	\$ 98,772.72	F
SCHMIDT , CHERYL K	Associate Dean	\$ 101,200.00	F
Hastings , Jan JKH	Associate Dean	\$ 122,791.00	F
Skinner , Diane E	Associate Dean	\$ 130,736.66	F
DeHart , Renee M	Associate Dean	\$ 142,800.00	F
Stowe , Cindy D	Associate Dean	\$ 145,737.60	F
MCSWEENEY , JEAN C	Associate Dean	\$ 167,898.12	F
Stewart , Katharine E	Associate Dean	\$ 168,627.95	F
LEON , SUSAN B	Associate Dean	\$ 180,064.00	F
WOODELL , WILLIAM R	Associate Dean	\$ 112,519.26	M
Warmack , Thomas S	Associate Dean	\$ 140,000.00	M
GRAHAM , CHARLES J	Associate Dean	\$ 198,900.00	M
CLARDY , JAMES A	Associate Dean	\$ 228,043.00	M
SHADDOCK , TERESA D	Associate Director of BBC Operations	\$ 86,828.64	F
Bell , Joseph R	Associate Director of Business Develop	\$ 20,017.30	M
Wood , Linda J	Associate Director of Clin Trial/Reg Aff	\$ 70,622.22	F
WEST , ROBERT A	Associate Director of Construction Mgmt	\$ 74,725.20	M
Esch , Barbara D	Associate Director of Development Ops	\$ 53,040.00	F

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Institution:
University of Arkansas for Medical Sciences

Completed By:

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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
KRAUS , SUNNY T	Associate Director of Development Serv	\$ 47,488.14	F
Haskett , Laura A	Associate Director of Division Developmt	\$ 62,500.00	F
PERRY , NARISSARA K	Associate Director of Donor Records	\$ 35,665.32	F
VANNATTA , PATRICIA M	Associate Director of Education	\$ 78,964.83	F
McHenry , Gary M	Associate Director of Education	\$ 100,000.00	M
HUBBERD , DEANN E	Associate Director of Grants & Sci Publi	\$ 59,523.00	F
Osburn , Matthew R	Associate Director of HIM	\$ 75,000.00	M
GRAY , CAROL A	Associate Director of Hospital Admin	\$ 89,393.77	F
COMIC , LIZZIE B	Associate Director of Hospital Admin	\$ 91,186.24	F
BRYANT , RODNEY L	Associate Director of Information Sys	\$ 128,040.00	M
SCHULTZ , SUSAN M	Associate Director of Network/Mgd Care	\$ 94,483.61	F
Dinsmore , Brian K	Associate Director of Outpatient Service	\$ 112,200.00	M
BARONI , JOHN P	Associate Director of Outpatient Service	\$ 120,153.96	M
LONG , MICHAEL	Associate Director of Physical Plant	\$ 76,533.90	M
PERRY , RANDY D	Associate Director of Planning/Design	\$ 78,044.28	M
COX , KARAN R	Associate Divisional Director of Admin	\$ 92,802.66	F
Reimer , Daniel B	Associate Divisional Director of Admin	\$ 115,000.00	M
POWERS , CATHEY L	Associate Professor	\$ 10,000.00	F
ABERNATHY , ROSALIND S	Associate Professor	\$ 17,682.00	F
FISCHER , ELLEN P	Associate Professor	\$ 30,907.00	F
SIMONTON-ATCHLEY , STEPHANIE	Associate Professor	\$ 35,000.00	F
Lawson , Louanne	Associate Professor	\$ 44,835.00	F
Richter , Jan	Associate Professor	\$ 56,291.46	F
Das , Mita	Associate Professor	\$ 60,000.00	F
Smith , Heather L	Associate Professor	\$ 61,200.00	F
Childs , Juanita	Associate Professor	\$ 64,296.72	F
NEAL-RICE , HEATHER HNR	Associate Professor	\$ 66,872.22	F
PACE , CHERIN C	Associate Professor	\$ 67,222.00	F
YOUNG , QUINNIE J	Associate Professor	\$ 70,483.98	F
Diokno , Rosana M	Associate Professor	\$ 70,765.00	F
WATSON , JANINE E	Associate Professor	\$ 71,202.00	F
Tak , Sunhee	Associate Professor	\$ 71,871.24	F
EUDY , RUTH L	Associate Professor	\$ 73,209.83	F

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Institution:
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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
KIM , INSOOK	Associate Professor	\$ 73,498.00	F
Patterson , Rebecca J	Associate Professor	\$ 73,774.56	F
Nicholson , Nannette	Associate Professor	\$ 75,816.00	F
ANGTUACO , SYLVIA S	Associate Professor	\$ 76,724.00	F
WARREN , CATHERINE D	Associate Professor	\$ 77,156.06	F
Lopez-Becerra , Rosa Lilia	Associate Professor	\$ 77,393.86	F
SCHULLER de ALMEIDA , MARIA	Associate Professor	\$ 79,650.00	F
Paniagua , Carmen T	Associate Professor	\$ 80,741.16	F
Smith-Olinde , Laura K	Associate Professor	\$ 80,921.75	F
TRAWICK , KATHY C	Associate Professor	\$ 85,728.96	F
Razzaq , Samiya	Associate Professor	\$ 87,422.00	F
BOONE , ERNA L	Associate Professor	\$ 87,615.21	F
Ward , Wendy L	Associate Professor	\$ 88,024.00	F
CHURCH , JANICE K	Associate Professor	\$ 88,058.00	F
KRAUSE , MICHELLE W	Associate Professor	\$ 90,000.00	F
TSAI , PAO-FENG	Associate Professor	\$ 91,262.05	F
LUDWIG , REBECCA L	Associate Professor	\$ 92,158.63	F
Kilic , Fusun	Associate Professor	\$ 93,600.00	F
Davidson , Mari K.	Associate Professor	\$ 93,600.00	F
Baldini , Giulia	Associate Professor	\$ 93,600.00	F
WEBER , JUDITH L	Associate Professor	\$ 97,000.00	F
Mitchell , Anita	Associate Professor	\$ 97,118.28	F
CUMMINS , DOSHA F	Associate Professor	\$ 100,463.00	F
KADLUBAR , SUSAN A	Associate Professor	\$ 102,000.00	F
Ferguson , Alesia	Associate Professor	\$ 102,000.00	F
Maples , Holly	Associate Professor	\$ 103,763.70	F
Ragland , Denise	Associate Professor	\$ 104,268.48	F
Franks , Amy	Associate Professor	\$ 105,222.18	F
Johnson , Jill T	Associate Professor	\$ 106,262.58	F
WORLEY , KAREN B	Associate Professor	\$ 106,801.00	F
COULTER , LOIS E	Associate Professor	\$ 108,630.00	F
Sheffer , Christine E.	Associate Professor	\$ 114,611.77	F
Prewitt , Theresa Elaine	Associate Professor	\$ 115,294.01	F

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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
Menendez , Astryd A.	Associate Professor	\$ 115,643.00	F
Stanger , Catherine	Associate Professor	\$ 116,857.99	F
RUSSELL , ELIZABETH B	Associate Professor	\$ 120,000.00	F
Wei , Feifei	Associate Professor	\$ 125,000.00	F
Dersu , Inci	Associate Professor	\$ 125,685.00	F
Pulley , LeaVonne	Associate Professor	\$ 126,638.01	F
SCOTT , MARY A	Associate Professor	\$ 130,788.00	F
BALDWIN , SHELLY L	Associate Professor	\$ 132,000.00	F
COLLINS , NANCY A	Associate Professor	\$ 133,934.00	F
Morales , Alba	Associate Professor	\$ 134,889.00	F
Young , Karen Leslie	Associate Professor	\$ 141,536.00	F
Rojas , Paulina	Associate Professor	\$ 142,800.00	F
PORTILLA , MARIA G	Associate Professor	\$ 144,425.00	F
Eisenhauer , Gail L.	Associate Professor	\$ 146,400.00	F
Jambhekar , Supriya	Associate Professor	\$ 148,553.00	F
Fussell , Jill J	Associate Professor	\$ 150,758.00	F
STEWART , MARY K	Associate Professor	\$ 155,563.73	F
Shbarou , Rolla M	Associate Professor	\$ 156,738.00	F
TARIQ , SARA G.	Associate Professor	\$ 160,000.00	F
HOWARD , JAMIE	Associate Professor	\$ 161,000.00	F
TOMPKINS , ESTHER H	Associate Professor	\$ 161,931.00	F
Nakagawa , Mayumi	Associate Professor	\$ 168,973.00	F
BROWN , PAMELA S	Associate Professor	\$ 169,000.00	F
BELAND , SUSAN S	Associate Professor	\$ 169,164.00	F
PALMER , KRISTINE G	Associate Professor	\$ 172,721.00	F
Steigman , Carmen	Associate Professor	\$ 174,420.00	F
Azhar , Gohar	Associate Professor	\$ 175,188.00	F
Rogers , Becky J	Associate Professor	\$ 175,681.00	F
Balmakund , Tonya M	Associate Professor	\$ 176,868.00	F
Podrazik , Paula M	Associate Professor	\$ 181,000.00	F
Gokden , Neriman	Associate Professor	\$ 186,027.00	F
Malik , Sadia	Associate Professor	\$ 187,515.00	F
Liggin , Rebecca L	Associate Professor	\$ 188,173.00	F

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Name	Title	Annualized Salary	Gender (M or F)
STEFANS , VIKKI A	Associate Professor	\$ 188,525.00	F
SZABO , JOANNE S	Associate Professor	\$ 190,486.00	F
Quimosing , Estelita M	Associate Professor	\$ 190,593.96	F
Thompson , Tonya Marie	Associate Professor	\$ 196,423.00	F
Sachdeva , Ritu	Associate Professor	\$ 202,863.00	F
Massoll , Nicole A	Associate Professor	\$ 204,720.00	F
RIGGS , ANN T	Associate Professor	\$ 206,000.00	F
Davis , Katrina R	Associate Professor	\$ 220,682.28	F
Hiatt , Kim M	Associate Professor	\$ 221,720.00	F
Wood , JoAnn	Associate Professor	\$ 224,900.00	F
BHUTTA , SADAF T	Associate Professor	\$ 242,000.00	F
DAJANI , NAFISA K	Associate Professor	\$ 254,000.00	F
SHROFF , PERSIS K	Associate Professor	\$ 290,416.00	F
BUCKMILLER , LISA M	Associate Professor	\$ 292,120.00	F
KYMER , PATTI J	Associate Professor	\$ 300,000.00	F
Onisei , Anna Maria	Associate Professor	\$ 300,000.00	F
Kulkarni , Lina	Associate Professor	\$ 300,000.00	F
D Souza , Shirley	Associate Professor	\$ 300,000.00	F
CANNON , THOMAS C	Associate Professor	\$ 1.00	M
SACHDEVA , RAJESH	Associate Professor	\$ 1.00	M
Mittal , Dinesh	Associate Professor	\$ 1,000.00	M
Stein , Gerald S	Associate Professor	\$ 2,430.00	M
JOHNSON , LARRY E	Associate Professor	\$ 5,000.00	M
HUSAIN , MUHAMMAD M	Associate Professor	\$ 22,693.00	M
Spollen III , John J	Associate Professor	\$ 30,815.00	M
WELCH , SAMUEL B	Associate Professor	\$ 36,328.00	M
NAGLE , WILLIAM A	Associate Professor	\$ 42,750.00	M
Rimmer , Thomas W	Associate Professor	\$ 46,199.62	M
SMITH , EUGENE S	Associate Professor	\$ 52,251.00	M
Haun , Randy	Associate Professor	\$ 52,546.00	M
SOULSBY , MICHAEL E	Associate Professor	\$ 61,930.00	M
Hesterlee , Edward	Associate Professor	\$ 63,671.46	M
BERCHER , DANIEL L	Associate Professor	\$ 64,296.72	M

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Phone Number:

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Name	Title	Annualized Salary	Gender (M or F)
EVANS , LARRY	Associate Professor	\$ 65,090.00	M
CONAWAY , HOWARD H	Associate Professor	\$ 65,606.00	M
Spalter , Joel S	Associate Professor	\$ 70,000.00	M
Zawada , W Michael	Associate Professor	\$ 70,000.00	M
ANDERS , MICHAEL E	Associate Professor	\$ 72,373.08	M
Miller , Grover P.	Associate Professor	\$ 72,635.00	M
CURRAN , GEOFFREY M	Associate Professor	\$ 74,876.84	M
ZRAICK JR. , RICHARD I	Associate Professor	\$ 76,476.00	M
Nagarajan , Radhakrishnan	Associate Professor	\$ 80,183.22	M
DAVIES , DAVID L	Associate Professor	\$ 80,366.00	M
HOLDER , JOHN C	Associate Professor	\$ 80,937.00	M
DOBRETISOV , MAXIM	Associate Professor	\$ 81,856.00	M
Eoff , Robert L	Associate Professor	\$ 83,000.00	M
KELLY JR. , THOMAS J	Associate Professor	\$ 84,915.00	M
SHERMAN , ALLEN C	Associate Professor	\$ 85,671.00	M
THOMPSON , A R	Associate Professor	\$ 86,198.00	M
CHANG , JASON Y	Associate Professor	\$ 87,621.00	M
Vural , Emre	Associate Professor	\$ 87,986.00	M
SIMPSON , DONALD D	Associate Professor	\$ 89,229.60	M
Gannaway , John D	Associate Professor	\$ 93,106.35	M
YACCOBY , SHMUEL	Associate Professor	\$ 93,575.01	M
LUPASHIN , VLADIMIR V	Associate Professor	\$ 93,600.00	M
PHELAN , KEVIN D	Associate Professor	\$ 93,600.00	M
PRATHER , PAUL L	Associate Professor	\$ 93,600.00	M
TACKETT , ALAN J	Associate Professor	\$ 93,600.00	M
ZHENG , FANG	Associate Professor	\$ 93,600.00	M
Higuchi , Masahiro	Associate Professor	\$ 93,600.00	M
Hayar , Abdallah M	Associate Professor	\$ 93,600.00	M
Shafirstein , Gal	Associate Professor	\$ 94,000.00	M
Pierce , Dwight	Associate Professor	\$ 95,288.40	M
KURTEN , RICHARD C	Associate Professor	\$ 96,600.00	M
Diekman , Alan	Associate Professor	\$ 97,100.00	M
Breen , Philip J	Associate Professor	\$ 98,422.55	M

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
ZOELLER , MARK F	Associate Professor	\$ 98,588.30	M
Spadaro , Daniel C	Associate Professor	\$ 98,599.90	M
Landes , Reid D	Associate Professor	\$ 98,879.00	M
ROBBINS , VICTOR W	Associate Professor	\$ 100,698.48	M
Dunn , Eddie B	Associate Professor	\$ 102,927.28	M
Bursac , Zoran	Associate Professor	\$ 104,040.00	M
SNOW , JEFFREY H	Associate Professor	\$ 104,127.00	M
Coker , Robert	Associate Professor	\$ 104,151.00	M
WESSINGER , WILLIAM D	Associate Professor	\$ 104,640.00	M
Eswaran , Hari	Associate Professor	\$ 105,000.00	M
Holmes , Talmage M	Associate Professor	\$ 107,000.00	M
Hester , D.	Associate Professor	\$ 108,000.00	M
Das , Kumuda	Associate Professor	\$ 108,000.00	M
Thomas , Jeremy L	Associate Professor	\$ 109,242.00	M
Mabry , Charles D	Associate Professor	\$ 110,000.00	M
Williams , David K	Associate Professor	\$ 112,156.14	M
VYAS , DILEEPKUMAR R	Associate Professor	\$ 113,447.00	M
BOGER , JAMES E	Associate Professor	\$ 119,340.00	M
PAI , BALAKRISHNA V.	Associate Professor	\$ 121,943.00	M
MAHADEVAN , MAHENDRAN	Associate Professor	\$ 125,100.00	M
Griffin , Robert James	Associate Professor	\$ 128,000.00	M
Chacko , Joseph G	Associate Professor	\$ 128,433.00	M
Edmondson , Ricky D	Associate Professor	\$ 129,749.00	M
Ryan , Kevin W	Associate Professor	\$ 129,858.63	M
Allaben , William T	Associate Professor	\$ 130,000.00	M
Davis , Charles M	Associate Professor	\$ 131,400.00	M
SHULTZ , SAM L	Associate Professor	\$ 136,901.00	M
OCHOA JR. , EDUARDO R	Associate Professor	\$ 141,530.00	M
NESMITH , JAMES D	Associate Professor	\$ 141,831.00	M
ILYAS , MOHAMMAD	Associate Professor	\$ 142,646.00	M
Carroll , Peter J	Associate Professor	\$ 142,800.00	M
WRIGHT , LARRY D	Associate Professor	\$ 146,211.90	M
CLEVELAND , ELTON R	Associate Professor	\$ 148,363.00	M

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Institution:
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Name	Title	Annualized Salary	Gender (M or F)
Wiggins , Michael	Associate Professor	\$ 151,657.00	M
FRINDIK , JOSEPH P	Associate Professor	\$ 152,988.00	M
McKelvey , Kent David	Associate Professor	\$ 154,739.67	M
HARDIN , BRIAN H	Associate Professor	\$ 155,182.00	M
FENDLEY , HERBERT F	Associate Professor	\$ 156,350.29	M
Berlinski , Ariel	Associate Professor	\$ 157,734.00	M
BRIMBERRY , RONALD K	Associate Professor	\$ 158,059.20	M
Hudson , C. Philip	Associate Professor	\$ 161,000.00	M
DILDY , DALE W	Associate Professor	\$ 161,015.00	M
SAYLORS III , ROBERT L	Associate Professor	\$ 161,043.00	M
BLASZAK , RICHARD T	Associate Professor	\$ 161,078.00	M
MORRIS , MOHY G	Associate Professor	\$ 161,641.00	M
MAGEE , JAMES S	Associate Professor	\$ 164,931.00	M
BALDWIN , RONALD L	Associate Professor	\$ 168,641.00	M
KISER , THOMAS S	Associate Professor	\$ 169,000.00	M
ASHCRAFT , EDMOND W	Associate Professor	\$ 171,542.00	M
Bauer , Martin	Associate Professor	\$ 172,630.00	M
Thapa , Purushottam B.	Associate Professor	\$ 173,500.98	M
Stanley , James	Associate Professor	\$ 178,000.00	M
Messias , Erick	Associate Professor	\$ 178,000.00	M
GOKDEN , MURAT	Associate Professor	\$ 178,298.00	M
SIMMONS , ALVA L	Associate Professor	\$ 178,917.00	M
NELSEN JR. , DAVID A	Associate Professor	\$ 179,081.57	M
Garnica , Adolfo D	Associate Professor	\$ 180,500.00	M
Gibbons , Troy E	Associate Professor	\$ 180,564.00	M
LOWERY , R. S	Associate Professor	\$ 180,711.00	M
HARVILLE , TERRY O	Associate Professor	\$ 183,100.00	M
LEITHISER , RICHARD E	Associate Professor	\$ 184,250.00	M
Yan , Yulong	Associate Professor	\$ 187,272.00	M
Best , Thomas H	Associate Professor	\$ 187,330.00	M
Prodhan , Parthak	Associate Professor	\$ 188,358.00	M
Bhutta , Adnan	Associate Professor	\$ 189,000.00	M
KAISER , JEFFREY R	Associate Professor	\$ 189,133.00	M

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Name	Title	Annualized Salary	Gender (M or F)
Yared , Marwan	Associate Professor	\$ 190,000.00	M
SIMMONS , HENRY F	Associate Professor	\$ 192,410.76	M
CHEEK , ROBERT T	Associate Professor	\$ 192,780.00	M
BODENNER , DONALD	Associate Professor	\$ 193,000.00	M
FOSTER , DONALD L	Associate Professor	\$ 197,410.00	M
GUISE , JOSEPH B	Associate Professor	\$ 197,999.00	M
MAKHOUL , ISSAM	Associate Professor	\$ 199,100.00	M
TOBLER , H. G	Associate Professor	\$ 200,500.00	M
SHIHABUDDIN , BASHIR S	Associate Professor	\$ 201,000.00	M
GREENFIELD , WILLIAM W	Associate Professor	\$ 204,000.00	M
HUTCHINS , DAVID A	Associate Professor	\$ 204,000.00	M
WALTER , DONNAL C	Associate Professor	\$ 204,439.00	M
REGO , RAYBURN F	Associate Professor	\$ 210,058.00	M
GREEN , JERRIL W	Associate Professor	\$ 210,328.00	M
Sanders Jr , Ronald C	Associate Professor	\$ 210,589.00	M
SHIRM , STEVEN W	Associate Professor	\$ 214,805.00	M
Rubenow , Jon C.	Associate Professor	\$ 220,830.00	M
BUCKNER , CHARLES B	Associate Professor	\$ 222,000.00	M
KRISHNAN , UTTAMAPALAYAN R	Associate Professor	\$ 222,000.00	M
Dyamenahalli , Umesh	Associate Professor	\$ 223,119.00	M
FAHDI , IBRAHIM E	Associate Professor	\$ 223,996.00	M
BROADWATER , JOHN RALPH	Associate Professor	\$ 225,000.00	M
JENSEN , JOSEPH C	Associate Professor	\$ 225,000.00	M
Crosland , J. Grady	Associate Professor	\$ 225,000.00	M
MELTON , CHRISTOPHER	Associate Professor	\$ 227,000.00	M
Hogan , William R	Associate Professor	\$ 229,500.00	M
SEIB , PAUL M	Associate Professor	\$ 234,272.00	M
FONTENOT , EUDICE E	Associate Professor	\$ 235,711.00	M
KEY , JAMES M	Associate Professor	\$ 240,955.00	M
Hollomon , Michael	Associate Professor	\$ 245,000.00	M
Lorsbach , Robert B	Associate Professor	\$ 261,000.00	M
Richter , Gresham T	Associate Professor	\$ 277,500.00	M
KANDASAMY , SRIKANTHAN	Associate Professor	\$ 285,000.00	M

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Name	Title	Annualized Salary	Gender (M or F)
BUCHMANN , ROBERT	Associate Professor	\$ 290,000.00	M
Ali , Ahsan	Associate Professor	\$ 292,000.00	M
Onisei , Ducu F.	Associate Professor	\$ 295,000.00	M
GHAFOOR , ABID U	Associate Professor	\$ 300,000.00	M
AL-TAKROURI , HATEM A	Associate Professor	\$ 300,000.00	M
SIDDIQUI , Mohammad S	Associate Professor	\$ 300,000.00	M
Apuya , Jesus	Associate Professor	\$ 300,000.00	M
Ghaleb , Ahmed	Associate Professor	\$ 304,000.00	M
Ullah , Sana	Associate Professor	\$ 305,000.00	M
Watkins , Bryan	Associate Professor	\$ 305,000.00	M
PAYDAK , HAKAN	Associate Professor	\$ 312,100.00	M
WILKERSON , DANNY	Associate Professor	\$ 320,000.00	M
Gardner , Kenneth E	Associate Professor	\$ 322,200.00	M
VAN HEMERT JR , RUDY L	Associate Professor	\$ 327,750.00	M
ADULI , FARSHAD	Associate Professor	\$ 343,500.00	M
Yousaf , Muhammad	Associate Professor	\$ 347,000.00	M
PENAGARICANO , JOSE A	Associate Professor	\$ 360,000.00	M
Davis , Daniel A.	Associate Professor	\$ 365,565.24	M
ERDEM , EREN	Associate Professor	\$ 395,000.00	M
Maxson , Robert Todd	Associate Professor	\$ 432,400.00	M
Canon , Stephen	Associate Professor	\$ 450,000.00	M
Imamura , Michiaki	Associate Professor	\$ 629,838.00	M
ZIMNIAK , LUDWIK A	Associate Research Professor	\$ 57,439.26	F
Lei , Mei G	Associate Research Professor	\$ 65,150.46	F
MEGYESI , JUDIT K	Associate Research Professor	\$ 87,210.00	F
Roberts , Dean W	Associate Research Professor	\$ 56,421.25	M
CUE , DAVID R	Associate Research Professor	\$ 63,984.60	M
Celikel , Reha	Associate Research Professor	\$ 69,654.78	M
Ballard , Marsha T	Associate VC for Development	\$ 168,300.00	F
FONTAINE , MELISSA	Associate VC for Clinical Programs	\$ 259,235.55	F
Graham , Carol L	Associate VC for Clinical Programs	\$ 225,000.00	F
Long , Hosea W	Associate VC & Chief HR Officer	\$ 123,136.69	M
RILEY , DANIEL J	Associate VC for Clinical Finance	\$ 245,004.12	M

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686-7076

Name	Title	Annualized Salary	Gender (M or F)
Taylor , Leslie W	Associate VC for Communications	\$ 145,203.43	F
WILCOX , DAVID O	Associate VC for Finance	\$ 140,934.00	M
Colclasure , Stephanie P	Bookstore Assistant Director	\$ 37,867.50	F
Sims , Sonja K	Bookstore Director	\$ 75,719.70	F
KETCHUM , DIANNE	Cancer Registry Director	\$ 43,744.03	F
WILLIAMS-RAYNOR , LOIS J	Cancer Registry Director	\$ 45,846.83	F
Rahn , Daniel	Chancellor	\$ 612,000.00	M
FORREST , MARY H	Chief Nursing Officer	\$ 185,746.08	F
ALBERSON , CARROLL L	Chief of Police	\$ 74,202.22	M
Ray , Trenda D	Chief Operating Officer of Ambulatory	\$ 123,000.00	F
Tabor , Pamela D	Child Death Review Director	\$ 52,500.00	F
Gaston , Jamie L	Clinic Director	\$ 55,838.64	F
Parker , Martha E	Clinic Director	\$ 63,651.06	F
Holland , Andrea S	Clinic Director	\$ 65,908.32	F
SCOTT , SUSAN S	Clinic Director	\$ 83,921.52	F
Miller , Kathy A	Clinic Director	\$ 96,000.00	F
Norman , Angela D	Clinic Director	\$ 110,000.00	F
Johnson , Jeri D	Clinic Director for Kids First	\$ 43,778.09	F
Rowell , Kelly K	Clinic Director for Kids First	\$ 45,967.32	F
Ray , Jennifer E	Clinic Director for Kids First	\$ 48,758.14	F
Doherty , Tommye G	Clinic Director for Kids First	\$ 48,902.88	F
Emery , Sharron D	Clinic Director for Kids First	\$ 57,200.58	F
Stroh , Suzanne E	Clinic Director for Kids First	\$ 64,051.58	F
Atwood , Rebecca J	Clinic Director for Kids First	\$ 64,927.08	F
Love , Margaret P	Consults Director	\$ 25,016.01	F
Compas , Darren H	Consults Director	\$ 67,006.87	M
Murphy , Douglas L	Dean, College of Health Related Professions	\$ 206,000.00	M
FISER , DEBRA H	Dean, College of Medicine	\$ 481,185.00	F
BARONE , CLAUDIA P	Dean, College of Nursing	\$ 196,945.68	F
Gardner , Stephanie F	Dean, College of Pharmacy	\$ 222,640.00	F
Raczynski , James M.	Dean, College of Public Health	\$ 250,590.74	M
Armstrong , Cheryl A	Department Chairperson	\$ 183,750.00	F
CHILDS , GWEN V	Department Chairperson	\$ 202,500.00	F

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686-7076

Name	Title	Annualized Salary	Gender (M or F)
Rusch , Nancy	Department Chairperson	\$ 202,500.00	F
PABLO , CARMELITA S	Department Chairperson	\$ 437,000.00	F
RATANATHARATHORN , VANEERAT	Department Chairperson	\$ 482,864.00	F
RANEY , KEVIN D	Department Chairperson	\$ 195,000.00	M
JENNINGS , MICHAEL L	Department Chairperson	\$ 202,500.00	M
MORRISON , RICHARD P	Department Chairperson	\$ 202,500.00	M
Crooks , Peter A	Department Chairperson	\$ 210,000.00	M
KNIGHT , DANIEL A	Department Chairperson	\$ 236,000.00	M
Greenfield , L. John	Department Chairperson	\$ 303,000.00	M
Leibovich , Marvin	Department Chairperson	\$ 370,000.00	M
SMITH , G RICHARD	Department Chairperson	\$ 371,000.00	M
MARSH , JAMES D.	Department Chairperson	\$ 386,391.00	M
JACOBS , RICHARD F	Department Chairperson	\$ 390,000.00	M
SMOLLER , BRUCE R	Department Chairperson	\$ 393,400.00	M
SUEN , JAMES Y	Department Chairperson	\$ 406,225.00	M
WESTFALL , CHRISTOPHER T	Department Chairperson	\$ 485,000.00	M
KENNEY , PHILIP J	Department Chairperson	\$ 501,000.00	M
LOWERY , CURTIS L	Department Chairperson	\$ 511,163.00	M
NICHOLAS , RICHARD	Department Chairperson	\$ 524,581.06	M
Turnage , Richard Hampton	Department Chairperson	\$ 630,129.00	M
Day , John D	Department Chairperson	\$ 648,327.00	M
Giger , Shannon Huguen	Department Development Director	\$ 54,463.58	F
SEWARD , BETH W	Department Development Director	\$ 56,455.97	F
CHEEK , JUDITH A	Departmental Director	\$ 82,929.06	F
Hinterthuer , Rick J	Deputy Director	\$ 95,000.00	M
DURHAM , ROBERT L	Director of IT Infrastructure Dev	\$ 93,122.00	M
Morton , Kimberly J	Director of Academic Admin & Informatics	\$ 58,765.26	F
HART , THOMAS J	Director of Academic Computing	\$ 84,839.00	M
LEWIS , THOMAS D	Director of Academic Information Systems	\$ 73,682.17	M
WITT , LORA L	Director of Accounting	\$ 65,747.16	F
Baas , Donna F	Director of Accreditation/Compliance	\$ 114,665.21	F
Wood , Natalie J	Director of Administration	\$ 55,853.16	F
BARD , ELIZABETH A	Director of Administration	\$ 81,106.32	F

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Name	Title	Annualized Salary	Gender (M or F)
CODY , RAMANDA F	Director of Administration	\$ 86,442.51	F
GRAY , SHIRLEY W	Director of Administration	\$ 124,209.48	F
Ashmore , David M	Director of Administration	\$ 82,900.00	M
Choi , Angie N	Director of Admission & Alumni Affairs	\$ 40,800.00	F
MCCLAIN , MARY F	Director of Admissions	\$ 42,656.40	F
DUPUY , LINDA	Director of Admissions	\$ 56,247.00	F
Orear , Kathy M	Director of Admissions	\$ 65,911.11	F
WHITE , OLLIE E	Director of Adolescent Health	\$ 47,724.29	F
Woods , Odette B	Director of Affirmative Action	\$ 88,434.00	F
BAILEY , CLYDE	Director of Bioinformatics	\$ 74,788.44	M
Doyle , Howard H	Director of Business Planning	\$ 64,739.65	M
BELEW , GEORGE E	Director of Business Planning	\$ 117,462.20	M
WALDRON , WILLIAM W	Director of Campus Budget & Planning	\$ 96,303.30	M
Rule , Renie P	Director of Campus Development	\$ 120,000.00	F
Brown , Sherie L	Director of Campus Housekeeping	\$ 74,103.53	F
McDaniel , Angela C	Director of Campus Media Services	\$ 71,400.00	F
Preston , Michael A	Director of Cancer Control Outreach Ctr	\$ 55,000.00	M
Kirk , Margarite H	Director of Cardiovascular Programs	\$ 104,550.00	F
Adney , Karen K	Director of Care Management	\$ 87,710.00	F
Harris , Josi L	Director of Case Coordination	\$ 91,020.60	F
Chanslor , Donald R	Director of Clinical Information Systems	\$ 97,000.00	M
Petty , Nathan M	Director of Clinical Trials	\$ 73,202.34	M
Alonso , Paula R	Director of Coding	\$ 120,819.00	F
Franks , Kate F	Director of Communications	\$ 83,640.00	F
Peel , Andrea L	Director of Communications	\$ 100,455.17	F
ARONSON , JANET L	Director of Communications	\$ 105,000.00	F
Smith , Jennifer L	Director of Conflict of Interest	\$ 92,000.00	F
Mabry , Lea A	Director of Continuing Med Ed	\$ 56,259.00	F
Cook , Allyson H	Director of Continuing Medical Education	\$ 36,000.00	F
LESLIE , DEBORAH S	Director of Contract Services	\$ 67,017.00	F
Stephens , Tyrone D	Director of Cost Accounting	\$ 81,013.87	M
Watson , Mary B	Director of Delta AHEC South	\$ 66,634.75	F
HILL , CONNIE L	Director of Department Budget	\$ 102,567.12	F

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Name	Title	Annualized Salary	Gender (M or F)
Tapp , Catherine G	Director of Department Development	\$ 69,500.00	F
Beard , Arthur W	Director of Development Services	\$ 72,420.00	M
Flowers , Vivian L	Director of Diversity Recruitment	\$ 74,908.80	F
Gregory , Cynthia M	Director of Division Development	\$ 58,000.00	F
Ivy , Brooke	Director of Division Development	\$ 60,000.00	F
Stafford , Brandi B	Director of Division Development	\$ 65,000.00	F
Sowell , Cristy H	Director of Division Development	\$ 69,654.78	F
Turney , Ellen A	Director of Division Development	\$ 97,000.00	F
Scisson , Brenda L	Director of Division Development	\$ 112,000.00	F
Brown , Charlotte B	Director of Division Development	\$ 112,816.08	F
Conque II , Chasse S	Director of Division Development	\$ 68,000.00	M
Varnado , Victor N	Director of Division Development	\$ 75,000.00	M
Hudson , Timothy W	Director of Division Development	\$ 101,803.14	M
Davis , Dwight A	Director of EBRx Program	\$ 165,648.00	M
Klein , Sandra E	Director of Education	\$ 59,079.42	F
Neal , Terrell P	Director of Emergency Department	\$ 115,560.04	M
Garland , Jeri C	Director of EMR Services	\$ 113,526.00	F
DOLLAR , GARY W	Director of Facilities Services	\$ 102,874.75	M
Goza , Robert L	Director of Facility Planning	\$ 80,370.90	M
COOPER , GLENDA J	Director of Faculty Affairs	\$ 57,583.08	F
Smith , Kelly	Director of Finance	\$ 98,000.00	F
Faught , L. Keith	Director of Finance	\$ 115,000.00	M
Ferren , Cliff G	Director of Financial Analysis	\$ 88,079.22	M
HOPPER , JANET L	Director of Grants/Cost Accounting	\$ 86,972.13	F
McKinney , Mary K	Director of Head Start	\$ 79,785.15	F
JOHNSON , ANGELA K	Director of Health Information Managemen	\$ 116,524.80	F
Wallingsford , Ronnie G	Director of Hospital Computing	\$ 113,512.00	M
RHINEHART , CHAD W	Director of Information Systems	\$ 40,800.00	M
JONES , RONNIE A	Director of Information Systems Ops	\$ 94,861.00	M
Seidenschnur , Judith	Director of Inpatient Nursing Care	\$ 112,200.00	F
Smith , Virginia L	Director of Inpatient Nursing Care	\$ 118,000.05	F
RANDOF , JOYCE E	Director of Inpatient Nursing Care	\$ 125,000.00	F
CONNERS , CANDACE CLC	Director of Inpatient Nursing Care	\$ 125,000.00	F

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Name	Title	Annualized Salary	Gender (M or F)
STELZL , MAUDIE M	Director of IT	\$ 98,679.90	F
DONOHOO , MARY N	Director of IT Administrative Services	\$ 136,193.00	F
Fuller , William A	Director of IT Infrastructure Dev	\$ 82,940.00	M
SCOTT , GLORIA S	Director of Laboratory	\$ 100,000.00	F
Newman III , Joe W	Director of Management Engineering	\$ 102,815.45	M
Edstrom , Patricia J	Director of Med Ed & Fac Development NW	\$ 52,020.00	F
LEVITSKAYA , ANGELINA G	Director of Med Interpreter Training Prg	\$ 72,813.06	F
Starnes , Cheryl K	Director of Medical Staff Office	\$ 100,028.21	F
BAUKNIGHT , BILLY E	Director of Minority Student Affairs	\$ 57,435.09	M
Jones , Tammy C	Director of Nursing Quality	\$ 115,000.00	F
Campbell , Michael E	Director of Nutrition Services	\$ 125,460.00	M
Arias , Cristina A	Director of NW Behavioral Health	\$ 97,000.00	F
Hurd , Fred C	Director of NW Campus Operations	\$ 72,828.00	M
PRICE , CAROL J	Director of Occupational Health & Safety	\$ 77,523.33	F
Gurley , Jennifer M	Director of Operational Improvement	\$ 91,810.10	F
Manley , Michael O	Director of Operations	\$ 91,800.00	M
Edgerson , Patricia M	Director of Outreach	\$ 47,133.83	F
Loveless , Stephanie C	Director of Outreach	\$ 58,215.80	F
Lusby , Sandra F	Director of Outreach	\$ 61,200.00	F
MILLER , GARY D	Director of Outreach	\$ 49,355.00	M
Jackson , Karen A	Director of Parking Operations	\$ 71,007.30	F
Hull , James	Director of Pastoral Care	\$ 95,033.26	M
HALL , MARTHA	Director of Patient Billing Services	\$ 119,173.41	F
Nirenberg , Charlotte L	Director of Patient Systems	\$ 87,975.00	F
PARR , MICHAEL D	Director of Pharmacy	\$ 145,000.00	M
Flannery , Jonathan J	Director of Physical Plant	\$ 117,300.00	M
Deere , Glen D	Director of PIC	\$ 87,443.58	M
McClain , Judith K	Director of Planned Giving	\$ 102,692.00	F
Foster , Howell R	Director of Poison & Drug Information	\$ 124,511.39	M
Hiryak , M. Holly H	Director of Pre-Access Business Center	\$ 108,577.98	F
FOSTER , BETTY A	Director of Procurement Services	\$ 77,561.24	F
Russ , Charliss M	Director of Prospect Research	\$ 75,388.20	F
Mink , Tara B	Director of Quality	\$ 91,000.00	F

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Name	Title	Annualized Salary	Gender (M or F)
Paladino , Marinelle H	Director of Quality	\$ 91,800.00	F
STRICKLIN , MARVIN T	Director of Radiology	\$ 119,269.38	M
BALLARD , GLENN E	Director of Rehabilitation Services	\$ 94,166.09	M
MORRIS , KATHRYN A	Director of Research	\$ 72,420.00	F
SMITH , VERONICA J	Director of Research	\$ 82,000.00	F
KELLER , JOHN R	Director of Respiratory Care	\$ 81,608.98	M
TUTTON , REBECCA S	Director of Risk Management	\$ 101,322.13	F
KUTAIT JR. , KEMAL E	Director of Risk Management	\$ 76,586.00	M
Hill , Timothy E	Director of Rural Hospital Programs	\$ 90,000.00	M
Bilbruck , Timothy J	Director of Simulation Technology	\$ 65,000.00	M
SMITH , NANCY J	Director of Special Services	\$ 100,000.00	F
Alstadt , Suzanne E	Director of Sponsored Research Admin	\$ 77,647.50	F
RICE , VIRGINIA O	Director of Student Activities	\$ 56,939.00	F
GOFORTH , CHERI D	Director of Student Activities	\$ 77,782.14	F
KEMP , GLORIA D	Director of Student Aid	\$ 70,000.00	F
Ellis , Jami W	Director of Supply Chain Logistics	\$ 92,540.52	F
Coleman , Mary A	Director of Support Services	\$ 139,675.00	F
Williams , Anna B	Director of Surgical Services	\$ 140,515.20	F
NARAMORE , HOLLY J	Director of Telecommunication Services	\$ 95,150.70	F
Brackman , Sharon A	Director of Tobacco Project	\$ 63,984.60	F
BUTTS , BEVERLY A	Director of Transplant Services	\$ 83,167.43	F
STOUT , DEANNA L	Director of Travel	\$ 57,508.88	F
Stover , Jacob J	Director of Treasury Department	\$ 86,700.00	M
Underwood , Lowell Joseph	Director of University Relations	\$ 90,644.85	M
Gray , Leslie E	Director of Volunteer Services	\$ 56,000.00	F
LOWE , JANE T	Director of Volunteer Services	\$ 62,101.68	F
HARDEN , ASHLEY T	Director of Wellness	\$ 50,349.88	F
COCHRAN , STEPHEN W	Director, IT Security/HIPAA Security Off	\$ 80,826.00	M
Cranford , Charles O	Distinguished Professor	\$ 102,000.00	M
HINSON , JACK A	Distinguished Professor	\$ 142,500.00	M
Corry , Peter	Distinguished Professor	\$ 245,184.54	M
WESTBROOK , KENT C	Distinguished Professor	\$ 358,750.00	M
Slagle , William F	Divisional Director	\$ 60,000.00	M

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

Completed By:

Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
CARROLL , SUZANNE M	Education Assistant Director	\$ 30,905.08	F
CORNETT , LAWRENCE E	Exec Assoc Dean & VC for Research	\$ 214,322.40	M
WHEELER , RICHARD	Exec Assoc Dean for Academic Affairs	\$ 280,308.00	M
SMITH , CHARLES W	Exec Assoc Dean for Clinical Affairs	\$ 298,233.00	M
NUGENT , OLAN A	Exec Assoc Dean for Finance & Admin	\$ 251,257.00	M
CORNETT , LAWRENCE E	Executive Associate Dean & Vice Chancellor	\$ 214,322.40	M
Cotten , Michael B	Executive Director of Campus Operations	\$ 141,926.53	M
Jackson , Lisa C	Executive Director of CCTR	\$ 120,000.00	F
Henry , Susan D	Executive Director of Clinical Ops- MIRT	\$ 140,000.00	F
BENTON , TINA L	Executive Director of Development	\$ 115,894.00	F
Horne , Art	Executive Director of Development	\$ 122,163.36	M
Coffin , John F	Executive Director of Development	\$ 134,379.70	M
BROWN , GEOFFREY C	Eye Bank Director	\$ 59,845.44	M
Staples , Steve S	Eye Bank Technical Director	\$ 48,227.64	M
Money , Kenley	Health Data Initiative Director	\$ 85,345.00	F
Goins , Rebecca A	HR Director of Benefits	\$ 77,370.39	F
BRADLEY , AUDREY Y	HR Director of Employee Relations	\$ 70,000.00	F
Leonard , Teletha I	HR Director of Employee Services	\$ 57,980.53	F
FINNE , KIMBERLEE L	HR Director of Recruitment, Class & Comp	\$ 77,263.23	F
ANDERSON , PAMELA	HR Director of UTEMPS	\$ 55,188.02	F
Newton , Cynthia K	HR Division Administrator	\$ 44,500.00	F
Sanders , Rachelle	Integration: default position	\$ 159,000.00	F
Ritchie , Malcolm E	IT Director of Executive Information Sys	\$ 77,469.00	M
Williams , Kevin R	IT Director of Executive Information Sys	\$ 82,500.00	M
MARSH , CAROLYN Y	Kids First Administrator	\$ 86,896.86	F
Withers , Sandra L	Kids First Director of Nursing	\$ 81,125.89	F
BAKER , VERNA M	Kids First Director of Nutrition	\$ 75,013.87	F
Bolden , Catherine P	Payroll Director	\$ 68,000.00	F
Kirchner , JoAnn E	Professor	\$ 1,000.00	F
WORLEY , LINDA L	Professor	\$ 10,571.50	F
TORNQUIST , ELIZABETH M	Professor	\$ 20,400.00	F
MEHTA , PAULETTE	Professor	\$ 21,667.00	F
SULLIVAN , JAN G	Professor	\$ 26,398.00	F

Report all employees as of September 1st

Institution:
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686-7076

Name	Title	Annualized Salary	Gender (M or F)
CHERNOFF , RONNI	Professor	\$ 43,515.00	F
COLEMAN , ELIZABETH A	Professor	\$ 48,286.07	F
SEIBERT , JOANNA J	Professor	\$ 50,000.00	F
SIMMONS , DEBRA L	Professor	\$ 78,208.00	F
RYE , KATHY J	Professor	\$ 80,480.00	F
HART , JANICE K	Professor	\$ 82,521.06	F
ERBLAND , MARCIA L	Professor	\$ 85,526.00	F
Long , Susan L	Professor	\$ 88,892.18	F
GENTRY , BETHOLYN F	Professor	\$ 92,265.79	F
Gullette , Donna	Professor	\$ 93,489.12	F
BARBER , LAURIE D	Professor	\$ 95,000.00	F
GRIEBEL , MAY L	Professor	\$ 97,379.00	F
Hutchison , Lisa C	Professor	\$ 107,453.60	F
EISENACH , KATHLEEN D	Professor	\$ 109,122.00	F
Nowak , Grazyna	Professor	\$ 112,265.39	F
GADDY , DANA	Professor	\$ 114,256.00	F
PERROT , LINDA J	Professor	\$ 118,433.00	F
ANDERSON , PAULA J	Professor	\$ 119,093.00	F
CRANMER , JOAN M	Professor	\$ 119,356.00	F
Hilliard , Nicki L	Professor	\$ 122,399.63	F
RYAN , MARY L	Professor	\$ 125,219.54	F
GILBERT , KATHLEEN M	Professor	\$ 127,500.00	F
KANE , CYNTHIA J	Professor	\$ 127,500.00	F
CHOW , MARIE	Professor	\$ 127,500.00	F
MacMillan-Crow , Lee Ann	Professor	\$ 127,500.00	F
James , Jill	Professor	\$ 130,205.00	F
SOUDER , ELAINE	Professor	\$ 133,940.28	F
CREW , PATRICIA W	Professor	\$ 135,000.00	F
PONNAPPAN , USHA	Professor	\$ 135,000.00	F
GRIFFIN , SUE T	Professor	\$ 136,720.80	F
WHITESIDE-MANSELL , LEANNE	Professor	\$ 137,000.00	F
Simmen , Rosalia	Professor	\$ 138,596.00	F
RADOMINSKA-PANDYA , ANNA	Professor	\$ 142,500.00	F

Report all employees as of September 1st

Institution:
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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
BEVERLY , CLAUDIA J	Professor	\$ 147,172.09	F
LIPSMAYER , ELEANOR A	Professor	\$ 147,459.00	F
BOOTH , BRENDA M	Professor	\$ 150,711.00	F
KRAMER , TERESA L	Professor	\$ 164,000.00	F
Cornell , Carol	Professor	\$ 164,563.19	F
Karkos , Jerie Beth	Professor	\$ 165,240.00	F
Bora , Nalini S	Professor	\$ 170,531.75	F
JONES , STACIE M	Professor	\$ 174,212.00	F
Lee , Jeannette Y.	Professor	\$ 175,000.00	F
West , Delia	Professor	\$ 176,844.07	F
AITKEN , MARY E	Professor	\$ 178,364.00	F
Oliveto , Alison	Professor	\$ 178,693.46	F
Randolph , Mildred M	Professor	\$ 183,766.26	F
MORRIS , PAULA K	Professor	\$ 184,734.00	F
ELLIS , EILEEN N	Professor	\$ 185,044.00	F
Thrailkill , Kathryn	Professor	\$ 188,121.00	F
HOBBS , CHARLOTTE	Professor	\$ 188,293.00	F
THOMAS , RUTH L	Professor	\$ 192,834.00	F
JAMES , LAURA P	Professor	\$ 192,897.00	F
BECK , CORNELIA	Professor	\$ 193,914.24	F
TAYLOR , BONNIE J	Professor	\$ 200,000.00	F
ROBERSON , PAULA K	Professor	\$ 207,914.76	F
RUDNICKI , STACY A	Professor	\$ 208,000.00	F
FOX , MICHELE H	Professor	\$ 220,000.00	F
Shorey , Jeannette M.	Professor	\$ 225,962.00	F
KOROURIAN , SOHEILA	Professor	\$ 226,000.00	F
DICK , RHONDA M	Professor	\$ 227,553.00	F
FRAZIER , ELIZABETH A	Professor	\$ 237,432.00	F
BORNEMEIER , RENEE A	Professor	\$ 238,580.00	F
LAMPS , LAURA W	Professor	\$ 241,595.00	F
KLIMBERG , VICKI S	Professor	\$ 273,000.00	F
HENRY-TILLMAN , RONDA S	Professor	\$ 273,000.00	F
MOSS , MARIE M	Professor	\$ 281,281.00	F

Report all employees as of September 1st

Institution:
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Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
HUTCHINS , LAURA F	Professor	\$ 281,900.00	F
Wei , Jeanne	Professor	\$ 285,486.00	F
THAPA , SUSHMA	Professor	\$ 315,000.00	F
ANGTUACO , TERESITA L	Professor	\$ 333,000.00	F
JASIN , HUGO E	Professor	\$ 5,000.00	M
Labbate , Lawrence	Professor	\$ 9,600.00	M
PETURSSON , GISSUR J	Professor	\$ 11,200.00	M
BISSETT , JOE K	Professor	\$ 18,878.00	M
URETSKY , BARRY F.	Professor	\$ 25,000.00	M
Kim , Lawrence	Professor	\$ 26,600.00	M
SULLIVAN , DENNIS H	Professor	\$ 27,623.00	M
OWEN , RICHARD R	Professor	\$ 28,765.00	M
PORTILLA , DIDIER	Professor	\$ 30,000.00	M
PYNE , JEFFREY M	Professor	\$ 32,670.00	M
JILKA , ROBERT L	Professor	\$ 32,694.00	M
Van Rhee , Frits	Professor	\$ 40,633.00	M
FAAS , FRED H	Professor	\$ 48,000.00	M
FINKBEINER , ALEX E	Professor	\$ 50,000.00	M
HACKLER , CHRIS	Professor	\$ 54,495.00	M
REIS , ROBERT J	Professor	\$ 55,176.38	M
HERMONAT , PAUL L	Professor	\$ 57,876.00	M
MEHTA , JAWAHAR	Professor	\$ 58,000.00	M
PRICE , PETER M	Professor	\$ 58,031.00	M
OBRIEN , CHARLES A	Professor	\$ 59,740.00	M
SAFIRSTEIN , ROBERT L	Professor	\$ 60,000.00	M
BISSADA , NABIL K	Professor	\$ 60,000.00	M
BASNAKIAN , ALEXEI G	Professor	\$ 63,750.00	M
SHAH , SUDHIR	Professor	\$ 70,630.00	M
BARGER , STEVEN W	Professor	\$ 71,000.16	M
ZIMNIAK , PIOTR	Professor	\$ 71,250.00	M
OBRIEN , TIMOTHY J	Professor	\$ 71,891.00	M
Cranmer , Morris	Professor	\$ 76,311.93	M
CHOWDHURY , PARIMAL	Professor	\$ 78,837.00	M

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

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Kim Finne

Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Wayne , John B	Professor	\$ 85,355.67	M
LIEM , PHAM H	Professor	\$ 87,138.00	M
Hauer-Jensen , Martin	Professor	\$ 89,035.80	M
JOHNSON , LARRY G	Professor	\$ 90,406.00	M
Compadre , Cesar M	Professor	\$ 91,800.00	M
Liu , Shi	Professor	\$ 92,989.30	M
Wolfe , Jonathan J	Professor	\$ 93,591.12	M
Kennedy , Robert L	Professor	\$ 96,405.30	M
BAKER , JOHN	Professor	\$ 100,475.13	M
LUCY JR , DENNIS D	Professor	\$ 103,000.00	M
SACCENTE , MICHAEL	Professor	\$ 105,183.00	M
FORTNEY , JOHN C	Professor	\$ 106,731.00	M
HAKKAK , REZA	Professor	\$ 107,041.86	M
Guyette , Thomas W	Professor	\$ 107,832.00	M
STIMERS , JOSEPH R	Professor	\$ 108,100.00	M
HILLER II , FREDERICK CHARLES	Professor	\$ 108,517.00	M
Kodell , Ralph L	Professor	\$ 109,870.88	M
DIENEL , GERALD A	Professor	\$ 110,000.00	M
SODERBERG , LEE S	Professor	\$ 110,554.00	M
GOLDSMITH , GEOFFREY	Professor	\$ 113,250.00	M
Fifer , Espero K	Professor	\$ 115,867.92	M
Born , Charles K	Professor	\$ 117,070.72	M
LUMPKIN , CHARLES K	Professor	\$ 117,080.00	M
WARREN , ROBERT H	Professor	\$ 121,219.00	M
EDWARDS , MARK C	Professor	\$ 122,318.00	M
WEINSTEIN , ROBERT S	Professor	\$ 123,291.00	M
Boone , Steve E	Professor	\$ 123,420.00	M
Light , Kim E	Professor	\$ 124,282.51	M
GOVINDARAJAN , RANGASWAMY	Professor	\$ 125,000.00	M
CANNON , MARTIN	Professor	\$ 125,000.00	M
THOMAS , ARTHUR H	Professor	\$ 125,000.00	M
SUVA , LARRY J	Professor	\$ 125,000.00	M
Kim , Cherng-ju	Professor	\$ 126,512.06	M

Report all employees as of September 1st

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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
MACNICOL , ANGUS	Professor	\$ 127,500.00	M
MAYEUX , PHILIP R	Professor	\$ 127,500.00	M
Wahls , Wayne P.	Professor	\$ 127,500.00	M
Mennemeier , Mark S	Professor	\$ 127,500.00	M
BROWN , HARRY H	Professor	\$ 127,679.00	M
BRADSHER , ROBERT W	Professor	\$ 128,158.00	M
Martin , Bradley	Professor	\$ 129,113.42	M
Newton , Bruce W	Professor	\$ 130,000.00	M
Post , Steven R	Professor	\$ 131,096.00	M
ABUL-EZZ , SAMEH R	Professor	\$ 131,371.00	M
Tilford , John Mick	Professor	\$ 132,600.00	M
TANK , PATRICK W	Professor	\$ 133,451.00	M
Gubbins , Paul O	Professor	\$ 134,829.61	M
DREW , PAUL D	Professor	\$ 135,000.00	M
Ware , Jerry	Professor	\$ 135,000.00	M
Gurley Jr , Billy J	Professor	\$ 137,553.12	M
GRAY , WAYNE L	Professor	\$ 137,829.00	M
ROBBINS , JAMES M	Professor	\$ 138,369.00	M
WHEELER , Joseph G	Professor	\$ 138,720.00	M
SKINNER , ROBERT D	Professor	\$ 138,796.00	M
Bora , Puran	Professor	\$ 142,109.46	M
Abraham , Edathara	Professor	\$ 142,500.00	M
BURNS , E R	Professor	\$ 142,500.00	M
Simmen , Frank A	Professor	\$ 142,500.00	M
Crow Jr , John P	Professor	\$ 142,500.00	M
Storrie , Brian	Professor	\$ 142,500.00	M
Lee , Chia	Professor	\$ 142,500.00	M
Palade , Philip T	Professor	\$ 142,500.00	M
Gottschall , Paul E	Professor	\$ 142,500.00	M
CHAMBERS , TIMOTHY C	Professor	\$ 145,000.00	M
KAHN , RONALD F	Professor	\$ 145,848.00	M
Price , Robert D	Professor	\$ 146,880.00	M
Young , Kevin Dale	Professor	\$ 147,546.00	M

Report all employees as of September 1st

Institution:
University of Arkansas for Medical Sciences

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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
SMELTZER , MARK S	Professor	\$ 150,000.00	M
ZHANG , XUMING	Professor	\$ 150,000.00	M
BERRIDGE , MARC S	Professor	\$ 150,000.00	M
Muller , Andreas	Professor	\$ 151,406.86	M
Borders , Tyrone F	Professor	\$ 152,490.00	M
Al Chaer , Elie	Professor	\$ 152,734.00	M
DeLongchamp , Robert	Professor	\$ 154,629.45	M
LONG , NICHOLAS	Professor	\$ 155,738.00	M
Bellamy , William	Professor	\$ 161,239.00	M
JAFFAR , MUHAMMAD	Professor	\$ 161,600.00	M
BORRELLI , MICHAEL J	Professor	\$ 164,000.00	M
WENGER , GALEN R	Professor	\$ 166,000.00	M
RANK , ROGER G	Professor	\$ 166,565.99	M
Greene , Paul G.	Professor	\$ 167,774.90	M
Kieber-Emmons , Thomas	Professor	\$ 168,000.00	M
Budney , Alan J	Professor	\$ 178,332.00	M
MOCK , DONALD M	Professor	\$ 180,000.00	M
Owens , S Michael	Professor	\$ 180,000.00	M
CLEVES , MARIO A	Professor	\$ 180,000.00	M
LAVENDER , ROBERT C	Professor	\$ 181,000.00	M
HOPKINS JR , ROBERT H	Professor	\$ 181,000.00	M
FEILD , CHARLES R	Professor	\$ 182,225.00	M
Gandy , Jay	Professor	\$ 182,988.00	M
Douglas , Michael G	Professor	\$ 183,890.70	M
GOLDEN , WILLIAM	Professor	\$ 185,000.00	M
KEMP , STEPHEN F	Professor	\$ 185,260.00	M
MCGEHEE JR. , ROBERT E	Professor	\$ 188,700.00	M
RONIS , MARTIN J	Professor	\$ 189,000.00	M
GARCIA-RILL , EDGAR	Professor	\$ 190,000.00	M
Zhou , Daohong	Professor	\$ 190,740.00	M
WELLS , THOMAS G	Professor	\$ 192,080.28	M
Nick , Todd G	Professor	\$ 192,474.00	M
ARCHER , ROBERT L	Professor	\$ 193,971.28	M

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Name	Title	Annualized Salary	Gender (M or F)
Burke , Bryan L	Professor	\$ 197,123.00	M
JONES , JERRY G	Professor	\$ 197,843.00	M
YUEN , JAMES C	Professor	\$ 200,000.00	M
STINE , KIMO C	Professor	\$ 201,015.00	M
Kahler , Stephen G	Professor	\$ 201,303.00	M
HARPER , RICHARD A	Professor	\$ 204,400.00	M
BARTTER , THADDEUS C	Professor	\$ 205,000.00	M
FARRAR , HENRY C	Professor	\$ 205,106.00	M
NAPOLITANO , CHARLES A	Professor	\$ 206,758.00	M
Deutz , Nicolaas E	Professor	\$ 209,794.62	M
VANDERSCHILDEN , JOHN L	Professor	\$ 210,535.00	M
ZHAROV , VLADIMIR P	Professor	\$ 210,600.00	M
FERRIS , ERNEST J	Professor	\$ 211,630.00	M
Ferrando , Arny	Professor	\$ 211,967.00	M
SAWYER , JEFFREY R	Professor	\$ 215,000.00	M
LYLE , ROBERT E	Professor	\$ 216,076.00	M
KINCANNON , JAY M	Professor	\$ 218,880.00	M
Fowlkes , John	Professor	\$ 220,784.00	M
STANFORD , KENDALL L	Professor	\$ 223,025.00	M
Romero , Jose R	Professor	\$ 223,686.00	M
CULP , WILLIAM C	Professor	\$ 225,000.00	M
BECTON , DAVID L	Professor	\$ 225,487.00	M
SHARP , GREGORY B	Professor	\$ 226,503.00	M
Halverson , Paul	Professor	\$ 227,869.02	M
HALL , RICHARD W	Professor	\$ 230,809.00	M
SCHULZ , ELDON	Professor	\$ 231,401.00	M
Kilts , Clint D.	Professor	\$ 235,000.00	M
Fiser , Richard	Professor	\$ 236,644.00	M
ELSER , JOSEPH M	Professor	\$ 237,714.00	M
HEULITT , MARK J	Professor	\$ 238,017.00	M
Fuchs , George J	Professor	\$ 239,480.00	M
YAMAUCHI , TERRY	Professor	\$ 241,304.00	M
GREENBERG , S. B	Professor	\$ 242,000.00	M

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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
MANOLAGAS , STAVROS	Professor	\$ 246,008.00	M
CASEY , PATRICK H	Professor	\$ 251,544.00	M
THOMPSON , JOSEPH W	Professor	\$ 252,504.00	M
DRANOFF , JONATHAN A.	Professor	\$ 254,250.00	M
CARROLL , JOHN L	Professor	\$ 255,015.00	M
ARRINGTON , ROBERT W	Professor	\$ 262,202.00	M
BADGER , THOMAS M	Professor	\$ 264,828.00	M
Stack , Brendan	Professor	\$ 265,000.00	M
MILLER , LAURENCE H	Professor	\$ 266,649.42	M
SCHEXNAYDER , STEPHEN M	Professor	\$ 269,862.00	M
Clothier , Jeffrey L	Professor	\$ 270,999.00	M
GLASIER , CHARLES M	Professor	\$ 275,000.00	M
SHAUGHNESSY JR. , JOHN	Professor	\$ 275,000.00	M
Corwin , Howard	Professor	\$ 275,400.00	M
Burnett , Alexander F.	Professor	\$ 286,000.00	M
Schaefer , Gerald B	Professor	\$ 286,110.00	M
JAMES , CHARLES A	Professor	\$ 290,000.00	M
SMITH , CHRISTOPHER E	Professor	\$ 290,000.00	M
BARONE , GARY	Professor	\$ 300,000.00	M
DELK II , JOHN R	Professor	\$ 303,000.00	M
Wolfe , Robert R	Professor	\$ 303,360.00	M
MORROW , WILLIAM R	Professor	\$ 310,000.00	M
MEANS , KEVIN M	Professor	\$ 310,000.00	M
ANAISSIE , ELIAS J	Professor	\$ 313,121.00	M
HOUGH JR. , AUBREY J	Professor	\$ 313,975.00	M
ROBERTSON , RONALD D	Professor	\$ 314,000.00	M
CONE , JOHN B	Professor	\$ 314,000.00	M
PHILLIPS , PAUL H	Professor	\$ 314,624.00	M
BOWER , CHARLES M	Professor	\$ 316,250.00	M
SHAH , HEMENDRA R	Professor	\$ 318,000.00	M
Wu , Youmin	Professor	\$ 325,000.00	M
EIDT , JOHN F	Professor	\$ 326,000.00	M
DORNHOFER , JOHN L	Professor	\$ 330,000.00	M

Report all employees as of September 1st

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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
VOLLERS , JAMES M	Professor	\$ 332,500.00	M
Magann , Everett F	Professor	\$ 333,000.00	M
SCHMITZ , MICHAEL L	Professor	\$ 336,000.00	M
GENTRY , WILLIAM B	Professor	\$ 340,000.00	M
WENDEL , PAUL J	Professor	\$ 345,450.00	M
ANGTUACO , EDGARDO J	Professor	\$ 347,000.00	M
Modrall , John Gregory	Professor	\$ 350,000.00	M
MARTIN , TIMOTHY W	Professor	\$ 352,530.00	M
McCarthy , Richard E	Professor	\$ 355,000.00	M
RUTLEN , DAVID L.	Professor	\$ 359,886.00	M
GRUENWALD , JOHANNES M	Professor	\$ 372,812.75	M
LANG , NICHOLAS P	Professor	\$ 375,064.20	M
ARONSON , JAMES	Professor	\$ 380,000.00	M
BLASIER , ROBERT D	Professor	\$ 390,000.00	M
YASARGIL , M. G	Professor	\$ 400,000.00	M
O Brien , Mark	Professor	\$ 400,000.00	M
Deshpande , Jayant K	Professor	\$ 400,000.00	M
BARLOGIE , BARTHEL	Professor	\$ 420,500.00	M
Jackson , Richard J	Professor	\$ 452,000.00	M
MOURSI , MOHAMMED M	Professor	\$ 456,000.00	M
Bentley , Frederick R	Professor	\$ 467,000.00	M
SMITH , SAMUEL D	Professor	\$ 490,000.00	M
PAIT , THOMAS G	Professor	\$ 550,000.00	M
Lide , Camille J	Program Director	\$ 74,817.00	F
Bolick , Jo A	Program Director	\$ 76,500.00	F
Sanders , Linda Sue	Program Director	\$ 86,773.44	F
Trouillon , Tammy	Project Director	\$ 48,840.00	F
Cato , Ann A	Project Director	\$ 52,020.00	F
Cecil , Julia G	Project Director	\$ 52,500.00	F
White , Sherry L	Project Director	\$ 57,126.61	F
Williams , Terri IE	Project Director	\$ 60,643.00	F
Witkowski , Cynthia L	Project Director	\$ 70,090.71	F
Ott , Rachel E	Project Director	\$ 71,400.00	F

Report all employees as of September 1st

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Phone Number:

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Patterson , Clara Ann	Project Director	\$ 80,000.00	F
Burnette , Karan B	Project Director	\$ 86,800.00	F
Green , Deborah R	Project Director	\$ 125,000.00	F
Lunon , Darryl W	Project Director	\$ 54,330.00	M
Rule , Adam D	Project Director	\$ 70,933.86	M
PENDLETON , LAWRENCE J	Project Director	\$ 73,065.66	M
Marti , Cammie C	Project/Program Director	\$ 36,766.62	F
Love , ShaRhonda J	Project/Program Director	\$ 54,570.00	F
FRAZIER , B	Project/Program Director	\$ 59,807.39	F
Walker , Jada F	Project/Program Director	\$ 62,429.34	F
WRIGHT , PATRICIA B	Project/Program Director	\$ 64,332.25	F
Packard , Kathryn A	Project/Program Director	\$ 75,013.86	F
Lewis , Shannon D	Project/Program Director	\$ 77,484.31	F
Lein , Stephen D	Project/Program Director	\$ 51,974.42	M
Deloney , Phil	Project/Program Director	\$ 67,957.50	M
Rebsamen , Paul E	Project/Program Director	\$ 68,589.00	M
Thomasson , Bruce A	Project/Program Director	\$ 78,695.38	M
Adams , Daniel R.	Project/Program Director	\$ 85,099.62	M
MACNICOL , MELANIE	Research Assistant Professor	\$ 69,920.59	F
Wang , Junru	Research Assistant Professor	\$ 75,576.90	F
Chen , Bangzheng	Research Assistant Professor	\$ 60,815.00	M
LI , SHENYANG	Research Assistant Professor	\$ 62,000.00	M
SINGH , SHARDA P	Research Assistant Professor	\$ 64,734.30	M
PONNAPPAN , SUBRAMANIAM	Research Assistant Professor	\$ 67,543.38	M
CHEN , JIN-RAN	Research Assistant Professor	\$ 70,380.00	M
WU , XIANLI	Research Assistant Professor	\$ 73,899.00	M
Zhang , Xiaomin	Research Assistant Professor	\$ 75,305.00	M
THADEN , JOHN J	Research Assistant Professor	\$ 80,701.38	M
Fendley , R T	Senior Associate Hospital Director	\$ 166,237.19	M
Schafer , Stephen J	Senior Director of Corp & Foundation Rel	\$ 97,000.00	M
WILLIAMSON , SUE S	Senior Director of Development	\$ 114,110.46	F
McComber , Kathleen H	Senior HR Director	\$ 110,334.42	F
SWARD , NORMAN E	Senior HR Director & HRIS Director	\$ 108,914.27	M

Report all employees as of September 1st

Institution:

Completed By:

Phone Number:

University of Arkansas for Medical Sciences

Kim Finne

686-7076

Name	Title	Annualized Salary	Gender (M or F)
Bennett , Judy L	Senior Project/Program Director	\$ 55,436.36	F
Counts , James F	Sr. Director Supply Chain Bus Operations	\$ 100,000.00	M
White , Pamela M	Sr. HR Dir -Performance & Incentive Comp	\$ 75,000.00	F
MILNE , LARRY D	Vice Chancellor for Academic Affairs	\$ 199,512.00	M
BUTLER , TOM S	Vice Chancellor for Admin & Gov Affairs	\$ 177,029.16	M
Kenneday , Mark A.	Vice Chancellor for Campus Operations	\$ 186,660.00	M
PIERSON , RICHARD A	Vice Chancellor for Clinical Programs	\$ 297,582.45	M
Torvestad , Pat	Vice Chancellor for Communications	\$ 162,757.05	F
THOMAS , BILLY R	Vice Chancellor for Diversity	\$ 205,755.00	M
Goodhand , Melony	Vice Chancellor for Finance & CFO	\$ 306,000.00	F
Miller , David L.	Vice Chancellor for Information Services	\$ 275,000.00	M
Bishop , Robert	Vice Chancellor for Inst Compliance	\$ 165,564.05	M
Kohler , Peter	Vice Chancellor for NW UAMS Campus	\$ 292,745.67	M
Mengel , Mark B	Vice Chancellor for Regional Programs	\$ 297,110.00	M
Byrd , Lannie C	Web Center Director	\$ 103,634.00	M
Emanuel , Peter D	WPRCI Executive Director	\$ 410,128.00	M

Report all employees as of September 1st

Institution:

University of Arkansas at Pine Bluff

Completed By:

Gladys Benford

Phone Number:

870-575-8405

Name	Title	Annualized Salary	Gender (M or F)
Lawrence A. Davis, Jr.	Chancellor	\$177,000	M
Pauline Thomas	Vice Chancellor for Finance & Administration	\$118,000	F
Mary Benjamin	Vice Chancellor for Academic Affairs	\$121,764	F
Elbert Bennett	Vice Chan/Coord. Stud. Affs.	\$97,545	M
Margaret Hall	Vice Chan/Develop-TIII Adm	\$99,945	F
Blakely, Carolyn F.	Dean of Schools	\$79,549	F
Garner, James O.	Dean of Schools	\$97,508	M
Herts, George E.	Dean of Schools	\$88,444	M
Jones, Verma K.	Dean of Schools	\$87,688	F
Martin, Carla M.	Dean of Schools	\$114,750	F
Walker, Jewell .	Dean of Schools	\$77,766	F
Johnson, Calvin .	Dean of Schools	\$117,512	M
Burl, Dovie .	Dean of Student Life	\$61,000	F
Fitzpatrick, Shelton .	Dir of Research/Spon Programs	\$72,000	M
Kuykendall, John A.	Dir. - Alumni & Gov. Rel.	\$93,330	M
Taylor, Margaret W.	Dir. - Institutional Res.	\$61,000	F
Roberts, Andrew L.	Dir. - Publications/Sid	\$40,500	M
Cogshell, Uarlee .	Dir. of Aux. Enterprises	\$46,201	M
Watley, Ray C.	Dir. of Disability Ser.	\$41,502	M
Caine, Florence M.	Dir. of Educ. Assessment	\$43,664	F
Wills, Russell T.	Dir. of Physical Plant	\$83,640	M
Thomas, Maxcie .	Dir. of University Police	\$57,000	M
Jones, Mary M.	Dir.-Coop Educ/Career Ser	\$72,940	F
Vaughn, Zennea M.	Director of Academic Advising	\$41,700	F
Benford, Gladys M.	Director of Administrative Ser	\$61,000	F
Tyler, Doris L.	Director of Admissions	\$34,203	F
Perkins, Louis B.	Director of Athletics	\$136,982	M
Totten, Willette B.	Director of Computer Services	\$85,000	F

Report all employees as of September 1st

Institution:

University of Arkansas at Pine Bluff

Completed By:

Gladys Benford

Phone Number:

870-575-8405

Name	Title	Annualized Salary	Gender (M or F)
Vaughan, Joyce A.	Director of Counseling	\$61,820	F
Bass, Letsie I.	Director of Health Services	\$53,498	F
Fontenette, Edward J.	Director of Library	\$69,826	M
Hardman, Lee A.	Director of Recruitment	\$73,984	M
Kearney, Janice K.	Director of Student Financial	\$67,759	F
Washington, Michael L.	Director of Student Union	\$53,669	M
Bryant, William J.	Project/Progam Director	\$49,955	M
Butler, Eugene .	Project/Program Director	\$53,624	M
Golatt, Henry A.	Project/Program Director	\$80,947	M
Kittler, Linda .	Project/Program Director	\$60,832	F
Rhodes, Deaundra M.	Project/Program Director	\$51,500	F
Wiley, Vince J.	Project/Program Director	\$40,000	M
Crumblin, Leon .	Program Director	\$75,000	M
Ade-Turton, Dayo J.	Professor	\$60,459	M
Anderson, Shelbie M.	Professor	\$54,647	F
Balogu, Dennis .	Professor	\$67,071	M
Bates, Michael J.	Professor	\$75,425	M
Carroll, Fredda D.	Professor	\$55,757	F
Detmers, William R.	Professor	\$54,754	M
Dey, Madan M.	Professor	\$71,502	M
Goodwin, Andrew E.	Professor	\$77,348	M
Hartfield, Freddie D.	Professor	\$61,531	M
Islam, Shahidul .	Professor	\$55,932	M
Jalaluddin, Md. .	Professor	\$64,913	M
Johnson, Vannette W.	Professor	\$52,895	M
Karlin, Arthur D.	Professor	\$73,056	M
Kazi, Abul B.	Professor	\$50,401	M
Kennedy, Glenda F.	Professor	\$58,740	F

Report all employees as of September 1st

Institution:

University of Arkansas at Pine Bluff

Completed By:

Gladys Benford

Phone Number:

870-575-8405

Name	Title	Annualized Salary	Gender (M or F)
Khullar, Gurdeep S.	Professor	\$58,636	M
Linton, Hazel J.	Professor	\$57,370	F
Lochmann, Rebecca T.	Professor	\$75,664	F
Lorenz, Paul H.	Professor	\$59,832	M
Mortazavi, Mansour .	Professor	\$53,697	M
Okiror, Shadrach O.	Professor	\$55,157	M
Owasoyo, Joseph O.	Professor	\$61,189	M
Stewart, Andrea M.	Professor	\$73,528	F
Walker, Richard B.	Professor	\$55,685	M
Williams, Bettye J.	Professor	\$58,133	F
Adamu, Usman .	Associate Professor	\$50,221	M
Carr, Richard P.	Associate Professor	\$60,454	M
Chowdhury, Aslam H.	Associate Professor	\$48,434	M
Collins, Cheryl R.	Associate Professor	\$55,909	F
Crippen, L. K.	Associate Professor	\$65,975	F
Egar, Emmanuel E.	Associate Professor	\$56,698	M
Garner, Todd W.	Associate Professor	\$56,700	M
Grayson, Barbara A.	Associate Professor	\$69,755	F
Hand, Eddie W.	Associate Professor	\$54,396	M
Hatchett, Bonnie F.	Associate Professor	\$62,727	F
Hooven, Paul .	Associate Professor	\$43,913	M
Jackson, Milton L.	Associate Professor	\$48,593	M
Joshua, Linda F.	Associate Professor	\$66,365	F
King, Jules E.	Associate Professor	\$74,627	M
Lewis, Jerry J.	Associate Professor	\$73,813	M
Lewis, Therthenia W.	Associate Professor	\$54,768	F
Lihono, Makuba .	Associate Professor	\$60,000	M
Lochmann, Steve E.	Associate Professor	\$61,991	M

Report all employees as of September 1st

Institution:
University of Arkansas at Pine Bluff

Completed By:

Gladys Benford

Phone Number:

870-575-8405

Name	Title	Annualized Salary	Gender (M or F)
Martin, Brenda A.	Associate Professor	\$44,516	F
Meeks-Festa, Margaret L.	Associate Professor	\$58,000	F
Muthusamy, Manoharan .	Associate Professor	\$54,735	M
Mwasi, Lawrence M.	Associate Professor	\$50,081	M
Park, Joon .	Associate Professor	\$73,440	M
Perschbacher, Peter W.	Associate Professor	\$62,503	M
Robillard, Douglas .	Associate Professor	\$44,098	M
Toh, Albert K.	Associate Professor	\$49,434	M
Wangila, Grant W.	Associate Professor	\$46,310	M
Buckner, Edmund R.	Assoc. Prof./Asst. Dir.	\$72,598	M
Foster, John D.	Assisant Professor	\$42,500	M
Newman, Nathaniel .	Assisant Professor	\$42,230	M
Anthony, Juanita .	Assistant Professor	\$49,038	F
Aydin, Kemal .	Assistant Professor	\$45,000	M
Bailey, Richard .	Assistant Professor	\$42,735	M
Brenneman, Serena C.	Assistant Professor	\$49,959	F
Buckingham, Geraldine .	Assistant Professor	\$44,755	F
Butler, Kevin D.	Assistant Professor	\$44,791	M
Ceresa, Robert .	Assistant Professor	\$45,000	M
Chen, Yushun .	Assistant Professor	\$58,410	M
Coleman, Janice .	Assistant Professor	\$53,353	F
Dahlan, Husny .	Assistant Professor	\$44,518	M
Davis, Gloria J.	Assistant Professor	\$46,920	F
Fitz, Robert .	Assistant Professor	\$59,691	M
Fooster, Harold J.	Assistant Professor	\$52,391	M
Gekara, Ondieki J.	Assistant Professor	\$47,500	M
Godfrey, Gary S.	Assistant Professor	\$46,700	M
Gordon, Heidi .	Assistant Professor	\$46,080	F

Report all employees as of September 1st

Institution:
University of Arkansas at Pine Bluff

Completed By:

Gladys Benford

Phone Number:

870-575-8405

Name	Title	Annualized Salary	Gender (M or F)
Graham, John R.	Assistant Professor	\$64,257	M
Hammons, Albert W.	Assistant Professor	\$43,164	M
Haukenes, Alf .	Assistant Professor	\$54,126	M
Howard, Zohreh .	Assistant Professor	\$43,548	F
Huang, Bihu .	Assistant Professor	\$50,000	F
Hunt, Kami M.	Assistant Professor	\$44,650	F
Ingram, Jerry G.	Assistant Professor	\$60,000	M
Koo, Jaheon .	Assistant Professor	\$49,742	M
Lynch, Michael J.	Assistant Professor	\$46,142	M
Matute, Martin M.	Assistant Professor	\$46,918	M
Ntamungiro, Sixte .	Assistant Professor	\$47,000	M
Okere, Lawrence N.	Assistant Professor	\$44,737	M
Onyilagha, Joseph C.	Assistant Professor	\$40,800	M
Park, Yong I.	Assistant Professor	\$47,000	M
Patterson, Bernita .	Assistant Professor	\$55,636	F
Rice, Sederick C.	Assistant Professor	\$46,800	M
Sanders, Kevin L.	Assistant Professor	\$43,000	M
Sharman, Jyotsna .	Assistant Professor	\$68,500	F
Simmonds-Hammons, Charlotte A.	Assistant Professor	\$42,803	F
Taghavi, Seyed E.	Assistant Professor	\$43,152	M
Troutman, Cynthia .	Assistant Professor	\$48,691	F
Walker, Jessie J.	Assistant Professor	\$61,100	M
Wheat, Janette R.	Assistant Professor	\$44,655	F
Wright, Bettye D.	Assistant Professor	\$48,960	F
Wui, Yong-Suhk .	Assistant Professor	\$54,842	M
Xie, Lin .	Assistant Professor	\$58,000	F
Young, Sharon M.	Assistant Professor	\$52,000	F
Wells, Elizabeth A.	Assistant Professor (visiting)	\$54,000	F

Report all employees as of September 1st

Institution:

University of Arkansas at Pine Bluff

Completed By:

Gladys Benford

Phone Number:

870-575-8405

Name	Title	Annualized Salary	Gender (M or F)
Brentley, Mary D.	Assistant Professor/Director	\$57,450	F

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Cantrell, Patricia K.	Academic Dean, Assoc Professor	134,516	F
Hattlestad, Neil W.	Academic Dean, Professor	144,377	M
Runge, Steven W.	Academic Dean, Professor	142,128	M
Pounder, Diana G.	Academic Dean, Professor	141,105	F
Potter, Rollin R.	Academic Dean, Professor	129,296	M
Lee, Maurice A.	Academic Dean, Professor	128,414	M
Eubank, Roberta L.	Advising Center Director	44,847	F
Bryant, William J.	Archivist, Assistant Professor	51,783	M
Atkinson, Timothy N.	Assist Provost/Assist Prof	107,363	M
Shoemake, Lisa H.	Assistant Dean of Students	46,680	F
Cullum, Marilyn J.	Assistant Dean of Students	43,968	F
Ramsahai, Reesa M.	Assistant Dean of Students	41,602	F
Hamilton, Jeannine M.	Assistant Dean of Students	39,878	F
Riggins, Christopher	Assistant Dean of Students	39,747	M
Kyle, Jenny Y.	Assistant Dean of Students	37,833	F
Rogers, Francis X.	Assistant Dean of Students	35,010	M
Allen, Nancy R.	Assistant Dean of Students	34,765	F
Parker, Elizabeth C.	Assistant Dean of Students	34,113	F
Hartle, Emily A.	Assistant Dean of Students	32,427	F
Atkins, William B.	Assistant Dean of Students	31,698	M
Spinks, Amanda D.	Assistant Dean of Students	31,698	F
Rauls, Joshua C.	Assistant Dean of Students	31,620	M
Vest, Jonathan F.	Assistant Dean of Students	31,620	M
Yokem, Grace A.	Assistant Dean of Students	31,620	F
Clark, Kimberly K.	Assistant Dean of Students	31,000	F
Lovelace, Mirtila J.	Assistant Dir of Admissions	35,000	F
Clark, Laura S.	Assistant Dir of Coop Educ	38,000	F
Childress, Sandra D.	Assistant Director	50,000	F
Foreman, Amanda K.	Assistant Director	31,000	F
Charlton, Veda A.	Assistant Director	30,500	F
Lebeau-Ford, Renee D.	Assistant Librarian, Asst Prof	43,456	F
Wilson, Amber S.	Assistant Librarian, Asst Prof	37,833	F
Diprinice, Elizabeth A.	Assistant Librarian, Asst Prof	36,000	F

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
McKnight, Constance A.	Assistant Professor	102,000	F
Myers, Susan D.	Assistant Professor	95,093	F
Fayman, Alex	Assistant Professor	94,786	M
McCalman, David G.	Assistant Professor	90,000	M
Pilgreen, George T.	Assistant Professor	89,980	M
Voss, Michael D.	Assistant Professor	86,913	M
Nadler, Steven S.	Assistant Professor	86,700	M
Hargis, Michael B.	Assistant Professor	85,726	M
Bartczak, Summer E.	Assistant Professor	83,845	F
McKinzie, Kaye	Assistant Professor	83,000	F
Chan, Yuen H.	Assistant Professor	82,642	M
Acre, Catherine R.	Assistant Professor	81,371	F
England, Ellen C.	Assistant Professor	80,000	F
Mitchell, David	Assistant Professor	80,000	M
Young, Paul	Assistant Professor	79,755	M
Vaughn, Kenneth E.	Assistant Professor	75,284	M
New, Nelda F.	Assistant Professor	71,984	F
Paruchuri, Vamsi K.	Assistant Professor	71,804	M
Wang, Wen	Assistant Professor	71,666	F
Snyder, Thomas J.	Assistant Professor	71,400	M
Sheng, Shengli	Assistant Professor	70,890	M
Chen, Bernard	Assistant Professor	70,553	M
Kockara, Sinan	Assistant Professor	70,553	M
Forbush, Steven W.	Assistant Professor	69,773	M
Lairamore, Chad I.	Assistant Professor	69,530	M
Yates, Charlotte C.	Assistant Professor	69,530	F
Zhuang, Guo'ou	Assistant Professor	67,996	M
Huitt, Tiffany W.	Assistant Professor	67,830	F
Lancaster, Rebecca R.	Assistant Professor	66,046	F
Stroman, Sheila J.	Assistant Professor	65,172	F
Garnica, Mary A.	Assistant Professor	63,395	F
Mosley, Letha J.	Assistant Professor	62,024	F
Willey, Marc S.	Assistant Professor	61,453	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Cooley Hidecker, Mary J.	Assistant Professor	59,919	F
Martin, Jason H.	Assistant Professor	59,900	M
Gatto, Susan L.	Assistant Professor	59,794	F
Ryburn, Renee F.	Assistant Professor	59,305	F
Stearns, David E.	Assistant Professor	59,305	M
Pearson, Brooks C.	Assistant Professor	58,166	M
Gunter, Michael D.	Assistant Professor	56,437	M
Roofe, Nina L.	Assistant Professor	56,286	F
Bruenger, Adam J.	Assistant Professor	56,238	M
Halford, Abby S.	Assistant Professor	56,238	F
Carmack, Patrick S.	Assistant Professor	56,135	M
Park, Jung E.	Assistant Professor	56,000	F
Meador, William S.	Assistant Professor	55,793	M
Ashcraft, Pamela F.	Assistant Professor	55,726	F
Hu, Haihong	Assistant Professor	55,500	F
Christensen, William R.	Assistant Professor	55,215	M
Mrozek, Lawrence J.	Assistant Professor	55,000	M
Webster Smith, Angela	Assistant Professor	54,765	F
Corley, Alma O.	Assistant Professor	54,704	F
Gregg, Brent A.	Assistant Professor	54,510	M
Blakey, Gregory A.	Assistant Professor	54,421	M
Parker, Mitchum B.	Assistant Professor	54,170	M
Bunn, Gary O.	Assistant Professor	54,060	M
Wake, Donna G.	Assistant Professor	54,060	F
Bland, Mark W.	Assistant Professor	53,428	M
Bennett, Pamela	Assistant Professor	53,170	F
Rathinasamy, Bhavanandan L.	Assistant Professor	53,170	M
Tucker, Steven	Assistant Professor	53,170	M
Gallagher, Michael	Assistant Professor	53,148	M
Mason, Andrew J.	Assistant Professor	53,000	M
Mills, Michael S.	Assistant Professor	53,000	M
Oslick, Mary E.	Assistant Professor	53,000	F
Pearson, Mary M.	Assistant Professor	53,000	F

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Parrack, Jennifer P.	Assistant Professor	52,691	F
Burg, Clarence O.	Assistant Professor	52,582	M
Sorenson, Travis D.	Assistant Professor	51,855	M
Jones, Robert L.	Assistant Professor	51,748	M
Waggoner, Benjamin M.	Assistant Professor	51,608	M
Charlton, Shawn R.	Assistant Professor	51,606	M
Morris, Duston D.	Assistant Professor	51,500	M
Heo, No-Kon	Assistant Professor	51,136	M
Brown, Gregory D.	Assistant Professor	51,125	M
Essien, Kwame	Assistant Professor	51,000	M
Harper, Matthew J.	Assistant Professor	51,000	M
Vohra, Bhupinder P.	Assistant Professor	51,000	M
Duncan, Taine M.	Assistant Professor	50,980	F
Brinegar, Jennifer L.	Assistant Professor	50,103	F
Coleman, Dwayne C.	Assistant Professor	50,103	M
Reid, Alana B.	Assistant Professor	50,103	F
Reynolds, Paige C.	Assistant Professor	50,103	F
Rider, Benjamin A.	Assistant Professor	50,103	M
Rosenow, Michael K.	Assistant Professor	50,103	M
Varghese, Femina P.	Assistant Professor	50,103	F
Tiruneh, Gizachew	Assistant Professor	50,079	M
Baker, Anna E.	Assistant Professor	50,000	F
Dooley, Tyrone P.	Assistant Professor	50,000	M
Douglas, Brantley T.	Assistant Professor	50,000	M
Knepp, Mark D.	Assistant Professor	50,000	M
Leavell, Lori A.	Assistant Professor	50,000	F
O'Connell, Stephen M.	Assistant Professor	50,000	M
Yang, Lei	Assistant Professor	50,000	M
Sullivan, Mary E.	Assistant Professor	49,980	F
Fritz, Sonya S.	Assistant Professor	49,960	F
Held, Jacob M.	Assistant Professor	49,775	M
Rowley, Benjamin M.	Assistant Professor	49,711	M
Menon, Balraj S.	Assistant Professor	49,630	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Walter, Paulette H.	Assistant Professor	49,481	F
Weaver, Karen	Assistant Professor	49,346	F
Campbell, Brian C.	Assistant Professor	49,269	M
Noyes, Richard D.	Assistant Professor	49,158	M
Starkey, David E.	Assistant Professor	49,158	M
Bane, Charles E.	Assistant Professor	49,080	M
Barnes, Candice D.	Assistant Professor	49,080	F
Butler, Jesse	Assistant Professor	49,080	M
Chen, Biling O.	Assistant Professor	49,080	F
Craun, Chris C.	Assistant Professor	49,080	M
Crow, Rene I.	Assistant Professor	49,080	F
Green, Joseph H.	Assistant Professor	49,080	M
Matkin-Rawn, Story L.	Assistant Professor	49,080	F
Monty, Julie	Assistant Professor	49,080	F
Neilson, David D.	Assistant Professor	49,080	M
Rich, Susan L.	Assistant Professor	49,080	F
Rickman, Wendy A.	Assistant Professor	49,080	F
Walker, Azida	Assistant Professor	49,080	F
Mattson, Kyle T.	Assistant Professor	49,000	M
Zhu, Jia	Assistant Professor	49,000	F
Amy, Amy H.	Assistant Professor	48,992	F
Allender, Jeffrey D.	Assistant Professor	48,852	M
Hebert, Terri R.	Assistant Professor	48,606	F
Naylor, Kari K.	Assistant Professor	48,606	F
Akhter, Rifat	Assistant Professor	48,446	F
Howard, Joseph Y.	Assistant Professor	48,446	M
Le, Long H.	Assistant Professor	48,446	M
Dahlenburg, Jane E.	Assistant Professor	48,385	F
Stephens, Donna L.	Assistant Professor	48,354	F
Taran, Valentina L.	Assistant Professor	48,058	F
Young, Louis G.	Assistant Professor	48,024	M
Luckett, Sandra A.	Assistant Professor	48,000	F
Peaguirre, Jeffrey J.	Assistant Professor	48,000	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Thornes, Timothy	Assistant Professor	47,546	M
Morales, Reinaldo	Assistant Professor	47,520	M
Entrekin, Sally A.	Assistant Professor	47,035	F
Padberg, Jeffrey J.	Assistant Professor	47,035	M
Alston-Miller, Monika R.	Assistant Professor	46,013	F
Laws, Holly L.	Assistant Professor	46,013	F
McIntyre, Jeremy J.	Assistant Professor	46,013	M
Powell, Garry C.	Assistant Professor	46,013	M
Rospert, Jennifer L.	Assistant Professor	45,932	F
Fritzges, Christopher C.	Assistant Professor	45,915	M
Getzov, Israel L.	Assistant Professor	45,535	M
Dyer, Carrie A.	Assistant Professor	45,256	F
Ogar, Raymond A.	Assistant Professor	44,990	M
Rose, Leslie P.	Assistant Professor	44,714	F
Dull, Joseph C.	Assistant Professor	44,233	M
Donahue Mayo, Christine H.	Assistant Professor	44,203	F
Fisher, Ryan A.	Assistant Professor	43,968	M
Carichner, Christian B.	Assistant Professor	43,000	M
Yang, Zebo	Assistant Professor	41,000	M
Shires, Brent A.	Assistant Professor	40,948	M
Dooley, Kristin S.	Assistant Professor	40,000	F
Young, Laura J.	Assistant Provost/Acctg Instr	112,475	F
Casey, Mike K.	Assoc Dean, Professor	127,757	M
Herring, David B.	Assoc Dir of Computer Serv	60,611	M
Stevens, Donald L.	Assoc Dir of Computer Serv	60,611	M
Hall, Susan D.	Assoc Dir of Computer Serv	57,859	F
Jenkins, Venita L.	Assoc Dir of Media Relations	42,945	F
Dickens, Harry J.	Assoc Dir of Technology	86,910	M
Walsh, Darrell G.	Assoc Director of Athletics	65,000	M
Smitherman, Carey E.	Assoc Prof-Dir 1st Yr Writing	52,020	F
Chen, Alexander	Assoc VP for Internat Engagemt	122,400	M
Isom, Michael B.	Associate Dean	74,940	M
Phelps, Henry K.	Associate Dean	65,831	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Holbrook, Wendy	Associate Dean	54,276	F
Frederickson, Carl K.	Associate Dean, Assoc Prof	86,913	M
Bowman, Donna E.	Associate Dean, Assoc Professor	75,287	F
Seymour, Gayle M.	Associate Dean, Professor	83,845	F
Lyon, Ashley E.	Associate Dir-Residence Life	45,000	F
Puleo, Victor A.	Associate Professor	102,607	M
Watson, Stephanie F.	Associate Professor	99,202	F
Zeltmann, Steven M.	Associate Professor	99,011	M
Downey, James P.	Associate Professor	95,526	M
Rogers, Tammy M.	Associate Professor	94,707	F
McMurtrey, Mark E.	Associate Professor	93,906	M
Fisher, Daniel J.	Associate Professor	90,413	M
Watt, John D.	Associate Professor	85,887	M
Kim, David	Associate Professor	85,165	M
Friedman, William H.	Associate Professor	83,783	M
Bolter, Brian V.	Associate Professor	82,520	M
Sun, Yu	Associate Professor	81,526	F
Erwin, John M.	Associate Professor	78,881	M
Campbell, Noel D.	Associate Professor	77,442	M
Fletcher, James P.	Associate Professor	77,301	M
Garrison, Mark K.	Associate Professor	74,757	M
Taylor, James D.	Associate Professor	74,653	M
Moss-Logan, Susan	Associate Professor	73,207	F
McGee, Margaret C.	Associate Professor	72,737	F
Yoder, Michael S.	Associate Professor	71,575	M
McCullough, Gary	Associate Professor	71,534	M
Harvey, David R.	Associate Professor	71,361	M
Albritton, Shelly L.	Associate Professor	70,403	F
Wilson, Janet K.	Associate Professor	70,013	F
Tomer, Damber S.	Associate Professor	69,686	M
Moore, Jennifer A.	Associate Professor	68,050	F
Rutman, Neil C.	Associate Professor	67,379	M
Meaux, Julie B.	Associate Professor	66,786	F

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Jones, Donald G.	Associate Professor	66,590	M
Moran, William M.	Associate Professor	65,942	M
George, Lorrie A.	Associate Professor	65,852	F
Wiedmaier, Cheryl D.	Associate Professor	65,500	F
Mankey, Tina A.	Associate Professor	63,607	F
Frana, Philip L.	Associate Professor	61,705	M
Larson, Katherine C.	Associate Professor	61,547	F
Bratton, George N.	Associate Professor	60,672	M
Reynolds, Gerald L.	Associate Professor	60,634	M
McDonald, Mary V.	Associate Professor	60,015	F
Clancy, Barbara E.	Associate Professor	59,788	F
Lance, Dee M.	Associate Professor	59,637	F
Foote, Lorien L.	Associate Professor	59,551	F
Watson, Charles	Associate Professor	59,491	M
Tarkka, Richard M.	Associate Professor	59,470	M
Isom, Lori A.	Associate Professor	59,458	F
Slaton, William V.	Associate Professor	59,451	M
Filer, Janet D.	Associate Professor	59,414	F
Scoles, Michael	Associate Professor	58,899	M
Deitrick, James E.	Associate Professor	58,880	M
McCullough, Kimberly	Associate Professor	58,663	F
Zehr, David R.	Associate Professor	58,652	M
Gaiser, Norman O.	Associate Professor	58,613	M
Hickling, Fred	Associate Professor	58,605	M
Rowell, Robert K.	Associate Professor	58,381	M
Oeste, Wolfgang	Associate Professor	58,212	M
Simon, Joan B.	Associate Professor	58,212	F
Zambrano, Jaime M.	Associate Professor	58,104	M
Huffman, Stephanie P.	Associate Professor	57,986	F
Kohler, Patricia A.	Associate Professor	57,842	F
Bolter, Francie	Associate Professor	57,692	F
Welky, David B.	Associate Professor	57,589	M
Mullenbach, Mark J.	Associate Professor	57,548	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Nail, Paul R.	Associate Professor	57,515	M
Parrack, John C.	Associate Professor	57,500	M
Feng, Shoudong	Associate Professor	57,479	M
Butcher, Ralph S.	Associate Professor	57,423	M
Powers, Edward	Associate Professor	57,209	M
Hutchinson, Bruce D.	Associate Professor	57,188	M
Shock, Melissa A.	Associate Professor	57,062	F
Austin, Scott J.	Associate Professor	56,667	M
Hill, Brent J.	Associate Professor	56,621	M
Liu, Wei-Jiu	Associate Professor	56,545	M
Whittingham, Jeffery L.	Associate Professor	56,536	M
Wallace, Allison B.	Associate Professor	56,535	F
Adams, Steven R.	Associate Professor	56,514	M
Boniecki, Kurt A.	Associate Professor	56,303	M
Daniels, Lisa	Associate Professor	56,238	F
Crockett, Clayton S.	Associate Professor	55,987	M
Vanderslice, Stephanie M.	Associate Professor	55,843	F
Copeland, Judd H.	Associate Professor	55,770	M
Kelley, Melissa D.	Associate Professor	55,761	F
Burris, Debra L.	Associate Professor	55,472	F
Tyson, Blake W.	Associate Professor	55,264	M
Perry, Donald A.	Associate Professor	55,050	M
Carter, Kenneth N.	Associate Professor	54,667	M
Smith, Elizabeth J.	Associate Professor	54,608	F
Xie, Dong	Associate Professor	54,270	M
Pauly, Roger A.	Associate Professor	54,250	M
Sobel, Kenith V.	Associate Professor	54,214	M
Gaughan, Richard	Associate Professor	54,199	M
McGehee, Jean J.	Associate Professor	54,187	F
Dickinson, Paul J.	Associate Professor	54,071	M
O'Hara, David A.	Associate Professor	53,991	M
Marotte, Mary R.	Associate Professor	53,981	F
Steelman, Karen L.	Associate Professor	53,876	F

Report all employees as of September 1st

Institution: University of Central Arkansas
Completed By: Valerie Nicholson
Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Adams, Gianetta L.	Associate Professor	53,790	F
Castro, Wendy E.	Associate Professor	53,591	F
George, Douglas F.	Associate Professor	53,581	M
Hsu, Linda Y.	Associate Professor	53,058	F
Spitzer, Mark S.	Associate Professor	52,835	M
Bedner, Nelle	Associate Professor	52,705	F
Frank, Adam D.	Associate Professor	52,276	M
Pinckley, Donna L.	Associate Professor	52,214	F
Lavender, Isiah	Associate Professor	52,133	M
Kuster, Deborah A.	Associate Professor	51,968	F
Vanderslice, John	Associate Professor	51,607	M
Post, Joanna C.	Associate Professor	51,404	F
Hammond, Vincent E.	Associate Professor	51,217	M
Browne, Kevin T.	Associate Professor	49,700	M
Feldman, Stephen B.	Associate Professor	49,282	M
Johnson, Kelly A.	Associate Professor	48,927	F
Meador, Shauna C.	Associate Professor	48,730	F
Duso, Lorraine C.	Associate Professor	47,574	F
Thurman, James E.	Associate Professor Emeritus	63,130	M
McNiece, Elaine	Associate Provost, Professor	126,567	F
Arnold, Thomas C.	Associate Provost, Professor	102,000	M
Gillis, Graham L.	Associate Vice-President	114,000	M
James, Larry K.	Associate Vice-President	93,114	M
Winden Fey, Julia	Associate Vice-President	71,575	F
Hill, Billie J.	Asst Dean Fin/Sys/Facilities	62,577	F
Ealy, C Shaneil	Asst Dean Programs/Services	56,801	F
Hulett, Mathilda H.	Asst Dean, Asst Dir of Int Out	41,718	F
Johnson, Tiffany D.	Asst Dean/Asst Dir Spec Prog	32,782	F
Talley, Kaye M.	Asst Dir of Library/Assoc Prof	70,661	F
McCollum, Ricky L.	Asst VP Housing/Contract Serv	71,300	M
Linn, Andrew B.	Asst. Director, Scholarships	40,900	M
Glenn, Jonathan A.	Chief Information Ofc/Professor	130,921	M
Booth, Melissa Y.	Clinical Inst II/Dir Clin Educ	69,403	F

Report all employees as of September 1st

Institution: University of Central Arkansas
Completed By: Valerie Nicholson
Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Alea, Jamie D.	Clinical Instr I/Dir Field Exp	53,000	F
Booher, Katherine M.	Communications Director	58,000	F
Scott, Richard I.	Dean of Honors College, Profes	106,678	M
Roberts, Gary A.	Dean of Students	69,376	M
Smith, Daniel S.	Dean/Exec Dir of APSRC	130,365	M
Bisping, Timothy O.	Depart Chair, Assoc Professor	109,008	M
Atkins, Kathleen R.	Department Chair, Assoc Prof	97,075	F
Jarvis, Jeffery W.	Department Chair, Assoc Prof	94,113	M
Benson, Tammy R.	Department Chair, Assoc Prof	92,281	F
Howell, Deborah J.	Department Chair, Assoc Prof	92,092	F
Payne, Scott D.	Department Chair, Assoc Prof	86,913	M
Toth, John F.	Department Chair, Assoc Prof	86,913	M
Young, Jeffry R.	Department Chair, Assoc Prof	86,764	M
Hu, Chenyi	Department Chair, Professor	132,263	M
Cangelosi, Joseph D.	Department Chair, Professor	126,151	M
Griffin, Kenneth M.	Department Chair, Professor	122,315	M
Reese, Nancy B.	Department Chair, Professor	114,255	F
Musselman, Linda K.	Department Chair, Professor	108,231	F
Addison, Stephen R.	Department Chair, Professor	107,831	M
Williams, Barbara G.	Department Chair, Professor	105,196	F
Bayles, Kathryn A.	Department Chair, Professor	103,000	F
Garimella, Ramesh V.	Department Chair, Professor	102,737	M
Cash, William B.	Department Chair, Professor	100,000	M
Harvey, Charles W.	Department Chair, Professor	96,403	M
Mauldin, Robert F.	Department Chair, Professor	96,115	M
Green, D Brooks	Department Chair, Professor	95,616	M
Barnes, Kenneth C.	Department Chair, Professor	94,198	M
Harlan, Mary H.	Department Chair, Professor	93,410	F
James, Terry L.	Department Chair, Professor	93,048	M
Fox, Emogene L.	Department Chair, Professor	92,091	F
Ruud, Jay W.	Department Chair, Professor	88,525	M
Hikins, James W.	Department Chairperson	77,520	M
Gale, John A.	Dept Chair, Assoc Prof	119,484	M

Report all employees as of September 1st

Institution: University of Central Arkansas
Completed By: Valerie Nicholson
Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Lange, Horst J.	Dept Chair, Assoc Professor	87,500	M
Merguie, John D.	Deputy Chief	60,000	M
Starnes, Terry W.	Dir Environ Health/Safety Prog	50,310	M
Calhoon, Kimberley R.	Dir of Admin/Teacher Develop	79,244	F
Shofner, Joan E.	Dir of Advancement Research	71,000	F
Burley, Lynn A.	Dir of Assessment/Assoc Prof	87,500	F
Rice Clayborn, Katherine	Dir of Cooperative Education	69,815	F
Boyett, Jennifer K.	Dir of Corp & Foundation Rel	42,500	F
Guinee, James P.	Dir of Developmental Skills	44,341	M
Crosmer, Paul	Dir of Engineering Systems	67,082	M
Ables, Jonathan M.	Dir of Equipment Operations	25,000	M
Goff, Melissa L.	Dir of Institutional Research	85,680	F
Marhenke, Catherine A.	Dir of Marketing/Development	40,000	F
Hancock, Richard R.	Dir of Publicat/Creative Serv	61,231	M
Smith, Patricia J.	Dir of Student Engagement	42,695	F
McFerguson, Rochelle Y.	Dir of Student Health Clinic	68,000	F
Burris, Nancy M.	Director	44,847	F
Garimella, Umadevi I.	Director Ark Ctr for Math/Sci	66,463	F
Hatfield, Penny E.	Director of Admissions	77,887	F
Newcomer, Janice A.	Director of Alumni	55,973	F
Brewer, Terry A.	Director of Computer Services	75,603	M
Ness, Maurice E.	Director of Counseling Center	76,368	M
Braswell, Kevin H.	Director of Development	102,000	M
Hill, Crystal D.	Director of Disability Service	50,312	F
Henderson, Adam S.	Director of EHS	57,000	M
Isenga, Scott T.	Director of Fraternity Life	33,000	M
McBrayer, Stephanie H.	Director of Housing Admin	55,125	F
Massey, Pamela L.	Director of Internal Audits	70,000	F
Lichtenstein, Art	Director of Library/Assoc Prof	91,474	M
Jackson, Angela C.	Director of Minority Services	50,738	F
Lawrence, Larry D.	Director of Physical Plant	89,625	M
Davis, Janice P.	Director of Planned Giving	52,148	F
Biebesheimer, Jerome F.	Director of Public Service	76,688	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Burns, Larry O.	Director of Special Projects	45,788	M
Rankin, Jason A.	Director of Student Accounts	58,934	M
Lyons, Cheryl C.	Director of Student Aid	83,436	F
Carroll, Kathleen	Director of UCA Foundation	48,462	F
Corbin, Brian J.	Director of University Testing	43,436	M
Fenning, Amy E.	Director/Lecturer I	53,000	F
McConnell, Barclay G.	Director/Lecturer I	47,000	F
Courtway, Thomas C.	Executive Asst to the Presid	162,577	M
Gillelan, Jack	Executive Vice President	146,971	M
Brown, Carrol D.	Finance Director	104,000	M
Legate, Amanda E.	Global Education Abroad Dir	40,900	F
Teague, Bradley B.	Head Coach/Athletic Director	143,150	M
Langston, Dwight	Interim Chair, Assoc Professor	62,335	M
Flowers, Marya	Interim Co-Director/Lecturer I	37,874	F
Gillaspy, Art	Interim Dept Chair, Assoc Prof	79,445	M
Oxner, Thomas H.	Interim Dept Chair, Professor	133,085	M
Hoffman, Kim U.	Interim Dept Chair/Assoc Prof	80,945	F
McCrary, Christie L.	Interim Dir Student Health	60,000	F
Jordan, Dennis M.	Marketing Director	43,456	M
Rubach, Michael J.	MBA Director, Professor	122,647	M
Pastor, Randy J.	Medical Director	159,510	M
Meadors, Allen C.	President, Univ of Central Ar	245,140	M
Atkinson, Keith E.	Professor	127,813	M
Bratton, John C.	Professor	124,626	M
Skotko, David J.	Professor	114,904	M
McGaughey, Ronald E.	Professor	112,095	M
He, Ling T.	Professor	112,029	M
Mounce, Patricia H.	Professor	107,040	F
Horton, Joseph	Professor	103,735	M
Moore, P Michael	Professor	102,235	M
Spikes, Pamela A.	Professor	101,842	F
Bradley, Don B.	Professor	100,791	M
Jensen, Paul H.	Professor	99,952	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Mehl, Peter J.	Professor	92,025	M
Shumaker, Conrad	Professor	91,679	M
Bandy, William D.	Professor	91,306	M
Smith, Billy L.	Professor	88,372	M
Phelps, Patricia H.	Professor	88,180	F
McGarrity, Joseph P.	Professor	87,938	M
Williams, Carolyn C.	Professor	83,385	F
Foss, Donna H.	Professor	83,222	F
Gatlin-Watts, Rebecca J.	Professor	79,945	F
Burchett, Kenneth E.	Professor	79,884	M
Anderson, Phillip B.	Professor	79,000	M
Murphy, John J.	Professor	78,510	M
Brodman, James W.	Professor	78,245	M
Rogers, Henry N.	Professor	78,245	M
Shelton, Jim D.	Professor	77,964	M
Brooks, Ricky W.	Professor	77,235	M
Shepherd, R Gordon	Professor	76,688	M
Bailey, Phillip D.	Professor	75,624	M
Choinski, John	Professor	75,198	M
Purvis, Johnny R.	Professor	74,798	M
Wright, Terry A.	Professor	74,265	M
Huff, Lawrence R.	Professor	73,728	M
Griffith, Linda K.	Professor	73,682	F
Wekkin, Gary D.	Professor	73,103	M
Arrigo, Daniel J.	Professor	72,002	M
Taylor, William S.	Professor	71,984	M
Dussourd, David	Professor	71,000	M
Desrochers, Patrick	Professor	69,814	M
Anthony, Carl	Professor	68,684	M
Stengel, Wayne B.	Professor	68,653	M
Cooper, Mark J.	Professor	67,545	M
Frontain, Raymond Jean	Professor	67,131	M
Logan, Robert J.	Professor	66,869	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Gordy, Sondra H.	Professor	66,523	F
Mehta, Rahul	Professor	66,314	M
Pinchback, Carolyn L.	Professor	65,882	F
Winter, Denis W.	Professor	65,833	M
Bramlett, Ronald K.	Professor	65,510	M
Lammers, William J.	Professor	65,390	M
Schaefer, Michael W.	Professor	65,234	M
Bihm, Elson M.	Professor	65,001	M
Bowman, Roger D.	Professor	64,806	M
Gallavan, Nancy	Professor	64,071	F
Fowler, James E.	Professor	62,490	M
Passe Smith, John	Professor	62,070	M
McInnis, Tom N.	Professor	61,868	M
Massey, Bryan	Professor	61,758	M
Lamar, Jacquelyn B.	Professor	61,397	F
Manion, Jerald M.	Professor	60,084	M
Brown, Carolyn K.	Professor	59,223	F
Holden, Robert	Professor	58,937	M
Whitehead, Roy	Professor	43,718	M
Krause, Paul F.	Professor	38,488	M
Rainey, Jacqueline L.	Professor/Assoc Dean	95,406	F
Jeffery, Matthew R.	Project Director	70,000	M
Glidewell, Crystal A.	Project Director	67,830	F
Pushkarev, Valeri S.	Project Director	67,830	M
Mitchell, Jane	Project Director	66,500	F
Walker, Jacob T.	Project Director	66,500	M
Richardson, Jami G.	Project/Program Administrator	68,835	F
Long, Robert	Project/Program Administrator	66,603	M
Snider, Stewart R.	Project/Program Administrator	61,276	M
Nicholson, Valerie N.	Project/Program Administrator	60,430	F
Robison, Julia S.	Project/Program Administrator	58,700	F
Taylor, Emma J.	Project/Program Administrator	56,714	F
Daves, Carol L.	Project/Program Administrator	50,606	F

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
McKinney, Tonya J.	Project/Program Administrator	50,458	F
Daves, Velton B.	Project/Program Administrator	50,418	M
Roberts, Rhonda A.	Project/Program Administrator	50,205	F
Walthall, Brooks E.	Project/Program Administrator	47,937	M
Lunsford, Wayne E.	Project/Program Administrator	47,676	M
East, Steven J.	Project/Program Administrator	47,500	M
Burgin, Michelle	Project/Program Administrator	44,723	F
Brown, Nolan J.	Project/Program Administrator	44,506	M
Rasnack, Rebekah	Project/Program Administrator	44,342	F
Regehr, Kendra D.	Project/Program Administrator	44,162	F
Hudspeth, Lori J.	Project/Program Administrator	43,302	F
Lentz, Linda K.	Project/Program Administrator	42,900	F
Knox, Leslie	Project/Program Administrator	42,779	F
Girdler, Marcia A.	Project/Program Administrator	42,118	F
Harrington, Debra D.	Project/Program Administrator	41,472	F
Schulte, Ken J.	Project/Program Administrator	41,263	M
Hooper, Russell	Project/Program Administrator	41,262	M
Robinson, David R.	Project/Program Administrator	40,284	M
Knight, Chris D.	Project/Program Administrator	39,643	M
Bailey, Richard D.	Project/Program Administrator	39,596	M
Ahne, Sandy	Project/Program Administrator	39,366	F
Winters, Dianna K.	Project/Program Administrator	37,756	F
Mills, Kira J.	Project/Program Administrator	34,765	F
Anthes, David R.	Project/Program Administrator	34,683	M
Andis, Jane E.	Project/Program Administrator	33,991	F
Lafferty, Emma L.	Project/Program Administrator	33,097	F
Chronister, Leslie M.	Project/Program Administrator	32,720	F
Collister, Constance K.	Project/Program Administrator	31,289	F
Walls, John M.	Project/Program Administrator	30,675	M
Stephens, Mark W.	Project/Program Administrator	30,600	M
Usher, Cody D.	Project/Program Administrator	28,947	M
Goff, Joshua S.	Project/Program Administrator	28,946	M
Grahn, Lance R.	Provost/Dean of Faculty/Profes	175,870	M

Report all employees as of September 1st

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Name	Title	Annualized Salary	Gender (M or F)
Roden, Sally A.	Special Assist to the Presid	121,356	F
Marhenke, Thomas N.	Technical Director/Lecturer	42,945	M
Mehl, Shelley S.	Vice-Pres for Development	153,375	F
Parrent, Robert W.	Vice-Pres for Enrollment Mgmt	155,000	M
Newton, Diane D.	Vice-Pres for Finance & Admin	173,825	F
Williams, Ronald D.	Vice-Pres for Student Services	150,220	M
Pitchford, Jeffery L.	Vice-Pres for Univ/Gov Rel	100,000	M
McMullen, Anthony L.	Visiting Assistant Professor	55,000	M
Pope, Tai L.	Visiting Assistant Professor	54,500	F
Robbins, Jay T.	Visiting Assistant Professor	50,000	M
Yamada, Racquel M.	Visiting Assistant Professor	45,000	F
Li, Xianping	Visiting Assistant Professor	41,000	M
Ruswick, Brent J.	Visiting Assistant Professor	40,170	M
Foster, Buckley T.	Visiting Assistant Professor	40,000	M
Marvin, Katherine A.	Visiting Assistant Professor	40,000	F

Report all employees as of September 1st

Institution: Arkansas Northeastern College

Completed By: Carol Wilf

Phone Number: (870) 762-3121

Name	Authorized Title	Annualized Salary	Gender (M or F)
Myers Robert L	President	\$164,220	M
Walters Billie J	Chief Administration Officer	\$95,602	F
Dement Mary A	Chief Academic Officer	\$93,717	F
McClain James W	Division Chairperson	\$92,108	M
Bennett Sherri B	Chief Planning & Assess. Officer	\$90,366	F
Shemwell James R	Division Chairperson	\$83,640	M
Parker Deborah S	Division Chairperson	\$80,711	F
Dixon Harry B	Division Chairperson	\$79,921	M
Hunt Blanchie L	Division Chairperson	\$78,330	F
Yarbrough Laura A	Chief Student Life Officer	\$77,934	F
Bennett Gene W	Director of Occup. & Tech. Programs	\$72,812	M
Johns Carole N	Project/Program Director	\$68,769	F
Whitis Ann P	Director of Planning & Assessment	\$67,128	F
Thompson Elizabeth W	Director of Adult Education	\$66,833	F
Hill Ralph W	Director of Physical Plant	\$64,291	M
Floria Thomas J	Division Chairperson	\$64,216	M
Meador Ruby	Director of Administrative Computing	\$64,123	F
Holifield Brenda Y	Director of Nursing	\$63,227	F
Singleton Robin F	Division Chairperson	\$62,792	F
Burton Cynthia L	Division Chairperson	\$62,753	F
Gifford Rachel B	Director of Institutional Development	\$60,170	F
Wilf Carol	Director of Disability Services	\$52,038	F
Mills Carol A	Director of Academic Computing	\$49,867	F
Brackin Anita K	Division Chairperson	\$49,386	F
McGhee Lisa A	Project/Program Director	\$47,166	F
Stevenson Sharyn C	Chief Comm. Svcs. & Cont. Ed. Ofcr.	\$46,906	F
Odom James D	Director of Academic Computing	\$46,640	M
Tipton Jaye N	Division Chairperson	\$45,834	F
Linam Pauline A	Project/Program Director	\$44,404	F
Harris Holly A	Director of Student Aid	\$43,248	F
Fisher Courtney L	Director of Counseling	\$38,002	F
Blankenship Candice M	Dir of Univ. Center & Distance Learning	\$33,840	F

Report all employees as of September 1st

Institution: Arkansas State University-Beebe

Completed By: Kathy Ward

Phone Number: 501-882-8831

Name	Title	Annualized Salary	Gender M or F
McKay Charles E	Chancellor	166,675	M
Kalthoff Theodore J	Vice Chancellor Academic Affairs	103,547	M
Nichols Stephanie N	Assistant to the Chancellor	84,872	F
Carlisle Jerry H	Vice Chancellor Finance & Administration	107,454	M
Boyett Chris	Vice Chancellor for Heber Springs	94,760	M
Garrett Deborah Ann	Vice Chancellor Student Services	92,700	F
Farris Barry N	Vice Chancellor External/Adv. Programs	90,952	M
Pinchback Garland K	Vice Chancellor Institutional Advancement	68,999	M
Shefflette Nancy A	Director LRAFB Degree Program	58,147	F
Smyth Bonnie M	Director of Inst Research	51,358	F
Collie Susan Ann	Director of Human Resources	66,950	F
Driver Oneta Louise	Director of Financial Aid	60,000	F
Fincher Donald W	Director of Computer Services	72,767	M
Durham Rhonda S	Director of Distance Learning	63,655	F
Thompson Jerry L	Director of Physical Plant	66,027	M
Mayes David M	Director of Enrollment Mgmt	65,564	M
Hayes Robin A	Director of Admissions	60,101	F
Totty Angela D	Director of Student Life	55,198	F
Creed Stephanie A	Director of Administrative Support Services	51,500	F
Counts William R	Associate Professor/Division Chair	74,000	M
Davis Teddy L	Associate Professor/Division Chair	79,171	F
Long Billie E	Associate Professor/Inter. Division Chair	76,152	M
Mitchum Robert L	Assistant Professor/Division Chair	74,092	M
Wolf Rebecca E	Director of Resource Center	53,976	F
Battles Leslie R	Professor	58,797	M
Brent James A	Associate Professor	46,485	M
Britton James M	Professor	54,005	M
Brock Daniel P	Assistant Professor	44,492	M

Report all employees as of September 1st

Institution: Arkansas State University-Beebe

Completed By: Kathy Ward

Phone Number: 501-882-8831

Name	Title	Annualized Salary	Gender M or F
Butler Darlene P	Assistant Professor	40,000	F
Chatman Kathleen	Associate Professor	45,557	F
Dillard Wendell L	Assistant Professor	47,673	M
Finney Joan R	Assistant Professor	43,521	F
Fletcher Maris J	Associate Professor	48,071	F
Foster Vernon K	Assistant Professor	48,865	M
Hammond Mike K	Assistant Professor	66,407	M
He Qifang	Associate Professor	49,352	M
Humphrey Stefanie M	Assistant Professor	41,337	F
Jones David Michael	Assistant Professor	43,000	M
Kelly Michael S	Assistant Professor	45,483	M
Kirk Judith H	Assistant Professor	41,321	F
Knapp Stephen J	Professor	53,071	M
Larkins Douglas R	Assistant Professor	38,677	M
Lindsey Suzanne E	Assistant Professor	43,236	F
Meador Melissa A	Associate Professor	49,352	F
Moore Charles E	Assistant Professor	44,983	M
Moore Roger L	Assistant Professor	43,236	M
Petray Philip C	Assistant Professor	66,407	M
Powell Shirley J	Professor	66,031	F
Raber Jack R	Assistant Professor	46,234	M
Reed Dawn D	Assistant Professor	38,677	F
Reilly Thomas J	Assistant Professor	48,244	M
Smith Richard Donovan	Assistant Professor	40,000	M
Vaden Mona B	Assistant Professor	45,483	F
Bartlett Timothy Lynn	Assistant Professor	45,320	M
Boyd Jimmy L	Assistant Professor	62,364	M
Bristow John Brent	Associate Professor	50,410	M

Report all employees as of September 1st

Institution: Arkansas State University-Beebe

Completed By: Kathy Ward

Phone Number: 501-882-8831

Name	Title	Annualized Salary	Gender M or F
Cohen Bruce E	Assistant Professor	59,227	M
Coley Kristie A	Associate Professor	97,850	F
Sites Jerry W	Assistant Professor	53,929	M
Wisdom Charles W	Assistant Professor	58,561	M
McClanahan Michael K	Director of Adv. Technology/Allied Health	81,544	M
Harlan Don L	Vice Chancellor ASU Searcy	101,199	M
Moody James C	Director of Occupational Technology	78,465	M
Murray Chucketta P	Director of Student Services	74,619	F
Money David Eugene	Director of Economic Development	61,800	M
Faupel Bonnie	Assistant Professor	45,295	F
Comer James R	Assistant Professor	40,000	M
Crow Jeffrey W	Assistant Professor	39,609	M
Devine James D	Assistant Professor	44,847	M
Hayes Glenda F	Assistant Professor	38,677	F
McCastlain John C	Assistant Professor	39,702	M
Williams Regina H	Assistant Professor	39,702	F
Haynie Preston O	Director of Regional Career Center	58,943	M
Nowell Connie D	Director of SSS/Trio Programs	62,100	F
Taylor Susan E	Director of Upward Bound	55,199	F
Gooden Wanda Pinkerton	Director Student Support Serv	43,000	F

Report all employees as of September 1st

Institution: ASU - MOUNTAIN HOME

Completed By: John Davidson

Phone Number: 870.508.6122

Name	Authorized Title	Annualized Salary	Gender (M or F)
Coulter, Ed	Chancellor	\$166,675	M
Bailey, Pat	Vice-Chancellor for Academic Affairs	\$114,365	F
Davidson, John	Vice Chancellor	\$87,550	M
Gresham, Carol	Vice-Chancellor for Development	\$82,400	F
Kimbriel, William	Director of Computer Services	\$69,453	M
Hopper, Karen	Director of Institutional Research	\$61,187	F
Robbins, Nickey	Director of Physical Plant	\$60,564	M
Thomas, Kellie	Director of Instruction	\$56,500	F
Moody, Carolyn	Director of Adult Education	\$55,885	F
Raney, Scott	Director of Admissions	\$53,982	M
Keirn, Christy	Director of Marketing/Public Relations	\$53,560	F
Kenney, John	Director of Continuing Education	\$53,045	M
Rone, Joyce	Director of Student Financial Services	\$52,921	F
Cullipher, David	Director	\$50,000	M
Brooks, Melissa	Director of Human Resources	\$40,170	F

Report all employees as of September 1st

Institution: ASU - Newport

Completed By: Bettye Davis

Phone Number: 870.512.7800

Name	Authorized Title	Annualized Salary	Gender (M or F)
DOYLE DUANE E	ASST PROF MATH/DIVISION CHAIR	\$ 69,814.67	M
Ellis JANNA M	ASST PROF OF BUSINESS	\$ 53,719.38	F
DUNCAN LINDA D	ASST PROF OF BUSINESS	\$ 59,715.89	F
RENO TERRI H	ASST PROF OF ENGLISH	\$ 56,912.89	F
BROCKWAY ZANDRA K	ASST PROF OF ENGLISH	\$ 39,066.35	F
WESTMAN ANNA K	ASST PROF OF ENGLISH/FOREIGN L	\$ 58,729.70	F
Clark Larissa C	ASST PROF OF LIFE SCIENCE	\$ 55,254.16	F
WHITE TRESSA L	ASST PROF OF MATH/SCIENCE	\$ 63,168.78	F
BLACK JAYNE J	ASST PROF OF MATHEMATICS	\$ 52,077.06	F
HAGLER TANYA L	ASST PROF OF PHYSICAL SCIENCE	\$ 62,793.35	F
CAMPBELL JOSEPH W	ASST PROF OF SOCIAL SCIENCE	\$ 60,612.62	M
SMOCK BRUCE C	ASST PROF OF SPEECH	\$ 45,907.93	M
Simmons Debra R	ASST PROF PSYCHOLOGY/SOCIOLOGY	\$ 50,699.64	F
WHEELER IRA I	ASST PROF SS / DIVISION CHAIR	\$ 73,323.81	M
PROVENCE SANDRA C	ASST PROFESSOR OF ENGLISH	\$ 42,090.29	F
COLLINS BRIDGET K	ASST PROFESSOR SPEECH/THEATER	\$ 47,181.16	F
ASHCRAFT ELIZABETH A	ASST. PROF LIFE SCIENCES	\$ 51,372.25	F
DAVIS CHARLES L	ASST. PROF OF LIFE SCIENCE	\$ 45,319.99	M
WILLIAMS LARRY N	CHANCELLOR	\$ 168,269.60	M
CALHOUN PATRICIA K	DIR CONT ED/BUSINESS OUTREACH	\$ 46,024.64	F
WALLACE BENTLEY E	DIRECTOR BUSINESS/TRANSP TECH	\$ 63,426.86	M
LONG KIMBERLY M	DIRECTOR OF CAREER PATHWAYS	\$ 51,111.24	F
STALLINGS TAMYA J	DIRECTOR OF COMPUTER SERVICES	\$ 58,851.14	F
TIMS DEANA L	DIRECTOR OF FINANCIAL AID	\$ 49,700.04	F
PHILLIPS MONIKA L	DIRECTOR OF GRANTS MANAGEMENT	\$ 41,216.68	F
DAVIS BETTYE H	DIRECTOR OF HUMAN RESOURCES	\$ 49,474.96	F
COWELL SCOTT C	DIRECTOR OF NURSING	\$ 56,925.00	M
WINSTON DAVID W	DIRECTOR OF PHYSICAL PLANT	\$ 45,819.72	M
WEBB LEE	DIRECTOR OF PROCUREMENT	\$ 40,105.64	F
MANN MILDRED CHRISTINE	DIRECTOR OF RESOURCE CENTER	\$ 37,901.64	F
BUCHMAN ASHLEY B	DIRECTOR OF STUDENT SERVICES	\$ 51,175.05	F
MOONEYHAN ALLEN T	DIVISION CHAIR/ASSESS COORD	\$ 70,364.83	M
SUMMERS ROBERT PAUL	Registrar/Director of Adm	\$ 52,122.96	M
MASSEY SANDRA C	VC FOR ACADEMIC AFFAIRS	\$ 68,333.36	F
STIGER ROBERT C	VC FOR FISCAL AFFAIRS	\$ 96,334.52	M
ROBERTSON MARY E	VC FOR STUDENT AFFAIRS	\$ 95,939.12	F
Sharp Linda Wood	VC FOR TECHNICAL CENTER - J	\$ 92,413.56	F
BOOKOUT JEFF B	VC FOR TECHNICAL CENTER - MT	\$ 91,313.48	M

Report all employees as of September 1st

Institution: Black River Technical College

Completed By: Julie Edington, Human Resources

Phone Number: 870-248-4000 Ext. 4032

Name	Authorized Title	Annualized Salary	Gender (M or F)
Dr. Wayne Hatcher	President	\$150,000	M
Loretta Williams	V/P for Finance	\$98,356	F
Dr. Michael Sullens	V/P for Student Affairs	\$80,039	M
Dr. Jan Ziegler	V/P for Development	\$79,678	F
Dr. Roger Johnson	V/P for General Education	\$79,000	M
Angela Caldwell	V/P for Tech. Education	\$79,000	F
Vicki Kuykendall	Director of Off-Campus Operations	\$68,173	F
Peggy Weir	Director of Adult Education	\$66,173	F
Michael Greene	Director of Computer Services	\$66,148	M
Steve Shults	Dir. of Law Enforcement Training	\$64,367	M
Karen Liebhaber	Division Chairperson	\$60,000	F
Tom Baker	Director of Career Pathways	\$51,646	M
Ann Savage	Dir. Of Public Relations & Mktg.	\$49,428	F
Roy Clark	Director of Physical Plant	\$47,655	M
Brandi Chester	Director of Financial Aid	\$47,124	F
Julie Edington	Director of Human Resources	\$35,000	F

Report all employees as of September 1st

Institution:

Cossatot Community College U of A

Completed By:

Lilly Bell-Johnson

Phone Number:

870-584-4471 ext 1102

Name			Authorized Title	Annualized Salary	Gender (M or F)
Cole	Stephen	L	Chancellor	158,100	M
Johnson	Charlotte	F	Chief Fiscal Officer	77,221	F
Kinkade	Michael	D	Director of Off-Campus Operations	77,221	M
Parker	Maria	S	Chief Academic Officer	65,000	F
Bowden	Kristin	M	Division Chair	62,613	F
DeLong	Alison	B	Project/Program Director	60,000	F
McKelvy	Roberta	S	Division Chair	58,520	F
Dickerson	Kimberly	A	Director of Nursing	55,158	F
Lacefield	Barbara	J	Division Chair	55,158	F
Fleming	James	T	Director of Physical Plant	53,846	M
Earnest	Patricia	A	Project/Program Director	52,815	F
McJunkins	J.	Steve	Division Chair	52,531	M
Post	Scott		Chief Student Officer	52,006	M
Coleman	Tammy	L	Director of Workforce Development	50,000	F
Hammond	Denise	H	Director of Financial Aid	47,429	F
Clark	Shaun	D	Chief Student Officer	45,000	M
Reed	Barrett	B	Director of Off-Campus Operations	43,200	M
Dangerfield	Teresa	A	Project/Program Director	42,263	F
Tody	Betty	D	Project/Program Director	42,044	F
Lewis	Alisha		Director of Public Relations	40,000	F
Black	Jennifer	L.	Director of Adult Ed	38,243	F
Bell-Johnson	Lilly	M	Director of Human Resources	33,825	F

Report all employees as of September 1st

Institution: Ouachita Tech

Completed By: Rhonda Smith

Phone Number: 501-332-0221

*Salaries taken from end of year printout from computer system

Name	Title	Annualized Salary	Gender (M or F)
Ballard, Barry	President	\$ 147,700.35	M
Austin, Shelly	Division Chairperson	\$ 79,344.38	F
Coomer, Roger	Chief Fiscal Officer	\$ 77,885.93	M
Eggensperger, Martin	Chief Academic Officer	\$ 73,519.99	M
Simms, Danny	Division Chairperson	\$ 70,042.39	M
Prince, June	Director of Planning & Assessment	\$ 69,402.64	F
See, David	Director of Computer Services	\$ 61,949.19	M
Avery, Teresa	Director of Financial Aid	\$ 52,370.11	F
Henderson, Cortez	Chief Student Officer	\$ 48,054.35	F
Childers, Amberly	Director of Development	\$ 41,968.10	F
Melton, Lloyd	Director of Distance Learning	\$ 37,818.02	M

Report all employees as of September 1st

Institution: EAST ARKANSAS COMMUNITY COLLEGE

Completed By: Yvonne R. Franklin

Phone Number: 870-633-4480 ext 282

Name	Authorized Title	Annualized Salary	Gender (M or F)
Grace, Coy	President	165,174.00	M
Watson, Jeff	Chief Academic Officer	98,824.00	M
Boydston, Morris	Chief Fiscal Officer	102,118.00	M
Coleman, Catherine	Chief Student Life Officer	97,155.00	F
Jones, Niki	Chief Planning & Dev Officer	36,739.00	F
Bridgforth, Beth	Dir of Community/Cont Ed	16,514.12	F
Billingsley, Tiffany	Director of Small Business Center	57,783.00	F
Wilson, Rosemary	Director of Counseling	59,884.00	F
Loeb, Elizabeth	Director of Public Relations/Mkting	68,246.00	F
White, Kenneth	Director of Academic Computing	58,274.00	M
Adams, Nelda	Dir of Administrative Computing	57,783.00	M
Alvin Coleman	Dir of Student Financial Aid	64,860.00	M
Lawson, JoAnne	Dir of Off Campus Oper	52,466.00	F
McElhanon, Dana	Dir. Of Distance Learning	45,007.00	F
Ford, Glen	Asst Dir of Community Serv	51,916.00	M
Colvin, Cathy	Asst Dir of Financial Aid	34,919.00	F
Cline, Catherine	Division Chairperson	57,490.00	F
Griffith, Lee	Division Chairperson	78,228.00	M
Lewis, Don	Division Chairperson	72,780.00	M
Hodges, Dave	Division Chairperson	56,092.00	M
Daniell-Bailey, Janie	Director of Nursing	75,580.00	F
Laws, Paige	Dir. Of Learning Resource Center	59,160.00	F

Report all employees as of September 1st

Institution:
Mid-South Community College

Completed By:

Jackie Brubaker

Phone Number:

870-733-6741

Name	Authorized Title	Annualized Salary	Gender (M or F)
Fenter, Dr. Glen F	President MSCC	\$166,675	m
Baxter, Dr. Barbara	Chief Administration Officer	\$121,711	f
Scherer, Dr. Judith	Chief Academic Officer	\$114,000	f
Marshall, Susan	Chief Fiscal Officer	\$108,645	f
Wagner, Dr. Kyle	VP - Technical Education	\$93,000	m
Morris, Dr. Gibson (Sunny)	Project/Program Director	\$91,000	m
Marshall, Phillip	Chief Information Officer	\$86,500	m
Scott, Dr Dwayne	Chief Student Officer	\$82,500	m
Dunavin, Dr. Callie	Division Chair	\$81,600	f
Webb, Randy	Director of Physical Plant	\$72,002	m
Lafferty, Dr. Craig	Director of Allied Health	\$65,000	m
Grice, Lenard	Director of PR & Marketing	\$63,750	m
Brubaker, Jackie	Director of Human Resources/Svcs.	\$62,500	f
Davis, Veronica	Project/Program Director	\$60,000	f
Fluker, Kimberly	Director of Adult Education	\$60,000	f
Hampton, Donnylle	Director of Occupational and Technical Education	\$60,000	f
Burns, C. Darrin	Dir.of Sys Prog & Data base Svcs.	\$55,000	m
Reece, Jeremy	Director of Enrollment Management	\$54,970	m
Johnson, Garth	Division Chair	\$52,530	m
Turner, Leigh Ann	Project/Program Director	\$52,530	f
Eley, Stephanie	Division Chair	\$51,000	f
Hardage, Melissa	Director of Food Services	\$51,000	f
Coleman, Roshell	Project/Program Director	\$50,000	f
Dean-Anthony, Chasity	Project/Program Director	\$50,000	f
Nichols, Bonnie	Director of Computer Services	\$50,000	f
Williams, Dr. Topeka	Director of Institutional Research	\$50,000	f
Hogan, Nancy	Project/Program Director	\$47,845	f
Barber, John	Project/Program Director	\$47,600	m
Coleman, Patti	Director of Development	\$47,277	f
Casey, Tabitha	Director of Environ. Health & Safety	\$45,000	f
Davenport, Lechelle	Director of Financial Aid	\$45,000	f
Wilkins, Elaine	Director of Learning Center	\$42,000	f
Wilson, A. Tony	Director of Student Activities	\$35,700	m

Report all employees as of September 1st

Institution: National Park Community College

Completed By: Janet Brewer

Phone Number: 501-760-4221

Last	First Name	Middle	Job Title	Annual Rt	Gender
Carder	Sarah	A	President, NPCC	152,169	F
Watts	Gordon	E	Chief Academic Officer	103,839	M
Sawyer	M. Janis		Chief Fiscal Officer	102,386	F
Picking	Margaret	A	Chief Student Life Officer	96,445	F
Moody	A. Brad		Dir Institutional Svcs/Registr	88,601	M
Castaldi	Linda	A	Division Chairperson	72,136	F
Hughes	David	P	Assoc. Dean for Instruction	71,177	M
Aldridge	Susan	G	Dir of Public Relations/Mkting	68,707	F
Butler	Blake	R	Director of Computer Services	67,550	M
Bond	Valerie	A	HIT Grant Prg Director	66,300	F
Linsky	Rebecca	J	Director of Adult Education	64,490	F
Derden	Michael		Division Chairperson	64,294	M
Fox	Roger	D	Division Chairperson	62,904	M
Hopper	Bradley	W	Director of Physical Plant	62,322	M
Bennett	James	E	Division Chairperson	62,057	M
Garrett	Holly	B	Director of Student Affairs	62,008	F
Johnson	Jill	L	Director of Comm Services	62,000	F
Gaither	Susan	A	Division Chairperson	61,556	F
Albrecht	Kelli		Director of Workforce Develop	60,000	F
Lambert	Dana	M	Division Chairperson	59,630	F
Hopper	Lisa	R	Director of Financial Aid	59,107	F
Murphy	Dana	M	Division Chairperson	58,821	F
Kissire Jr.	Robert	L	Division Chairperson	58,001	M
Tucker	John	A	Project Director - SSS	57,867	M
Lee	Richard	M	Dir of Admin. Computing	56,292	M
Wurm	Mary Kay		Dir. of Career Plan/Placement	55,374	F
Muse	Kathryn		Director of Career Pathways	51,900	F
Carey	Lisa	M	Director of Development	51,340	F

Report all employees as of September 1st

Institution: National Park Community College

Completed By: Janet Brewer

Phone Number: 501-760-4221

Last	First Name	Middle	Job Title	Annual Rt	Gender
Meredith	Diane	B	Project Director - ETS	49,378	F
Craig	Sharon	M	Director of Enrollment Mgt	45,000	F
Wood	L. Ruth		Dir of Admin. Support Services	37,367	F
Brown	Sara	E	Assistant Director - FA	32,894	F
Fox	Roger	D	Division Chairperson	1,500	M

Report all employees as of September 1st

Institution: North Arkansas College

Completed By: Kris Greening, Director of Human Resources

Phone Number: 870-391-3215

Name	Authorized Title	Annualized Salary	Gender (M or F)
Elliott Jacquelyn R	President, North Arkansas College	\$155,000.00	F
Gresham Gwen	Chief Academic Officer	\$97,848.00	F
Stockton James J	Chief Planning and Development Officer	\$96,090.00	M
Sugg Donald R	Chief Fiscal Officer	\$96,090.00	M
Proctor Edward	Division Chairperson	\$70,126.00	M
Berry Laura J	Division Chairperson	\$70,122.00	F
Mayo Cynthia H	Director of Nursing and Allied Health	\$68,120.00	F
Richiert Pamela L	Director TRIO Programs	\$66,988.00	F
Coleman M. Glenn	Dir. of Academic Computing	\$65,699.00	M
Hinrichs Sharon A	Division Chairperson	\$65,644.00	F
Greening Kristine G	Director of Administrative Services	\$60,745.00	F
Williams Richard L	Dir. of Administrative Computing	\$57,613.00	M
Somers Kevin E	Director of Physical Plant	\$56,021.00	M
Bell Amy	Off Campus Center Director	\$53,150.00	F
Goens Debarah	Director of Career Pathways	\$51,369.00	F
Vaughn Katherine L	Director of Institutional Research	\$50,533.00	F
Howie Scott M	Director Occupational and Technical Educ.	\$49,960.00	M
Marlowe Robin M	Off Campus Center Director	\$48,448.00	F
Brecklein Kim S	Director of Special Services	\$48,196.00	F
Somers Micki L	Director of Cooperative Programs	\$45,111.00	F
Haddock Jennifer L	Dir of Financial Aid	\$41,177.00	F
Fulton-Jones Elaine	Director Prevention Resource	\$40,761.00	F
Bing Sarah	Director of Enrollment Management	\$38,869.00	F
Gillies Holly E	Director Health Outreach	\$36,832.00	F

Report all employees as of September 1st

Institution: NorthWest Arkansas Community College

Completed By: Heather Worley, Compensation & Classification Analyst

Phone Number: 479-619-4296

LAST NAME	FIRST NAME	Authorized Title	Annualized Salary	Gender (M or F)
Legg	Kathie	Asst Dir Financial Aid	\$34,747.51	F
Tuthill	John	Chief Academic Officer	\$114,048.00	M
Gates	Steven	Chief Development Officer	\$117,058.00	M
Arroyos	Adam	Chief Student Affairs Officer	\$114,000.00	M
Miller	Gina	Dean of Institutional Technology	\$114,048.00	F
Luce	William	Dean Workforce Development	\$84,000.00	M
Whitley	Patrice	Dir Academic Computing	\$49,850.00	F
Pelphrey	Steve	Dir Administrative Services	\$82,080.82	M
Ross	Mary	Dir Allied Health	\$75,000.00	F
Lloyd	Lynda	Dir Career Planning/Placement	\$45,600.57	F
Wagar	Jill	Dir Community/Continuing Ed	\$10,000.00	F
Wagar	Jill	Dir Community/Continuing Ed	\$80,000.00	F
Amaral	Jorge	Dir Developmental Education	\$40,000.00	M
Robertson-Gann	Amy	Dir Disability Services	\$52,954.00	F
Burkes	Kate	Dir Distance Learning	\$53,196.00	F
Holt	Brooke	Dir Enrollment Management	\$67,097.96	F
Cordell	Michelle	Dir Financial Aid	\$55,946.00	F
Brunen	Meredith	Dir Major Gifts	\$63,000.00	F
Holloway	Elaine	Dir Nursing	\$75,000.00	F
Scott	Mark	Dir Pub Rel Grants & Contracts	\$70,000.00	M
Machira	Mary	Dir Student Activities/Org	\$40,436.49	F
Whitmire	Teresa	Dir Vocational/Tech Educ	\$60,000.00	F
Wagemann	Dennis	Director Admissions	\$37,758.00	M
Kitterman	Robert	Director Physical Plant	\$65,143.09	M
Davis	Christine	Division Chairperson/Dean	\$91,000.00	F
Galloway	Marvin	Division Chairperson/Dean	\$72,080.19	M
Johnson	Diana	Division Chairperson/Dean	\$84,862.28	F

Report all employees as of September 1st

Institution: NorthWest Arkansas Community College

Completed By: Heather Worley, Compensation & Classification Analyst

Phone Number: 479-619-4296

LAST NAME	FIRST NAME	Authorized Title	Annualized Salary	Gender (M or F)
Jones	Anita	Division Chairperson/Dean	\$73,701.33	F
Lay	James	Division Chairperson/Dean	\$84,191.71	M
Moses	Bruce	Division Chairperson/Dean	\$70,177.80	M
Vervack	Jerry	Division Chairperson/Dean	\$76,832.02	M
Paneitz-Danks	Rebecca	President NWACC	\$161,821.00	F
Boyd	Christopher	Projects/Programs Admin	\$41,500.00	M
Cates	Laura	Projects/Programs Admin	\$38,010.47	F
Dees	Laquita	Projects/Programs Admin	\$52,000.00	F
Dennis	Gary	Projects/Programs Admin	\$54,595.00	M
Downing	William	Projects/Programs Admin	\$56,404.03	M
Hanlon	Robert	Projects/Programs Admin	\$48,500.00	M
Henson	Nancy	Projects/Programs Admin	\$43,639.00	F
Lucero	Sean	Projects/Programs Admin	\$47,680.00	M
Maish	Roxann	Projects/Programs Admin	\$42,323.17	F
Mayo	Rickela	Projects/Programs Admin	\$41,000.00	F
McBride	Barbara	Projects/Programs Admin	\$35,982.23	F
Moore	Ryan	Projects/Programs Admin	\$55,000.00	M
Nelson	Kerry	Projects/Programs Admin	\$39,139.79	M
O'Banion	Dan	Projects/Programs Admin	\$47,425.26	M
Purdy	Kimberly	Projects/Programs Admin	\$45,404.26	F
Samuel	Evelyn	Projects/Programs Admin	\$45,600.57	F
Scharfenberg	Marie	Projects/Programs Admin	\$42,323.17	F
Sikes	Alan	Projects/Programs Admin	\$51,420.76	M
Sparks	Tricia	Projects/Programs Admin	\$46,880.74	F
Stenshoel	Toni	Projects/Programs Admin	\$50,271.00	F
Swartzlander	Curt	Projects/Programs Admin	\$62,164.28	M
Undernehr	Natalie	Projects/Programs Admin	\$32,000.00	F

Report all employees as of September 1st

Institution: NorthWest Arkansas Community College

Completed By: Heather Worley, Compensation & Classification Analyst

Phone Number: 479-619-4296

LAST NAME	FIRST NAME	Authorized Title	Annualized Salary	Gender (M or F)
Whelchel	Tracy	Projects/Programs Admin	\$40,000.00	F
Elliott	Wyley	RTC Director	\$114,048.00	M

Report all employees as of September 1st

Institution: Ozarka College

Completed By: Michelle Gray

Phone Number: 870.368.2008

Name	Authorized Title	Annualized Salary	Gender (M or F)
DAWE, RICHARD	President, OZC	142,850	M
DELONG, MICHAEL	Chief Academic Officer	94,740	M
Wheelis, Tina	Chief Fiscal Officer	83,600	F
WILSON, WAYNE	Director of Adult Education	79,319	M
HELM, RON	Chief Student Officer	75,072	M
STIRLING, JOAN	Chief Planning Officer	74,487	F
PINKSTON, LARRY	Director of Computr Services	73,043	M
JOHNSON, RUBY	Division Chairperson	61,956	F
Brown, Eugenia	Director of Off Campus Operations MV	60,187	F
AYERS, HOLLY	Division Chairperson	54,388	F
ORF, MICHAEL	Division Chairperson	54,388	M
LANGSTON, KATHRYN	Division Chairperson	52,960	F
Lovelace, Kimberly	Program Director/Career Pathways	48,223	F
RUSH, RONNY	Director of Physical Plant	44,095	M
SHELL, DELTHA	Program Director/TRiO	43,354	F
Hall, Karen	Director of Child Care	40,000	F
LAWRENCE, LAURA	Director of Financial Aid	37,500	F
Dobbs, Amanda	Director of Admissions	35,000	F
McWilliams, Hannah	Director of Development	33,519	F
Eder, Anthem	Director of Off Campus Operations MS	31,475	F
Spurlock, James	Director of Off Campus Operations AF	31,475	M

Report all employees as of September 1st

Institution: Pulaski Technical College

Completed By: Essie Cleveland

Phone Number: 812-2212

Name	Authorized Title	Annualized Salary	Gender (M or F)
Bakke Dan F	President	\$165,057.00	M
Farver Augusta	Chief Academic Officer	\$100,000.00	M
Palmer Patricia A	Chief Fiscal Officer	\$107,269.00	F
Harkey Cynthia L	Chief Student Officer	\$96,660.00	F
Taylor Joyce E.	Chief Development Officer	\$89,159.00	F
Harris James David	Chief Information Officer	\$86,816.00	M
Langston Carol A	Chief Planning & Assessment	\$96,660.00	F
Fisher Lisa M	Director of Counseling	\$53,581.00	F
Smith Tara Michelle	Director of Institution Research	\$75,000.00	F
Cleveland Essie	Dir of Administrative Services	\$73,084.00	M
Riggle Allison Marie	Dir of Evening and Special Programs	\$50,000.00	F
Jones Homer Timothy	Dir of Public Relations and Mktg	\$62,154.00	M
Trafford Neva B	Dean of Enrollment Services	\$74,413.00	F
Juhl Lavonne M.	Director of Financial Aid	\$62,220.00	F
Owens Kelly L.	Dean of Students	\$59,511.00	F
Glover David Alan	Director of Administrative Computer	\$63,240.00	M
Turner Gordon A	Director of Academic Computer	\$66,579.00	M
Green Jason K	Director of Distance Learning	\$57,867.00	M
Henderson Theaoplis P	Dir of Off Campus Operation	\$85,480.00	M
Smith Stuart Ashley	Dir of Physical Plant	\$61,296.00	M
Stafford Mark Richard	Director Police & Public Safety	\$57,783.00	M
Atkins Gary Clark	Director of Admissions	\$55,100.00	M
Anderson Michelle Lynn	Director of Student Activities	\$48,450.00	F
Lensing Blake A	Dir of Student Accounts	\$45,900.00	M
Cicirello Pamela K.	Division Chairperson	\$74,413.00	F
Cole Joseph Michael	Division Chairperson	\$74,413.00	M
Durr David A	Division Chairperson	\$87,195.00	M
Fletcher Cynthia Bernice	Division Chairperson	\$74,413.00	F
Gold Todd R	Division Chairperson	\$66,868.00	M
Rains Simon B	Division Chairperson	\$74,413.00	M
Sherrill Christy M	Division Chairperson	\$74,413.00	F
Shope Mary Ann	Division Chairperson	\$80,371.00	F
Sneed Joseph M	Division Chairperson	\$74,413.00	M
Davis Wendy Pavelko	Director of Library Services	\$70,829.00	F

Report all employees as of September 1st

Institution: Phillips Community College of the University of Arkansas

Completed By: Brenda G Gillogly

Phone Number: 870.338.6474 x 1230

Name	Authorized Title	Annualized Salary	Gender (M or F)
Tracy McGraw	Bio Fuels Director	66,990.00	M
Steven Murray	Chancellor	155,000.00	M
Tiffany Rogers	Dir. Development, ARCo	49,185.00	F
Kyle Miller	Director Gear Up	61,378.00	M
Debbie Hardy	Director of Assessment	38,269.00	F
Arthur Gentry	Director, Academic Computing	35,887.00	M
Amanda Holsted	Director, Business/Industry Training	52,500.00	F
Susan Carter	Director, Business/Industry Training	57,752.00	F
Wandra Williams	Director, Community Services	43,390.00	F
Jason Jaco	Director, Computer Services	54,960.00	M
Rhonda St. Columbia	Director, Development	79,239.00	F
Ella James	Director, Disability Services	47,167.00	F
Barbra Stevenson	Director, Financial Aid	59,094.00	F
Leslie Russell	Director, Institutional Research	42,000.00	F
Amy Hudson	Division Chairperson	72,375.00	F
Diana Graves	Division Chairperson	45,912.00	F
Donna Ussery	Division Chairperson	39,669.00	F
Edelma Simes	Division Chairperson	74,029.00	F
Gwen McGhee	Division Chairperson	74,029.00	F
Julie Goings	Division Chairperson	49,369.00	F
Linda Killion	Division Chairperson	78,720.00	F
Mary Dierks	Division Chairperson	22,350.00	F
Sabrina Blasengame	Division Chairperson	38,107.00	F
Sydney Oberle	Division Chairperson	31,340.00	F
Rita Fleming	Vice Chancellor, Administrative Services	113,500.00	F
Carolyn Turner	Vice Chancellor, Arkansas County	75,594.00	F
Susan Luebke	Vice Chancellor, Arkansas County	75,594.00	F
Craig Pinson	Vice Chancellor, Finance	85,850.00	M
Deborah King	Vice Chancellor, Instruction	87,151.00	F
Lynn Boone	Vice Chancellor, Student Services	90,568.00	M

Report all employees as of September 1st

Institution: Rich Mountain Community College

Completed By: Amy Ludwig

Phone Number: 479-394-7622 ext. 1530

Name	Authorized Title	Annualized Salary	Gender (M or F)
Rook, James S.	Chief Academic Officer	\$101,080.82	M
Wilson, Phillip M.	Chief Student Life Officer	\$82,578.50	M
Rackley, Lisa K.	Provisional - SSS Program Director	\$49,299.78	F
Sherrill, Tammye D.	Provisional - EOC Program Director	\$47,050.56	F
Keese, Maureen C.	Dir. of Public Relations & Marketing	\$44,570.98	F
Young, Tammy L.	Director of Admissions	\$40,075.72	F
Standerfer, Mary B.	Director of Financial Aid	\$40,065.68	F
Wiles, Charlotte A.	Provisional - Director of Career Pathways	\$37,142.28	F
Odom, Tammy S.	Director of Institutional Research	\$36,906.72	F

Report all employees as of September 1st

Institution:
South Arkansas Community College

Completed By:

Becky Riggs

Phone Number:

870.864.7146

Name	Authorized Title	Annualized Salary	Gender (M or F)
KIRK, Tim	Chief Information Officer	76,846.00	M
SULLIVANT, Chris	Dir Systems Programming/Dbase Svcs	44,339.00	M
Moser, Larry	Director Career Center	66,128.00	M
PATTERSON, Terry	Director Distance Learning	48,223.00	M
GRIFFITH, David	Director of Admin Computer Services	48,044.00	M
PARKS, Jennifer	Director of Allied Health	81,303.00	F
PUGH, Sandra	Director of Allied Health	76,737.00	F
RICHARDSON, Lynda	Director of Community Services/Continuing Ed	60,636.00	F
HANKINS, Charley	Director of Computer Services	35,509.00	M
REYNA, Cynthia	Director of Development	68,420.00	F
INMAN, Dean	Director of Enrollment Management	69,910.00	M
RIGGS, Becky	Director of Human Resources/Services	49,174.00	F
TULLY-DARTEZ, Stephanie	Director of Institutional Research	51,000.00	F
WALDROP, Heath	Director of Public Relations/Marketing	41,616.00	M
TATUM, Veronda	Director of Student Aid	49,582.00	F
POSEY III, Thomas	Director Physical Plant	76,230.00	M
DUGAL, Elizabeth	Director Student Support Services	55,876.00	F
BALLARD, Phil	Division Chairperson	71,163.00	M
ROBERTS, George	Division Chairperson	75,420.00	M
ROOMSBURG, James	Division Chairperson	69,360.00	M
JONES, Barbara	President, SACC	155,800.00	F
McClung, Bruce	Project/Program Director	60,000.00	M
MCKINNON, Tamela	Project/Program Director	51,373.00	F
MOCK, Debra	Project/Program Director	48,223.00	F
LEPHIEW, Linda	Project/Program Specialist	45,900.00	F
CANTU', Val	Vice President Academic Affairs	108,233.00	M
MEADOR, Vernie	Vice President Administrative Services	106,522.00	M
HILL, Curtis	Vice President Student Services	89,970.00	M

Report all employees as of September 1st

Institution: **SAU Tech**

Completed By: Debbie Beasley

Phone Number: 870-574-4507

Name	Authorized Title	Annualized Salary	Gender (M or F)
Lamkin Corbet J	Chancellor, SAU Tech	143,481.00	M
Oden Gary L	Vice Chancellor for Instruction	101,443.00	M
Cooper Reginald	Vice Chancellor-Student Services	91,837.00	M
Manning Alice Gaye	Vice Chancellor-Finance	91,388.00	F
Nix Rachel A	Director-Arkansas Fire Academy	75,979.00	F
Starkey Terry G	Director-Career Academy	75,452.00	M
Gunnels Robert	Vice Chancellor-Dev. & Ext. Ed.	74,537.00	M
Wilson Valerie R	Vice Chancellor for Information Technology	74,294.00	F
Betts Diane	Chief Planning & Assessment Officer	71,754.00	F
Harper Randy J	Director- Environmental Academy	71,262.00	M
Johnson Laura A	Director-Computer Services	66,194.00	F
Grace Janet	Division Chairperson	66,080.00	F
White Robert J	Director of Special Programs	65,811.00	M
Manning Gerald B	Director of Physical Plant	65,371.00	M
Hamilton Barbara D.	Director-Adult Education	63,240.00	F
Bashford Gordon M.	Director-Continuing Ed/Bus Outreach	62,914.00	M
Richardson Jonathan D	Asst. Director for Training-Environmental Academy	59,303.00	M
Rubow James H.	Deputy Director	58,404.00	M
Archer William Harold	Division Chairperson	58,291.00	M
Jefferson John W	Director-Financial Aid	54,002.00	M
Utsey James Nelson	Asst. Director for Training-Arkansas Fire Academy	53,581.00	M
McLeane David C.	Director Stud. Act./Org.	50,358.00	M
Perrin Amy Wright	Director of Special Programs	46,920.00	F
Holland Lisa K.	Director of Special Programs	45,900.00	F
Simpson Kerron C	Director Career Pathways	45,900.00	F
Sanders Lee M	Director-Institutional Research	40,800.00	M
Clack Olivia H	Director of Admissions	35,000.00	F

Report all employees as of September 1st

Institution: Southeast Arkansas College

Completed By: Debbie Wallace/Lisa Cater

Phone Number: 870-543-5996

Name	Authorized Title	Annualized Salary	Gender (M or F)
Hilterbran, Stephen	President, SEAC	162,000	m
Lewis, Linda	Chief Academic Officer	107,894	f
Williams, Diann	Director-Planning & Assessment	88,900	f
Wallace, Debra	Chief Fiscal Officer	81,700	f
Morehead, Kaleybra	Chief Development Officer	76,280	f
Seymore, Lyric	Division Chairperson/Dean	68,000	f
Dupra, JoAnn	Director-Computer Services	65,000	f
Madden, Greg	Division Chairperson/Dean	63,404	m
Cox, Donna	Director-financial Aid	63,369	f
Treglown, Mary	Division Chairperson/Dean	61,754	f
Lindsey, Wanda	Director-Workforce Development	57,204	f
Bradford, David	Director-Physical Plant	50,000	m
Dunn, Barbara	Director-Admissions & Enrollment	48,307	f
Calhoun-Milton, Lozanne	Asst. Dir. Financial Aid	32,249	f

Report all employees as of September 1st

Institution: University of AR Community College Batesville

Completed By: Gayle Cooper

Phone Number: (870) 612-2004

LAST NAME	FIRST NAME	ACT TITLE	SALARY	GENDER
Frazier	Deborah	Chancellor UACCB	\$158,100.00	F
Jones	Cliff	Vice Chancellor for Academic Affairs	\$93,636.00	M
Cooper	Marvin	Vice Chancellor for Finance and Administration	\$84,660.00	M
Berry	Brian	Vice Chancellor for Student Services	\$82,467.00	M
Griffin	Tamara	Division Chairperson - Business Technology	\$67,594.96	F
Austin	Anne	Vice Chancellor for Research, Planning & Assessment	\$66,812.04	F
King	Rebecca	Division Chairperson - NAH	\$66,709.02	F
Collins	Steven	Director of Computer Services	\$59,302.80	M
Beshears	Susan	Division Chairperson - Arts & Humanities	\$57,976.80	F
McNamee	Kathleen	Director of Workforce Development	\$57,691.20	F
Lawrence	Jason	Director of Career Pathways	\$53,040.00	M
Post	Scott	Director of Admissions	\$52,000.00	M
Wooldridge	Heath	Director of Physical Plant	\$51,939.00	M
Muse	Douglas	Division Chairperson Math & Science 11MO	\$51,856.80	M
Whitmire	Nancy	Director of Adult Education	\$50,069.76	F
Hughes	Tina	Director of Special Programs	\$48,900.00	F
Cannon	David	Director of Institutional Research	\$45,900.00	M
Cross	Kristen	Director of Financial Aid	\$45,000.00	F
Kemper	Deborah	Director of Student Support Services	\$45,000.00	F
Paul	Tina	Director of Development	\$40,000.00	F
Brewer	Jane	Director of Student Activities/Organizations	\$36,414.00	F
Needham	Brandon	Assistant Director Student Union	\$29,836.02	M

Report all employees as of September 1st

Institution: University of AR Community College Hope

Completed By: Jerald Barber

Phone Number: 870-777-5722

FY2011

Name	Authorized Title	Annualized Salary	Gender (M or F)
Steven Thomason	CHANCELOER	158,100	M
Jennifer Methvin	VICE CHAN-ACADEMICS	96,237	F
Jerald Barber	VICE CHAN-ADM SERVICES	100,919	M
Bobby James	VICE CHAN-STUDENT SER.	96,145	M
Brent Talley	DIR PUBLIC RELATIONS/MARKT	56,100	M
Becky Wilson	DIR FINANCIAL AID	39,270	F
Dave Phillips	DIR PLANNING & ASSESSMENT	61,404	M
Charles Jordan	DIR COMPUTER SERVICES	70,293	M
Belinda Henley	DIRECTOR OF DEVELOPMENT	51,000	F
Judy Anderson	DIRECTOR OF ADMISSIONS	60,936	F
Kathryn Hopkins	DIRECTOR OF ADMIN SERVICES	40,800	F

Report all employees as of September 1st

Institution: University of AR Community College Morrilton

Completed By: Judy Shamsie

Phone Number: 501-977-2016

FY2011

Name	Authorized Title	Annualized Salary	Gender (M or F)
Birkner, Linda	Vice Chancellor for Finance	\$102,459	F
Arn, Diana	Vice Chancellor for Academics	\$93,024	F
Jones, Darren	Vice Chancellor for Student Services	\$86,802	M
Growns, Richard	Director of Computer Services	\$73,440	M
Gattin, Martha	Division Chairperson	\$72,675	F
Thomas, Marilyn	Division Chairperson	\$62,424	F
Clark, Mary	Director of Institutional Advancement	\$58,956	F
Holloway, Allen	Director of Physical Plant	\$56,202	M
Jaramillo, Linda	Division Chairperson	\$55,590	F
Cash, Teresa	Director of Financial Aid	\$53,346	F
Dewey, Susan	Director of Admissions	\$51,867	F
Darling, Kim	Division Chairperson	\$45,900	F
Shamsie, Judy	Director of Human Resources	\$41,820	F
Roach, Kelley	Director of Student Activities	\$35,700	M
Rodriguez, Jose	Director of Food Services	\$35,547	M

Salaries Survey (\$100,000 and over) FY 2011

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Arkansas State University - Jonesboro	Abel, Douglas	Assoc Dir of Athletics	\$100,000.00	Salary paid through 12/31/2010
Arkansas State University - Jonesboro	Brady, John	Head Mens Basketball Coach	\$100,000.00	
Arkansas State University - Jonesboro	Rogers, Robert	Dir Ark Inst of Econ Advanceme	\$100,000.00	
Arkansas State University - Jonesboro	Adams, Anthony	Department Chairperson	\$101,381.00	
Arkansas State University - Jonesboro	Lawler, Sandra	Department Chairperson	\$102,302.00	
Arkansas State University - Jonesboro	McBride, Helen	Professor	\$103,334.00	
Arkansas State University - Jonesboro	Meeks, Gregory	Associate Dean of Schools	\$103,530.00	
Arkansas State University - Jonesboro	O'Connor, Carol	Associate Dean of Schools	\$104,741.00	
Arkansas State University - Jonesboro	Peterson, Ryan	Assistant Professor	\$105,000.00	
Arkansas State University - Jonesboro	Motts, Susan	Assistant Professor	\$105,428.52	
Arkansas State University - Jonesboro	Stillwell, Jimmie	Department Chairperson	\$106,947.00	
Arkansas State University - Jonesboro	Pae, Sangshin	Assistant Professor	\$107,100.00	
Arkansas State University - Jonesboro	McVey, Alan	Executive Dir Delta Ec Develop	\$107,161.00	
Arkansas State University - Jonesboro	Nonis, Sarath	Professor	\$108,006.00	
Arkansas State University - Jonesboro	Pittman, Jeffrey	Department Chairperson	\$108,121.00	
Arkansas State University - Jonesboro	Prock, Jim	Dir of Development	\$109,235.00	
Arkansas State University - Jonesboro	McLary, Carolyn	Department Chairperson	\$109,892.00	
Arkansas State University - Jonesboro	Gilbert, Beverly	Dean of Schools	\$110,000.00	
Arkansas State University - Jonesboro	Holifield, Mitchell	Department Chairperson	\$110,082.00	
Arkansas State University - Jonesboro	Torres, Henry	Research Assoc	\$111,046.00	
Arkansas State University - Jonesboro	Stoverink, Alvin	Assistant VC for Facilities	\$113,686.00	
Arkansas State University - Jonesboro	Milner, Clyde	Professor	\$114,599.00	
Arkansas State University - Jonesboro	Pratte, John	Associate Dean of Schools	\$115,000.00	
Arkansas State University - Jonesboro	Robertson, John	Department Chairperson	\$115,525.00	
Arkansas State University - Jonesboro	Wyatt, James	Professor	\$115,600.00	
Arkansas State University - Jonesboro	Cooksey, Lynita	Dean of Schools	\$117,307.00	
Arkansas State University - Jonesboro	Hannah, Charles	Assoc VC	\$119,646.00	
Arkansas State University - Jonesboro	Amienyi, Osabuohien	Dean of Schools	\$120,901.00	
Arkansas State University - Jonesboro	Fowler, Gilbert	Department Chairperson	\$121,415.00	
Arkansas State University - Jonesboro	Williams, Lonnie	Assoc VC	\$122,265.00	
Arkansas State University - Jonesboro	Washam, James	Associate Dean of Schools	\$122,387.00	
Arkansas State University - Jonesboro	Foldesy, George	Professor	\$122,483.00	
Arkansas State University - Jonesboro	Mason, JW	Assoc VC	\$124,848.00	
Arkansas State University - Jonesboro	Sustich, Andrew	Dean of Graduate School	\$125,181.00	
Arkansas State University - Jonesboro	Hudson, Gail	Department Chairperson	\$125,684.00	
Arkansas State University - Jonesboro	Hoeting, Mark	Associate Vice President	\$130,000.00	
Arkansas State University - Jonesboro	Maness, Donald	Dean of Schools	\$135,660.00	
Arkansas State University - Jonesboro	Hawkins, Ruth	Dir Delta Heritage Initiatives	\$136,074.00	
Arkansas State University - Jonesboro	Roe, Charles	Professor	\$136,855.00	
Arkansas State University - Jonesboro	Reeves, Daniel	Dean of Schools	\$137,004.00	
Arkansas State University - Jonesboro	Roberts, Steven	ASU Head Football Coach	\$140,000.00	
Arkansas State University - Jonesboro	Allen, Susan	Distinguished Professor	\$142,670.00	
Arkansas State University - Jonesboro	Lee, Clifford	Dir of Athletics	\$147,179.00	
Arkansas State University - Jonesboro	Bates, Julie	VP for ASU System Operations	\$150,000.00	
Arkansas State University - Jonesboro	Freeze, Danny	ASU Head Football Coach	\$151,660.00	
Arkansas State University - Jonesboro	Owens, Steve	VP University Advancement	\$153,919.00	
Arkansas State University - Jonesboro	Kremers, Edwin	VC for Finance and Admin	\$156,060.00	
Arkansas State University - Jonesboro	Stripling, William	VC for Student Affairs	\$157,100.00	
Arkansas State University - Jonesboro	Hood, Elizabeth	Distinguished Professor	\$158,100.00	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Arkansas State University - Jonesboro	Frey, Len	Dean of Schools	\$162,294.00	
Arkansas State University - Jonesboro	Hanrahan, Susan	Dean of Schools	\$162,294.00	
Arkansas State University - Jonesboro	Novobilski, Andrew	Dean of Schools	\$163,200.00	
Arkansas State University - Jonesboro	Phillips, Gregory	Dean of Schools	\$165,532.00	
Arkansas State University - Jonesboro	Cramer, Carole	Research Professor 12-mo	\$170,746.00	
Arkansas State University - Jonesboro	Beasley, David	Dean of Schools	\$173,400.00	
Arkansas State University - Jonesboro	Campbell, Susan	Nurse Anesthesia Clinical Coor	\$179,864.00	
Arkansas State University - Jonesboro	Evans, Robert	VP University Relations	\$180,014.00	
Arkansas State University - Jonesboro	Dockter, Michael	Dir Research and Tech Transfer	\$188,700.00	
Arkansas State University - Jonesboro	McDaniel, Lucinda	General Counsel	\$191,096.00	
Arkansas State University - Jonesboro	Murdock, Cristian	VC for University Advancement	\$193,800.00	
Arkansas State University - Jonesboro	Williams, Joe	Nurse Anesthesia Clinical Coor	\$196,500.00	
Arkansas State University - Jonesboro	Jones, Glendell	Executive VC & Provost	\$204,000.00	
Arkansas State University - Jonesboro	Potts, Robert	President, ASU	\$226,330.00	
Arkansas State University - Jonesboro	Howard, Gordon Dan	Chancellor, ASU J	\$230,727.00	
Arkansas State University - Jonesboro	Welch, Charles	President, ASU	\$235,406.00	

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes
Arkansas Tech University	Robert Brown	President, Arkansas Tech University	\$209,631	
Arkansas Tech University	Jo Alice Blondin	Chancellor, Ozark Campus	\$104,583	
Arkansas Tech University	John Watson	Vice President for Academic Affairs	\$156,000	
Arkansas Tech University	David Moseley	Vice President for Administration and Finance	\$161,200	
Arkansas Tech University	Jayne Jones	Vice President for Development	\$120,680	
Arkansas Tech University	Gary Biller	Vice President for Student Affairs	\$120,680	
Arkansas Tech University	Phil Jacobs	Vice President for Government Relations	\$120,680	
Arkansas Tech University	Eldon Clary	Dean of School	\$121,313	
Arkansas Tech University	William Hoeffler	Dean of School	\$142,081	
Arkansas Tech University	Michael Tarver	Dean of School	\$110,683	
Arkansas Tech University	Richard Cohoon	Dean of School	\$124,428	
Arkansas Tech University	Mary Gunter	Dean of School	\$110,683	
Arkansas Tech University	Mary Ann Rollans	Dean of School	\$110,088	
Arkansas Tech University	Ralph Bashaw	Dean of School	\$161,000	Revised salary.
Arkansas Tech University	David Underwood	Associate Vice President for Academic Affairs	\$120,245	
Arkansas Tech University	Thomas Pennington	Associate Vice President	\$120,000	
Arkansas Tech University	Susan Nicholson	Associate Vice President	\$110,000	
Arkansas Tech University	John Krohn	Department Chairperson	\$106,266	
Arkansas Tech University	Pam Carr	Department Chairperson	\$119,721	
Arkansas Tech University	Kevin Mason	Department Chairperson	\$120,773	
Arkansas Tech University	Steve Mullins	Athletic Director	\$102,403	
Arkansas Tech University	Debra Hunter	Assistant Professor	\$103,500	

[illegible]

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Southern Arkansas University	David F. Rankin	President	\$180,000	
Southern Arkansas University	David L. Crouse	VP Academic Affairs	\$124,360	
Southern Arkansas University	Darrell Morrison	VP Finance	\$120,627	
Southern Arkansas University	Donna Y. Allen	VP Student Affairs	\$114,221	
Southern Arkansas University	Roger Giles	VP Administration	\$113,831	
Southern Arkansas University	Charles J. Lewis	VP Facilities	\$102,003	
Southern Arkansas University	Lisa Toms	Dean, Business	\$108,000	
Southern Arkansas University	Zaidy MohdZain	Dean, Education	\$108,000	
Southern Arkansas University	Ben Johnson	Dean, Liberal & Performing	\$103,544	
Southern Arkansas University	Joe Winstead	Dean, Science and Tech	\$101,544	
Southern Arkansas University	Kim Bloss	Dean, Graduate	\$101,761	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
AES	Yazwinski, Tom/	University Professor	106,535.98	
AES	Kring, Tim/	Professor	105,918.00	
AES	Erf, Gisela/F.	Professor	131,273.02	
AES	Hettiarachchy, Navam/S.	University Professor	116,861.01	
AES	Wideman Jr., Bob/	Professor	140,916.04	
AES	Correll, Jim/	Professor	123,862.04	
AES	Stewart, James/McDonald	University Professor	122,149.00	
AES	Purcell, Larry/C.	Professor	113,229.99	
AES	Gbur Jr., Edward/E.	Professor	100,854.97	
AES	Proctor, Andy/	Professor	113,077.78	
AES	Anthony, Nick/	Professor	102,885.96	
AES	Howard, Luke/R.	Professor	117,006.96	
AES	Siebenmorgen, Patty/K.	Assoc Dir Of Agri Exp Station	148,553.04	
AES	Slaton, Nathan/A.	Professor	109,776.98	
AES	Buescher, Ron/	Professor	139,271.02	
AES	Bottje, Walter/G.	Professor	139,188.02	
AES	TeBeest, David/Orien	University Professor	117,110.99	
AES	Waldroup, Park/W	University Professor	130,184.98	
AES	Clark, John/R.	University Professor	130,115.01	
AES	Culver, Chuck/	Dir. Of Development	121,040.98	
AES	Haggard, Brian/Edward	Assoc Professor	138,419.04	
AES	Chapman, Hilary/David	University Professor	108,906.98	
AES	Kirkpatrick, Terry/	Professor	107,576.98	
AES	Griffis, Carl/Lewis	Professor	123,877.72	
AES	Dombek, Elizabeth/C.	Fiscal Operations Manager	102,699.98	
AES	Siebenmorgen, Terry/	University Professor	164,451.01	
AES	Kidd, Michael/T.	Departmental Chairperson	171,699.99	
AES	Bourland, Fred/	Professor	123,077.98	
AES	Bacon, Robert/Keith	Departmental Chairperson	142,800.02	
AES	Oliver, Dick/	University Professor	137,204.92	
AES	West, Chuck/	Professor	103,773.96	
AES	Moldenhauer, Karen/Ann-K	Professor	127,599.00	
AES	Ahrendsen, Bruce/L.	Professor	105,027.02	
AES	Kellogg, Wayne/	Professor	102,072.96	
AES	Wolf, Duane/Carl	University Professor	134,900.01	
AES	Norman, Richard/J.	Professor	112,655.04	
AES	Rothrock, Craig/S.	Professor	109,610.99	
AES	Wailles, Eric/J	Professor	139,431.99	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
AES	Oosterhuis, Derrick/M.	Distinguished Professor	131,414.98	
AES	Stephen, Fred/M	University Professor	147,630.97	
AES	Dixon, Bruce/Lawrence	Professor	128,325.00	
AES	Lusby, Keith/Stewart	Departmental Chairperson	121,275.01	
AES	Apple, Jason/	Professor	103,632.02	
AES	Norsworthy, Jason/Keith	Assoc Professor	102,021.99	
AES	Popp, Michael/P	Professor	105,675.99	
AES	Goodwin Jr., Harold/L	Professor	117,435.99	
AES	Coffey, Ken/	Professor	105,768.97	
AES	Kegley, Beth/	Professor	101,754.01	
AES	Maxwell, Charles/	Professor	121,687.00	
AES	Meullenet, Jean-Francois/	Departmental Chairperson	170,000.04	
AES	Breeding, Steve/W	Director of Springdale Lab	104,640.00	
AES	Coon, Craig/N	Professor	100,962.98	
AES	Richardson, Mike/	Professor	109,074.97	
AES	Popp, Jennie/Sheerin	Professor	109,329.00	
AES	McKenzie, Andrew/Malcolm	Professor	122,331.96	
AES	Korth, Ken/L.	Professor	106,674.96	
AES	Wang, Ya-Jane/	Professor	106,659.01	
AES	Kuenzel, Wayne/J.	Professor	121,421.04	
AES	Hargis, Billy/M.	Professor	155,747.01	
AES	Donoghue, Dan/	Professor	110,762.01	
AES	Hensley, David/	Departmental Chairperson	143,033.98	
AES	Verma, Lalit/R.	Departmental Chairperson	200,192.04	
AES	Evans, Michael/R.	Professor	103,158.98	
AES	Brye, Kristofor/R.	Professor	102,140.04	
AES	Kim, Jin-Woo/	Assoc Professor	114,224.02	
AES	Matlock, Marty/D.	Professor	131,283.98	
AES	Chen, Pengyin/	Professor	107,154.98	
AES	Roeder, Richard/Anthony	Assoc Dir Of Agri Exp Statio	173,300.00	
AES	Deren, Christopher/W.	Professor	120,523.00	
AES	Wiedenmann, Robert/N.	Departmental Chairperson	144,759.00	
AES	Ricke, Steven/C.	Professor	142,280.03	
AES	Sharpley, Andrew/N.	Professor	181,374.98	
AES	Halbrook, Steve/A.	Departmental Chairperson	174,249.99	
AES	Nayga Jr., Rodolfo/M.	Professor	166,738.00	
AES	Bennett, A./Rick	Departmental Chairperson	174,249.99	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
ARCH	Green, Thomas/J.	Dir Ark Archaeological Surv	115,605.04	
AUX	Weber, Dean/L	Asst Football Coach	110,490.00	
AUX	Collen, Tom/D.	Head Basketball Coach	471,502.04	
AUX	Jorn, David/A.	Asst Baseball Coach	153,694.00	
AUX	Lewis, Beverly/Rouse	Exec. Assoc Athletic Director	305,300.02	
AUX	Stehlik, Tracey/M.	Assoc Dir Of Athletics	102,248.93	
AUX	Anderson, Mike/	Head Basketball Coach	413,043.48	
AUX	Hamilton, Clayton/E.	Assoc Dir Of Athletics	132,400.00	
AUX	Sharaf, Huda/F.	Physician-Health Center	126,514.70	
AUX	Cox Jr., Robert/G.	Head Tennis Coach	111,062.04	
AUX	Woods, Elizabeth/	Physician-Health Center	131,701.98	
AUX	Belt, Rick/	Physician-Health Center	130,636.98	
AUX	Trainor, Kevin/L.	Asst Dir Of Athletics	106,713.14	
AUX	Harter, Lance/L.	Head Track Coach	189,911.71	
AUX	Hegarty, Michael/P	Head Tennis Coach	113,891.03	
AUX	Fossey, Carol/	Physician-Health Center	129,369.99	
AUX	Allen, Bobby/	Asst Football Coach	221,904.87	
AUX	Cook, Mark/	Director Gymnastics Facility	123,143.01	
AUX	Cook, Rene'/	Head Coach	116,005.01	
AUX	Van Horn, Dave/	Baseball Coach	283,750.00	
AUX	Estes, Shauna/	Golf Coach	129,799.98	
AUX	Butler, Todd/	Asst Baseball Coach	153,094.00	
AUX	Poppell, Jeff/	Head Swimming Coach	116,971.15	
AUX	McMakin, Brad/	Golf Coach	181,287.40	
AUX	Eatman, Timothy/Tyrone	Assistant Coach	116,127.00	
AUX	Pelphrey, John/Leslie	Head Basketball Coach	555,923.91	
AUX	Ostrom Jr., Tom/	Asst Basketball Coach	203,134.57	
AUX	Evans, Robert/Oran	Asst Basketball Coach	218,652.26	
AUX	Horton, Tim/E.	Asst Football Coach	208,400.00	
AUX	Long, Jeff/	Dir Of Athletics	654,000.00	
AUX	Petrino, Bobby/	Head Football Coach	2,534,999.96	
AUX	McGee, Garrick/Ladell	Offensive Coordinator	363,063.66	
AUX	Veltkamp, Jason/Lee	Asst Football Coach	197,770.18	
AUX	Robinson, Mark/S.	Project/Program Director	105,027.30	
AUX	Johnson, Reggie/	Asst Football Coach	192,275.96	
AUX	Robinson, Willy/	Defensive Coordinator	341,532.59	
AUX	Fagg, Jon/	Sr. Assoc Athletic Director	142,031.52	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
AUX	Trantham, Matt/	Sr. Assoc Athletic Director	156,033.01	
AUX	Bucknam, Chris/	Dir Facility for Track & Tenn	198,500.05	
AUX	Pulliza, Robert/	Head Volleyball Coach	103,619.98	
AUX	Case, Douglas/Alan	Asst Track Coach	116,875.02	
AUX	Smith, John/L.	Asst Football Coach	243,230.42	
AUX	Caldwell, Steve/Carl	Asst Football Coach	241,358.68	
AUX	Cinkovich, Kris/A.	Asst Football Coach	208,621.37	
AUX	Klenakis, Christopher/A.	Asst Football Coach	253,728.26	
AUX	Peoples, Kevin/P.	Asst Dir Of Athletics	103,747.02	
AUX	Nelson, Brett/	Asst Basketball Coach	121,136.33	
CJI	May, Cheryl/Puskarich	Director, Crim. Justice Insti	113,625.05	
FAY	Shields, Todd/G.	Dean	158,295.96	
FAY	Gates, Stephen/G.	Professor	104,496.97	
FAY	Vitali, Davide/	Professor	131,025.96	
FAY	Candido, Joseph/D	Departmental Chairperson	114,130.97	
FAY	Singh, Surendra/P	Departmental Chairperson	126,369.96	
FAY	Gibbs, Andrew/	Departmental Chairperson	109,586.02	
FAY	DiBrezza, Ro/	University Professor	121,781.55	
FAY	Lucas, Chris/	Professor	113,351.70	
FAY	Salamo, Gregory/J.	Distinguished Professor	180,703.25	
FAY	Killenbeck, Mark/R.	Distinguished Professor	192,801.61	
FAY	Durham, Bill/	Departmental Chairperson	124,653.97	
FAY	Behrend, Douglas/A	Departmental Chairperson	106,628.96	
FAY	Flaccus, Janet/A.	Professor Law	145,294.50	
FAY	Beitle Jr., Bob/	Professor	109,614.30	
FAY	Bouwman, Rien/	Professor - WCOB	177,465.73	
FAY	Shadden, Barbara/Bennett	University Professor	105,014.92	
FAY	Adams, Charles/Hansford	Associate Dean	135,499.00	
FAY	Jones, Tom/	University Professor	113,716.00	
FAY	Millar, James/Alvin	Professor - WCOB	188,846.65	
FAY	Judges, Donald/P	Professor Law	170,575.59	
FAY	Hyatt, David/Graham	Senior Asst Dean of Busine	120,156.08	
FAY	Hearth, Douglas/P.	Assoc Professor	119,479.42	
FAY	Naseem, Hameed/A	Professor	113,466.68	
FAY	Gartin, Barbara/C.	University Professor	104,695.04	
FAY	Warnock, Mary/M	Departmental Chairperson	137,546.03	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
FAY	Balda, Juan/Carlos	Professor	186,331.66	
FAY	Reeves, Carol/	Assoc Professor - WCOB	168,166.45	
FAY	Spiegel, Fred/	Departmental Chairperson	106,647.00	
FAY	Brill, Howard/W	University Professor	228,179.00	
FAY	Hehr, John/G.	Professor	109,500.02	
FAY	Schwab, Bill/	Dean	180,900.00	
FAY	Macechko, Mike/	Assoc V Chan For Advancer	147,884.02	
FAY	Malshe, Ajay/P.	Professor	179,178.48	
FAY	Petretic, Patricia/Ann Louis	Assoc Professor	114,353.04	
FAY	Farmer, Amy/Lynn	Professor	187,311.71	
FAY	Limp Jr., Fred/	University Professor	188,178.33	
FAY	Liu, Pu/	WCOB-Departmental Chair	225,999.96	
FAY	Neighbors, Marianne/	Professor	114,393.49	
FAY	Collier Sr., Willyerd/R.	Dir of Affirmative Action	107,800.00	
FAY	Gorman, Dean/Richard	Professor	103,404.00	
FAY	Durdik, Jeannine/Marie	Associate Dean	108,815.99	
FAY	Nance, Cynthia/	Dean Of Law	202,943.36	
FAY	Wavering, Michael/J.	Assoc Professor	109,019.22	
FAY	Nelson, Katy/	Major Gift Development O	115,440.00	
FAY	Ziegler, Joe/	Professor	137,131.72	
FAY	Schroeder, David/A	Professor	104,866.04	
FAY	Gupta, Nina/	Professor - WCOB	203,307.83	
FAY	Ferrier, Gary/D.	WCOB-Departmental Chair	184,949.96	
FAY	Jensen, Thomas/D	WCOB-Departmental Chair	162,795.27	
FAY	Millett, Frank/	Distinguished Professor	148,306.54	
FAY	Brady, Robert/M.	Departmental Chairperson	100,188.98	
FAY	Brummer, Chauncey/E.	Professor Law	126,861.84	
FAY	Johnson, Donald/M.	Professor	106,560.98	
FAY	Madison, Bernard/L.	Professor	167,244.97	
FAY	Booker, Keith/	Professor	122,687.49	
FAY	Ashton, Dub/	Assoc Professor	140,994.96	
FAY	Hinton, James/Faulk	University Professor	109,773.30	
FAY	Bailey, Carlton/	Professor Law	152,501.99	
FAY	Sheppard, Steve/	Professor Law	150,915.00	
FAY	Thoma, Greg/	Professor	180,887.82	
FAY	Carpenter, Dale/	Departmental Chairperson	108,570.96	
FAY	Martin, Terry/	Associate Dean	158,750.03	
FAY	Matthews, Mary Beth/	Professor Law	133,695.00	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
FAY	Gattis, Carol/Schubert	Associate Dean	135,482.00	
FAY	Mantooth, Alan/	Professor	220,569.36	
FAY	McCray, Suzanne/	Associate Provost/Dean	160,299.98	
FAY	Ang, Simon/S	Professor	155,358.00	
FAY	Goforth, Carol/Rose	Professor Law	167,610.00	
FAY	Havens, Jerry/A	Distinguished Professor	114,354.00	
FAY	Loewer Jr., Otto/J.	Professor	142,970.03	
FAY	Brown, Craig/A.	Assoc. Dir of Univ. Info Tec	101,109.96	
FAY	Johnson, Jon/	Professor - WCOB	201,291.64	
FAY	Greenwood, Reed/	Professor	150,385.58	
FAY	Biggs, Bobbie/T	Professor	115,719.15	
FAY	Hudson, Richard/B.	Vice Chan.For Govt. & Com	174,300.01	
FAY	Douglas, David/	WCOB-Departmental Chair	143,921.79	
FAY	Whayne, Jeannie/	Professor	100,578.18	
FAY	Gearhart, G./David	Chancellor	293,130.39	
FAY	Adkins, Susan/J.	Assoc. Dir of Univ. Info Tec	100,416.98	
FAY	Leflar, Rob/	Professor Law	138,343.00	
FAY	Leflar, Charles/Joseph	Clinical Assoc Professor	111,390.24	
FAY	Purvis, Hoyt/H	Professor	109,044.96	
FAY	Farley, Roy/Carl	Professor	107,103.94	
FAY	Watson, Douglas/	Professor	143,585.04	
FAY	Beard, Lonnie/Ray	Professor Law	188,937.00	
FAY	Hunt, Sharon/Lee	Departmental Chairperson	139,598.67	
FAY	Schwab, Judy/G.	Associate Vice Chancellor	135,700.01	
FAY	Motherwell, Adam/Kennet	Associate Dean	123,800.00	
FAY	Spicer III, Tom/O.	Departmental Chairperson	177,539.99	
FAY	Hall, Kevin/D.	Departmental Chairperson	179,600.02	
FAY	Miller, James/K.	Associate Dean	112,087.00	
FAY	Thompson, Cecelia/K.	Professor	100,779.33	
FAY	Shannon Jr., Jeff/	Dean	172,054.99	
FAY	Murry Jr., John/W.	Assoc Professor	115,522.03	
FAY	Van Laningham, Kathy/Mar	Vice-Provost	145,841.98	
FAY	Couvillion, Rick/Joseph	Assoc Professor	104,722.72	
FAY	Schein, Boris/M.	Distinguished Professor	117,660.75	
FAY	Delery, John/	Professor - WCOB	186,488.98	
FAY	Norwood, John/Martel	Professor	136,379.11	
FAY	Cronan, Paul/	Professor - WCOB	227,077.48	
FAY	Dominick, John/Andrew	Professor	133,867.46	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
FAY	Babcock, Robert/Earl	Professor	131,633.68	
FAY	Rapert, Molly/	Assoc Professor	113,738.65	
FAY	Ozment, John/	Professor	138,439.13	
FAY	Reid, Margaret/F.	Departmental Chairperson	102,198.98	
FAY	Nutter, Darin/W.	Assoc Professor	111,476.85	
FAY	Norvell, Phillip/E.	Professor Law	129,655.99	
FAY	Koepe II, R./	University Professor	132,564.50	
FAY	Stapp, Robert/Bruce	Clinical Assoc Professor	106,227.60	
FAY	Goodman-strauss, Chaim/	Departmental Chairperson	106,200.96	
FAY	Curington, Bill/	Professor - WCOB	186,009.53	
FAY	Pederson, Donald/O	V Chancellor For Finance &	261,899.98	
FAY	Young, Juana/R.	Associate Dean	104,957.04	
FAY	Smith, Thomas/E C	Dean	168,000.00	
FAY	Gay, David/E. R.	University Professor	131,579.53	
FAY	Woods, Randall/B.	Distinguished Professor	188,217.99	
FAY	Watkins, Patsy/	Assoc Professor	100,564.19	
FAY	Burton, Scot/	Professor - WCOB	238,810.66	
FAY	Kerr III, Brinck/	Professor	102,023.34	
FAY	West, Elliott/	Distinguished Professor	138,960.98	
FAY	Pulay, Peter/	Distinguished Professor	142,334.01	
FAY	Smith-Blair, Nancy/J.	Departmental Chairperson	118,196.99	
FAY	Ulrich, Rick/	Professor	127,700.14	
FAY	Martinson, David/	Assoc Vice Chanc For Busin	135,731.96	
FAY	Springer, Bill/	Assoc Professor	100,199.14	
FAY	Schneider, Susan/	Professor Law	119,603.00	
FAY	Stassen, Bob/	Assoc Professor	101,125.37	
FAY	Li, Wing/Ning	Professor	100,598.36	
FAY	Sampson, Kathryn/A.	Asst Professor-Law	108,362.47	
FAY	Clausen, Ed/	Professor	136,612.83	
FAY	Kopp, Steven/W.	Assoc Professor	103,916.00	
FAY	Waller, Matthew/A.	Professor - WCOB	177,989.43	
FAY	Wardlow, George/Wm	Departmental Chairperson	130,688.02	
FAY	Andrews, David/	Professor	182,700.00	
FAY	Zimmerman, Robert/E.	Assoc. V Chanc/Univ Info T	169,756.01	
FAY	Jong, Ing-Chang/	Professor	109,107.47	
FAY	Selvam, R./Panneer	University Professor	119,559.27	
FAY	Brewer, Dennis/	Assoc Vice-Prov for Resear	137,836.52	
FAY	Davis, Ralph/K.	Departmental Chairperson	105,050.02	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
FAY	Rhoads, Douglas/Duane	Professor	113,748.94	
FAY	Jones, Ches/	Professor	112,643.94	
FAY	Edmonston, Craig/Alan	Asst Dean	114,996.71	
FAY	Blackwell, Marlon/	Distinguished Professor	119,593.01	
FAY	Stahle, David/William	Distinguished Professor	145,875.64	
FAY	Stites, Wesley/Eugene	Professor	100,322.86	
FAY	Oliver III, William/	Assoc Professor	111,136.83	
FAY	Koski, Patricia/R	Associate Dean	108,033.99	
FAY	Senor, Thomas/D.	Departmental Chairperson	118,615.98	
FAY	Sears, Derek/William	University Professor	133,167.82	
FAY	Mobley, Claudia/	Director of Outreach	100,350.00	
FAY	Gordon, Matt/	Professor	144,233.28	
FAY	Manasreh, Omar/	Professor	145,808.78	
FAY	Wang, Chen/Ping	Professor	122,814.99	
FAY	Howlett, Betsy/	Professor	165,494.12	
FAY	Aloysius, John/	Assoc Professor	124,116.98	
FAY	Mulvenon, Sean/W	Professor	138,935.84	
FAY	Beaupre, Steven/J.	Professor	118,573.00	
FAY	Jordan, Gerald/Bernard	Assoc Professor	107,027.97	
FAY	Ungar, Peter/S.	Departmental Chairperson	134,829.05	
FAY	Pincus, Karen/V.	Professor - WCOB	255,248.37	
FAY	Stegman, Charles/E.	Professor	151,709.36	
FAY	Soerens, Thomas/Scott	Assoc Professor	100,035.39	
FAY	Dennis Jr., Norman/D.	Professor	150,089.33	
FAY	Boss, Steve/K.	Professor	103,055.00	
FAY	Henry, Ralph/Leroy	Professor	121,199.14	
FAY	Thibado, Paul/M	Professor	123,271.18	
FAY	White Jr., John/A.	Distinguished Professor	226,032.02	
FAY	O'Leary-Kelly, Anne/	Professor - WCOB	180,852.75	
FAY	O'Leary-Kelly, Scott/W.	Assoc Professor	119,895.48	
FAY	Horowitz, Andrew/W	Professor	126,870.60	
FAY	Vickers, Ken/	Research Professor	134,429.61	
FAY	Apon, Amy/W	Professor	168,200.03	
FAY	Lee, Wayne/Y.	Professor - WCOB	222,673.57	
FAY	Wilkins, Charles/L	Distinguished Professor	155,859.02	
FAY	Stafford, Phil/	Project/Program Specialist	106,365.00	
FAY	Bellaiche, Laurent/	Professor	140,504.84	
FAY	Kali, Raja/	Assoc Professor	131,979.40	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
FAY	Malley, Larry/	Director of University Press	131,583.96	
FAY	Moberly, Robert/B.	Professor Law	182,813.03	
FAY	Davis, Fred/	WCOB-Distinguished Profe	241,509.14	
FAY	Anand, Vikas/	Assoc Professor - WCOB	170,514.41	
FAY	Robinson, Charles/F.	Assoc Professor	149,000.00	
FAY	Brugger, Brenda/	Major Gift Development Of	100,863.98	
FAY	Rossetti, Manuel/D.	Professor	111,576.51	
FAY	Ritter, Gary/	Professor	146,947.50	
FAY	Wolpert, Rembrandt/	Professor	104,839.01	
FAY	Ellstrand, Alan/E.	WCOB-Departmental Chair	163,984.45	
FAY	Jandik, Tomas/	Assoc Professor - WCOB	166,537.06	
FAY	Foster, Sharon/Elaine	Assoc Professor-Law	112,799.02	
FAY	Harris, Jim/	Director Of Deferred Giving	144,993.96	
FAY	Nachtmann, Heather/Lyn	Assoc Professor	122,558.17	
FAY	Cassady, Richard/	Professor	142,105.14	
FAY	Allen, Carolyn/H.	Dean	172,031.05	
FAY	El-Shenawee, Magda/O.	Professor	114,966.66	
FAY	Hendrix, W./Dan	Associate Vice Chancellor	140,330.01	
FAY	Power, Mark/Edward	Associate Vice Chancellor	127,599.00	
FAY	Deck, Cary/A.	Assoc Professor	138,844.47	
FAY	Ewelukwa, Uche/U.	Professor Law	118,345.00	
FAY	Rennie, Craig/	Assoc Professor - WCOB	170,602.90	
FAY	Panda, Brajendra/Nath	Professor	153,545.83	
FAY	Ganson, Judy/	Assoc Librarian	103,809.97	
FAY	Lay Jr., Jackson/	Research Professor	100,238.02	
FAY	Mendez, Fabio/	Assoc Professor	110,756.00	
FAY	Cavell, Tim/	Professor	105,776.99	
FAY	Hale, Micah/	Assoc Professor	111,586.47	
FAY	Hagstrom, Fran/W.	Departmental Chairperson	106,333.33	
FAY	Gawley, Bob/	Distinguished Professor	151,818.34	
FAY	Chimka, Justin/Robert	Assoc Professor	106,265.15	
FAY	Davies, David/G.	Visiting Assoc Professor	125,000.04	
FAY	Luoni, Stephen/D.	Dir. of Community Design C	143,420.00	
FAY	Milburn, Ashlea/Bennett	Assistant Professor	106,666.66	
FAY	Smith, Brent/Lamar	Distinguished Professor	161,384.79	
FAY	Rainwater, Chase/E.	Assistant Professor	106,666.66	
FAY	Circo, Carl/J.	Professor Law	120,860.01	
FAY	Peters, Gary/F.	Assoc Professor - WCOB	207,500.00	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
FAY	Reyes, Javier/Arturo	Associate Dean of WCOB	131,548.00	
FAY	Sohraby, Kazem/	Professor	162,920.85	
FAY	Thompson, Craig/Warren	Professor	153,635.01	
FAY	Saxena, Ashok/	Dean Of Engineering	280,312.53	
FAY	Miller, Michael/T.	Associate Dean	128,933.30	
FAY	Zou, Min/	Assoc Professor	104,333.79	
FAY	McCann, Roy/A.	Professor	123,236.00	
FAY	Pohl, Ed/	Assoc Professor	128,655.52	
FAY	Johnson, Mike/	Associate Vice Chancellor	186,597.96	
FAY	Ruff, Rosemary/H.	Dir Of Res& Sponsored Pro	102,395.00	
FAY	Venkatesh, Viswanath/	Professor - WCOB	304,918.62	
FAY	Di, Jia/	Assoc Professor	108,216.50	
FAY	Murphy-Erby, Yvette/	Assoc Professor	100,333.35	
FAY	Jones, Jeffrey/Scott	Visiting Assistant Professor	137,216.07	
FAY	Rencis, Joseph/J.	Professor	157,435.02	
FAY	King, Jerry/Wayne	Professor	132,073.00	
FAY	Ye, Kaiming/	Assoc Professor	160,568.23	
FAY	Coustaut, Carmen/	Assoc Professor	113,972.02	
FAY	Varadan, Vasundara/Venka	Distinguished Professor	210,578.29	
FAY	Varadan, Vijay/K.	Distinguished Professor	238,778.00	
FAY	Jin, Sha/	Assistant Professor	106,049.67	
FAY	Richardson, Vernon/J.	WCOB-Departmental Chair	253,900.03	
FAY	McMath, Bob/	Dean	232,560.00	
FAY	Jolliffe, David/Alton	Professor	140,115.99	
FAY	Fitzpatrick, Kevin/M.	Professor	179,665.15	
FAY	Worrell, Dan/	Dean Of Business Administ	323,875.00	
FAY	Greene, Jay/Phillip	Professor	202,270.32	
FAY	Daugherty, Michael/	Departmental Chairperson	162,961.62	
FAY	Spearot, Douglas/E.	Assistant Professor	110,352.75	
FAY	Meller, Russell/D.	Professor	212,887.13	
FAY	Pugh, Danny/	Associate Vice Chancellor	173,400.01	
FAY	Yeager, Timothy/J.	Assoc Professor - WCOB	181,928.99	
FAY	Sanchez, Juan/Manuel	Assistant Professor - WCOB	197,897.66	
FAY	Malakhov, Alexey/	Assistant Professor - WCOB	144,982.98	
FAY	Robert Jr., Lionel/P.	Assistant Professor - WCOB	121,082.04	
FAY	Wolf, Patrick/J.	Professor	204,960.87	
FAY	Smith, Ronn/J.	Assistant Professor - WCOB	138,504.01	
FAY	Rosen, Chris/	Assistant Professor - WCOB	147,550.00	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
FAY	Snow, Ned/	Assoc Professor-Law	117,035.01	
FAY	Hestekin, Jamie/A.	Assistant Professor	108,350.67	
FAY	Cox, Brady/R.	Assistant Professor	100,235.64	
FAY	McComas, William/F.	Professor	137,573.22	
FAY	Costrell, Robert/M.	Professor	168,317.64	
FAY	Childs, Lisa/C.	Assoc Vice-Prov for Research	134,972.02	
FAY	Rardin, Ronald/L.	Distinguished Professor	232,558.96	
FAY	Adams, Paul/D.	Assistant Professor	103,594.99	
FAY	Root, Sarah/E.	Assistant Professor	103,940.64	
FAY	Harrington, Robert/James	Assoc Professor	124,801.00	
FAY	Limayem, Moez/	Associate Dean of WCOB	220,000.00	
FAY	Stenken, Julie/A.	Professor	113,105.99	
FAY	Gauch, Susan/E.	Departmental Chairperson	191,750.04	
FAY	Hofer, Christian/	Assistant Professor - WCOB	139,597.28	
FAY	Schook, Jean/E.	Associate Vice Chancellor	114,425.04	
FAY	Servoss, Shannon/	Assistant Professor	101,410.85	
FAY	Davis, Deborah/A.	Clinical Assistant Professor	112,200.05	
FAY	El-Ghazaly, Samir/M.	Distinguished Professor	227,000.01	
FAY	Stotsky, Sandra/L.	Professor	158,288.19	
FAY	Smith, Scott/C.	Assoc Professor	124,446.99	
FAY	Rossiter-Hofer, Adriana/	Assistant Professor - WCOB	130,461.11	
FAY	Bradford, Kim/	Associate Dean	115,144.00	
FAY	Choate, Brad/	Vice Chance for Univ. Adva	312,514.37	
FAY	Myers III, James/Nelson	Professor - WCOB	215,543.74	
FAY	Myers, Linda/Ann	Professor - WCOB	195,271.87	
FAY	Gallini, Brian/R.	Assistant Professor	101,447.99	
FAY	Fogel, Kathy/S.	Assistant Professor - WCOB	161,121.55	
FAY	Thompson, Randy/	Assoc Professor-Law	132,599.98	
FAY	Yu, Fisher/	Assistant Professor	101,266.11	
FAY	Wu, Jingxian/	Assistant Professor	107,899.99	
FAY	Gauch, John/Michael	Professor	148,836.79	
FAY	Needy, Kim/LaScola	Departmental Chairperson	184,449.98	
FAY	Roper, Donald/K.	Assoc Professor	123,150.00	
FAY	Maranto, Robert/Anthony	Professor	137,459.00	
FAY	Gu, Jingping/	Assistant Professor	111,320.02	
FAY	Setia, Pankaj/	Assistant Professor - WCOB	141,450.00	
FAY	Pontious, Bruce/	Assoc V Chan For Advancer	202,813.79	
FAY	Rankin, Pauline/	Dean	150,000.00	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
FAY	Zaharoff, David/A.	Assistant Professor	135,354.48	
FAY	Chaffin, David/J.	Research Assistant Profess	104,040.00	
FAY	Walton, T. A./	Research Associate	106,329.33	
FAY	Neal, Judith/Ann	Visiting Professor	127,500.02	
FAY	Gaber, Sharon/L.	Vice Chancellor	263,249.98	
FAY	Cassell, Cory/A.	Assistant Professor - WCOB	177,216.67	
FAY	Huang, Shawn/	Assistant Professor - WCOB	185,383.33	
FAY	Jahedi, Salar/	Assistant Professor	117,913.46	
FAY	Coffman, Richard/A.	Assistant Professor	100,999.82	
FAY	Banerjee, Nilanjan/	Assistant Professor	114,853.00	
FAY	Huang, Miaoqing/	Assistant Professor	109,083.33	
FAY	Breaux, Denise/M.	Assistant Professor - WCOB	152,777.78	
FAY	Gephart, Jennifer/Kish-	Assistant Professor - WCOB	152,777.78	
FAY	Vayda, Michael/E.	Dean	221,663.49	
FAY	Chi, Su-Li/	Assistant Professor - WCOB	195,833.35	
FAY	Rankin, Jim/M.	V Chancellor For Student A	221,863.60	
FAY	Bobda, Christophe/	Assoc Professor	107,333.31	
FAY	Diamond, John/	Assoc V Chan For Advancer	122,705.64	
SYS	Shult, Milo/J.	Vice Pres For Agriculture	147,294.34	
SYS	Kemp, Ann/	Vice Pres. For Planning & D	179,199.98	
SYS	Harrison, Fred/H.	General Counsel	160,809.00	
SYS	Varady, Scott/	Assoc Vice President	143,400.01	
SYS	Bell, Jeff/	Assoc Vice President	139,409.01	
SYS	Sugg, B./Alan	President, University of AR	300,553.02	
SYS	Merrifield, David/L	AREON Chief Technology O	130,950.00	
SYS	Flournoy, Jacob/Wesley	Assoc Vice President	133,665.04	
SYS	Ferritor, Daniel/Edward	V P For Academic Affairs	153,621.00	
SYS	Hagemeier, Mark/Arnold	Assoc. Dir. of Plng. & Res.S	104,040.00	
SYS	Cochran, Mark/J	Vice Pres For Agriculture	130,147.62	
SYS	Karp, Steven/M.	AREON Network Engineer	109,242.00	
SYS	Kincaid, Bill/	Assoc General Counsel	100,824.96	
SYS	Goswick, Barbara/A.	V P For Finance & Admin	212,700.04	
SYS	Rutherford, James/L.	Dean of Clinton School	189,000.00	
SYS	Terry, Gina/	Dir Of Internal Audits	104,981.34	
SYS	Rust, Melissa/K.	V P For Univ Rel & Public Se	143,847.98	
SYS	Bates, Julie/Anna	Assoc. Dir. of Plng. & Res.S	103,550.02	
SYS	Smith, Carlia/G.	Assoc Vice President	134,529.02	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
SYS	Abbiatti, Michael/D.	AREON Executive Director	168,300.00	
SYS	Ramoly, Scott/Gregory	AREON Network Engineer	107,100.00	
SYS	Bavon, Al/	Professor	121,999.99	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
ASMSA	Janet Hugo	Director	\$121,900	

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes
University of Arkansas at Fort Smith	Dr. Mark Arant	Dean/Professor, STEM	\$116,950	
University of Arkansas at Fort Smith	Dr. Amelia Baldwin	Neal Pendergraft Professor of Accounting	\$145,000	
University of Arkansas at Fort Smith	Dr. James Beard	Asst Professor, Management/Dept Chair, Business Administration	\$111,322	
University of Arkansas at Fort Smith	Dr. Paul Beran	Chancellor	\$180,540	
University of Arkansas at Fort Smith	Dr. Arleene Breaux	Vice Chancellor for University Relations	\$127,050	
University of Arkansas at Fort Smith	Dr. Georgia Hale	Dean/Professor, CAST	\$128,113	
University of Arkansas at Fort Smith	Dr. Joe Hardin	Dean/Professor, CLC	\$109,880	
University of Arkansas at Fort Smith	Dr. Thomas Hayes	Assistant Professor/Bess & Hill Williams Endowed Chair, Accounting	\$100,255	
University of Arkansas at Fort Smith	Mark Horn	Vice Chancellor of Finance	\$127,050	
University of Arkansas at Fort Smith	Dr. John Jones	Dean/Professor, College of Education	\$116,950	
University of Arkansas at Fort Smith	Stacey Jones	Associate Vice Chancellor Campus and Community Events	\$105,000	
University of Arkansas at Fort Smith	Dr. Lee Krehbiel	Vice Chancellor for Student Affairs	\$132,000	
University of Arkansas at Fort Smith	Dr. Kermit Kuehn	Prof, Management/Entrepreneurship/Dir Ctr for Business Research & Economic	\$119,367	
University of Arkansas at Fort Smith	Dr. Barbara Lange	Exec Dir, School of Nursing/Associate Professor	\$112,000	
University of Arkansas at Fort Smith	Dr. Marta Loyd	Vice Chancellor for University Advancement	\$140,000	
University of Arkansas at Fort Smith	Ken McPhail	Director of Management Information Systems	\$111,000	
University of Arkansas at Fort Smith	Dr. Brenda Mitchell	Associate Provost/Professor of Nursing	\$134,726	
University of Arkansas at Fort Smith	Dr. Carolyn Mosley	Dean/Professor, College of Health Sciences	\$120,303	
University of Arkansas at Fort Smith	Kyle Parker	Vice Chancellor for Planning & Technology	\$150,000	
University of Arkansas at Fort Smith	Penny Pendleton	Dean, Enrollment Management	\$104,850	
University of Arkansas at Fort Smith	D. Chris Rink	Director of WATC	\$100,000	
University of Arkansas at Fort Smith	Dr. Henry Rinne	Dean/Professor, CHASS	\$109,880	
University of Arkansas at Fort Smith	Diana Rowden	Dean, Student Success	\$104,850	
University of Arkansas at Fort Smith	Dr. George Schmidt	Associate Professor, Accounting	\$100,645	
University of Arkansas at Fort Smith	Dr. Margaret Tanner	Assoc Professor, Accting/Dept Chair, Accting, Econ and Finance	\$122,832	
University of Arkansas at Fort Smith	Dr. Ray Wallace	Provost/Senior Vice Chancellor/Professor	\$162,400	
University of Arkansas at Fort Smith	Pat Widders	Exec Dir, Career Serv & HS Articulation Projects	\$104,850	
University of Arkansas at Fort Smith	Dr. Steve Williams	Dean/Professor/JRS Chair, College of Business	\$158,663	

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes
University of Arkansas at Little Rock	Joel Anderson		220,306.08	UALR Chancellor
University of Arkansas at Little Rock	John DiPippa		216,350.10	Dean of Law School
University of Arkansas at Little Rock	Rolf Wigand		213,600.97	Maulden-Energy/Distinguished Professor
University of Arkansas at Little Rock	Stephen Shields		204,712.88	Head Basketball Coach
University of Arkansas at Little Rock	Anthony Chelte		196,959.95	Dean/Business Administration
University of Arkansas at Little Rock	Mary Good		196,540.00	Dean of Engineering - CISSE
University of Arkansas at Little Rock	Michael Pakko		192,897.59	Economic Forecaster
University of Arkansas at Little Rock	Joe Foley		191,261.88	Head Basketball Coach
University of Arkansas at Little Rock	Chris Peterson		177,123.77	Director of Athletics
University of Arkansas at Little Rock	David Belcher		176,182.64	Provost & VCAA
University of Arkansas at Little Rock	Robert Denman		176,131.99	VC for Development
University of Arkansas at Little Rock	Robert Adams		173,432.88	VC Finance/Administration
University of Arkansas at Little Rock	Tom Walker		172,385.04	VP for Innovation & Commercial
University of Arkansas at Little Rock	John Talburt		171,867.73	Professor 9 month - CISSE
University of Arkansas at Little Rock	Michael Gealt		165,377.80	Dean Science & Math
University of Arkansas at Little Rock	Patrick Pellicane		163,600.08	VP for Research/Dean of Graduate School
University of Arkansas at Little Rock	Philip Oliver		156,460.91	Associate Professor Law School - 9 month
University of Arkansas at Little Rock	Sarah Hobbs		154,657.04	Distinguished Professor Law School - 9 mo
University of Arkansas at Little Rock	Lynn Foster		153,057.04	Professor Law School - 9 month
University of Arkansas at Little Rock	James Youngquist		151,999.92	Director/Arkansas Institute Economic Adv
University of Arkansas at Little Rock	Robert Oliva		148,364.32	Department Chair
University of Arkansas at Little Rock	Theresa Beiner		148,361.97	Distinguished Professor Law School
University of Arkansas at Little Rock	Kenneth Gallant		145,715.16	Professor Law School - 9 month
University of Arkansas at Little Rock	Jane Wayland		144,510.58	Department Chair
University of Arkansas at Little Rock	Andy Terry		143,801.80	Associate Professor - 9 month
University of Arkansas at Little Rock	James Sullivan		142,807.27	Distinguished Professor Law School - 9 mo
University of Arkansas at Little Rock	Charles Goldner		142,452.89	Professor Law School - 10.5 month
University of Arkansas at Little Rock	Frances Fendler		141,548.42	Professor Law School - 9 month
University of Arkansas at Little Rock	Seshadri Mohan		141,277.82	Department Chair- CISSE
University of Arkansas at Little Rock	June Stewart		140,739.96	Associate Professor Law School - 9 month
University of Arkansas at Little Rock	Paula Casey		140,521.75	Professor Law School - 9 month
University of Arkansas at Little Rock	Angela Epps		139,195.75	Professor/Associate Dean
University of Arkansas at Little Rock	Mitchell Hudson		138,519.50	Professor - 9 month
University of Arkansas at Little Rock	Roger Roderick		136,624.83	Senior Research/Ext Specialist
University of Arkansas at Little Rock	Kenneth Gould		136,193.66	Professor Law School - 9 month
University of Arkansas at Little Rock	Kelly Olson		134,773.39	Associate Professor Law School - 9 month
University of Arkansas at Little Rock	Deborah Baldwin		133,616.35	Dean of Schools/Colleges

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes
University of Arkansas at Little Rock	Gary Geissler	132,970.04	Professor - 9 month	
University of Arkansas at Little Rock	John Hall	130,261.55	Associate Professor 10 month	
University of Arkansas at Little Rock	Charles Donaldson	130,005.98	VC Educational Services	
University of Arkansas at Little Rock	Michael Flannery	129,838.00	Professor Law School - 9 month	
University of Arkansas at Little Rock	Warren Stone	129,540.74	Professor - 9 month	
University of Arkansas at Little Rock	Lawrence Powell	129,062.48	Associate Professor - 9 month	
University of Arkansas at Little Rock	David Dearman	127,924.71	Associate Professor - 9 month	
University of Arkansas at Little Rock	Jimie Kusel	127,234.39	Professor - 9 month	
University of Arkansas at Little Rock	Mark Funk	126,773.26	Department Chair	
University of Arkansas at Little Rock	Jared Berleant	125,584.35	Professor - 9 month	
University of Arkansas at Little Rock	Swaminadham Midturi	125,166.19	Professor - 9 month	
University of Arkansas at Little Rock	Janet Roderick	124,591.02	Dir Arkansas Small Business Dev Ctr	
University of Arkansas at Little Rock	Abhijit Bhattacharyya	124,152.84	Associate Dean - CISSE	
University of Arkansas at Little Rock	John Kirk	124,100.08	Department Chair	
University of Arkansas at Little Rock	Jeffrey Gaffney	123,394.74	Department Chair	
University of Arkansas at Little Rock	Angela Brenton	123,039.78	Dean of Schools/Colleges	
University of Arkansas at Little Rock	Hirak Patangia	122,531.65	Professor - 9 month	
University of Arkansas at Little Rock	William Walker	122,499.08	VC University Advancement	
University of Arkansas at Little Rock	Coleen Barger	121,953.30	Professor Law School - 9 month	
University of Arkansas at Little Rock	Larry Holland	121,873.60	Professor - 9 month	
University of Arkansas at Little Rock	Evelyn Winston	121,561.62	VC for Information Technology	
University of Arkansas at Little Rock	Mamdouh Bakr	121,426.94	Department Chair	
University of Arkansas at Little Rock	Robert Mitchell	121,125.14	Department Chair	
University of Arkansas at Little Rock	Richard Peltz Steele	120,821.90	Professor Law School - 9 month	
University of Arkansas at Little Rock	Angela Sewall	120,600.30	Dean of Schools/Colleges	
University of Arkansas at Little Rock	Steven Jennings	120,476.87	Professor - 12 month	
University of Arkansas at Little Rock	Sandra Greenwood	120,336.56	Exec Assist to Chancellor	
University of Arkansas at Little Rock	Linda Musun	119,950.27	Dean of Schools/Colleges	
University of Arkansas at Little Rock	Russel Bruhn	118,795.10	Associate Professor 9 month - EIT	
University of Arkansas at Little Rock	Mary Parker	118,481.08	Department Chair/Professor	
University of Arkansas at Little Rock	Haydar Al-Shukri	118,472.98	Department Chair	
University of Arkansas at Little Rock	Joseph Bell	117,614.88	Associate Professor - 9 month	
University of Arkansas at Little Rock	Elizabeth Pierce	117,325.44	Department Chair - CISSE	
University of Arkansas at Little Rock	Thomas McMillan	116,669.14	Department Chair	
University of Arkansas at Little Rock	Yu-Po Chan	116,648.58	Professor - 9 month- CISSE	
University of Arkansas at Little Rock	Cynthia Daily	116,600.47	Professor - 9 month	
University of Arkansas at Little Rock	Thomas Tudor	116,528.90	Professor - 9 month	

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes
University of Arkansas at Little Rock	Coskun Bayrak	116,413.97	Professor - 9 month	
University of Arkansas at Little Rock	Joe Felan	115,993.67	Associate Professor - 9 month	
University of Arkansas at Little Rock	Gaurav Kumar	115,968.77	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Howard Turney	115,389.92	Department Chair	
University of Arkansas at Little Rock	Stephanie Farewell	115,389.87	Associate Professor - 9 month	
University of Arkansas at Little Rock	Sung-kwan Kim	114,752.79	Associate Professor - 9 month	
University of Arkansas at Little Rock	Gary Anderson	113,639.57	Professor- 9 month	
University of Arkansas at Little Rock	Hussain Al-Rizzo	113,346.00	Professor -10 month -CISSE	
University of Arkansas at Little Rock	David Sink	113,324.16	Senior Research/Ext Specialist	
University of Arkansas at Little Rock	Jerry Stevenson	112,487.78	Dean of Schools/Colleges	
University of Arkansas at Little Rock	Duong Le	112,200.40	Assistant Professor- 9 month	
University of Arkansas at Little Rock	Michael Ledbetter	111,938.86	Professor - 9 month	
University of Arkansas at Little Rock	Steven Minsker	111,661.95	Professor 10 month - DCISSE	
University of Arkansas at Little Rock	Erick Elder	111,307.32	Professor - 9 month	
University of Arkansas at Little Rock	Alexandru Biris	110,049.88	Dir of Nanotechnology Center	
University of Arkansas at Little Rock	Mariofanna Milanova	109,655.39	Professor - 9 month	
University of Arkansas at Little Rock	Adjoa Aiyetoro	109,577.54	Associate Professor Law School - 9 month	
University of Arkansas at Little Rock	Jung Kim	109,270.63	Professor - 9 month-CISSE	
University of Arkansas at Little Rock	Robert Steinbuch	109,174.62	Professor - 9 month	
University of Arkansas at Little Rock	Ranko Oliver	109,153.98	Distinguished Professor Law School - 9 mo	
University of Arkansas at Little Rock	Charles Chastain	108,942.97	Professor - 9 month	
University of Arkansas at Little Rock	Steve Edison	108,190.31	Professor - 9 month	
University of Arkansas at Little Rock	Wanda Hoover	107,761.96	Reasearch Associate	
University of Arkansas at Little Rock	Janet Bailey	107,462.61	Associate Professor - 9 month	
University of Arkansas at Little Rock	James Tramel	107,140.64	De[partment Chair/Associate Professor	
University of Arkansas at Little Rock	Wanda Dole	107,140.08	Dean of Library	
University of Arkansas at Little Rock	Remzi Seker	106,811.54	Department Chair	
University of Arkansas at Little Rock	Ann Schlumberger	106,734.00	Department Chair	
University of Arkansas at Little Rock	Cynthia Taylor	106,629.05	Associate Professor - 9 month	
University of Arkansas at Little Rock	Xiaowei Xu	106,406.48	Professor - 9 month	
University of Arkansas at Little Rock	Otmar Varela	106,296.98	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Michael Posey	105,799.98	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Thomas Lynch	104,719.92	Associate Dean	
University of Arkansas at Little Rock	Rama Reddy	103,968.21	Professor - 9 month	
University of Arkansas at Little Rock	Daryl Rice	103,299.88	Associate Dean/ Associate Vice Chancellor	
University of Arkansas at Little Rock	Gregory Hamilton	102,816.11	Senior Research/Ext Specialist	
University of Arkansas at Little Rock	Ibrahim Nisanci	102,594.54	Professor -9 month -DCISSE	

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name		Title	FY 2011	Notes
University of Arkansas at Little Rock	David	McAlpine	102,246.17	Professor/Graduate Coordinator	
University of Arkansas at Little Rock	William	Brice	102,094.73	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Susan	Hoffpauir	101,185.34	Professor 12 month	
University of Arkansas at Little Rock	James	Parrish	100,950.23	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Jan	Thomas	100,844.82	Department Chair/Professor	
University of Arkansas at Little Rock	Nancy	Landrum	100,548.67	Associate Professor - 9 month	
University of Arkansas at Little Rock	Joanne	Matson	100,168.97	Professor - 9 month	
University of Arkansas at Little Rock	Steve	Menhart	100,035.42	Professor - 9 month	

Employees paid \$100,000 or more as of 6/30/2011	
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Institution	Name	Title	FY 2011	Notes
University of Arkansas at Monticello	Brown, Clay	Vice Chancellor for Advancement/University Relations	\$116,280	
University of Arkansas at Monticello	Doss, Peggy	Dean of School of Education	\$104,694	
University of Arkansas at Monticello	Jones, Jay	Vice Chancellor for Finance and Administration	\$120,862	
University of Arkansas at Monticello	Lassiter, H. Jackson	Chancellor	\$180,540	
University of Arkansas at Monticello	Pelkki, Matthew	Professor and Endowed Clippert Chair	\$105,921	* UAM 16.6%, UAM Foundation 47.2%
University of Arkansas at Monticello	Ray, R. David	Vice Chancellor for Academic Affairs & Provost	\$138,166	
University of Arkansas at Monticello	Tappe, Philip	Interim Dean of the School of Forest Resources and Interim Director AFRC	\$122,313	* UAM 36.7%
University of Arkansas at Monticello	Weih, Robert	Professor and Director of Spatial Information Program	\$105,127	* UAM 48.1%

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Abdelnaem , Esamelden S.	Assistant Professor	282,003.37			
UAMS	Abraham , Edathara	Professor	163,372.96			
UAMS	Abraham , Edwin J.	Assistant Professor	320,358.37			
UAMS	ABUL-EZZ , SAMEH R	Professor	118,276.85			
UAMS	ACHANTA , LATHA M	Assistant Professor	180,000.00			
UAMS	ACKLIN , JIMMY D	Family Practice Coordinator	217,326.98			
UAMS	ACLIN , RICHARD R	Assistant Professor	148,976.19			
UAMS	ADULI , FARSHAD	Assistant Professor	385,007.89			
UAMS	AGARWAL , ABHISHEK	Assistant Professor	178,775.82			
UAMS	Agrawal , Mayank	Assistant Professor	180,000.00			
UAMS	AHMAD , IMRAN	Assistant Professor	195,000.00			
UAMS	AITKEN , MARY E	Professor	199,593.00			
UAMS	Al Chaer , Elie	Professor	190,443.00			
UAMS	Alapat , Daisy V	Assistant Professor	165,420.32			
UAMS	Alexander , Tammy	Assistant Professor	101,958.96			
UAMS	ALFORD , JOE D	Assistant Professor	105,869.04			
UAMS	Ali , Ahsan	Associate Professor	404,932.07			
UAMS	Ali , Syed Abbas	Assistant Professor	200,277.70			
UAMS	Al-Lahham , Tawfiq	Assistant Professor	124,611.87			
UAMS	ALLEN , KAY P	Associate Administrator of Patient Care	112,205.57			
UAMS	Alonso , Paula R	Director of Coding	117,324.99			
UAMS	Alsayed , Yazan M	Assistant Professor	180,215.46			
UAMS	Alston , Thomas J	Assistant Professor	136,857.39			
UAMS	AL-TAKROURI , HATEM A	Associate Professor	328,344.98			
UAMS	Althoff , John G	Assistant Professor	115,940.04			
UAMS	AMOLE , ADEWUMI D	Assistant Professor	303,243.96			
UAMS	Amox , Mark	Associate Administrator of Patient Care	119,927.55			
UAMS	ANAISSIE , ELIAS J	Professor	329,591.04			
UAMS	ANDERSEN , MARK S	Assistant Professor	203,604.96			
UAMS	ANDERSON , PAULA J	Professor	104,626.29			
UAMS	ANGTUACO , EDGARDO J	Professor	424,147.04			
UAMS	ANGTUACO , TERESITA L	Professor	318,277.00			
UAMS	Antipolo , Ashley R	Instructor	105,000.00			
UAMS	Apuya , Jesus	Associate Professor	328,344.98			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Aquino , Leonor Q	RN III	110,798.20			
UAMS	Archer , Paula D	Hospital Compliance Officer	111,950.72			
UAMS	ARCHER , ROBERT L	Professor	206,623.06			
UAMS	Armstrong , Cheryl A	Department Chairperson	183,750.00			
UAMS	Armstrong , Dennis W	Senior Nurse Anesthetist	140,424.47			
UAMS	ARNAOUTAKIS , KONSTANTINOS	Assistant Professor	171,792.82			
UAMS	ARNOLD , EDDY F	Assistant Director of Pharmacy	115,141.49			
UAMS	ARONSON , JAMES	Professor	445,750.20			
UAMS	ARRINGTON , ROBERT W	Professor	338,969.00			
UAMS	Asghar , Sheila Joyce	Assistant Professor	138,519.96			
UAMS	ASHCRAFT , EDMOND W	Associate Professor	243,900.96			
UAMS	ATTWOOD , HARVIE M	Family Practice Coordinator	220,686.00			
UAMS	Aunspaugh , Jennifer P.	Assistant Professor	302,846.91			
UAMS	Avants , Cheryl L	Assistant Director of Pharmacy	113,124.96			
UAMS	Avery , Beth A	Pharmacist I	109,302.78			
UAMS	Azam , Ghazala A	Assistant Professor	195,403.41			
UAMS	Azhar , Gohar	Associate Professor	184,748.46			
UAMS	Baas , Donna F	Director of Accreditation/Compliance	111,920.16			
UAMS	BADGER , THOMAS M	Professor	247,827.96			
UAMS	Badgwell , Brian D	Assistant Professor	283,969.63			
UAMS	Bailey , Amy E.	Instructor	124,537.55			
UAMS	BAKER , JOHN	Professor	103,482.62			
UAMS	Baker , Robert C	Assistant Professor	226,666.67			
UAMS	Baldini , Giulia	Associate Professor	110,444.96			
UAMS	BALDWIN , RONALD L	Associate Professor	172,549.96			
UAMS	BALDWIN , SHELLY L	Assistant Professor	126,365.00			
UAMS	Ballard , Marsha T	Associate VC for Development	152,987.84			
UAMS	Balmakund , Tonya M	Associate Professor	176,001.00			
UAMS	Bansal , Ila	Assistant Professor	166,012.13			
UAMS	BARLOGIE , BARTHEL	Professor	441,621.85			
UAMS	Barnett , Brian S	Associate Administrator of Patient Care	103,947.85			
UAMS	BARONE , CLAUDIA P	Dean - College of Nursing	206,926.22			
UAMS	BARONE , GARY	Professor	265,321.87			
UAMS	BARONI , JOHN P	Associate Director of Outpatient Service	120,164.97			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	BARTEL , TWYLA BRIANNE	Assistant Professor	226,228.96			
UAMS	BARTTER , THADDEUS C	Professor	204,999.96			
UAMS	Bass , Lanessa D	Assistant Professor	144,670.83			
UAMS	Bates , Sally E	Director of Patient Support Services	127,568.58			
UAMS	Bauer , Martin	Associate Professor	172,465.96			
UAMS	Baxter , Beverly	Advanced Practice Nurse	118,725.70			
UAMS	BAXTER , DONNA L	Assistant Director of Pharmacy	109,015.90			
UAMS	Bean , Ashley S	Assistant Professor	235,065.29			
UAMS	BECK , CORNELIA	Professor	192,963.69			
UAMS	BECTON , DAVID L	Professor	313,557.16			
UAMS	BECTON , DEBRA D	Assistant Professor	112,797.00			
UAMS	BEHESHTI , MICHAEL V	Assistant Professor	485,124.96			
UAMS	BELAND , SUSAN S	Associate Professor	189,870.68			
UAMS	BELEW , GEORGE E	Director of Business Planning	115,494.57			
UAMS	Bellamy , William	Professor	162,103.48			
UAMS	BELUE , KARA D	Assistant Professor	182,500.04			
UAMS	Bene , Claudiu E	Assistant Professor	309,833.06			
UAMS	BENES , HELEN	Research Professor	145,424.04			
UAMS	Bennett , Keith Gage	Assistant Professor	165,000.00			
UAMS	Bentley , Frederick R	Professor	467,944.52			
UAMS	BENTON , TINA L	Executive Director of Development	112,765.42			
UAMS	Berlinski , Ariel	Associate Professor	152,156.08			
UAMS	BERRIDGE , MARC S	Professor	150,000.00			
UAMS	Berryman , Lillian Tanya	RN III	109,876.40			
UAMS	BERTRAM , PAMELA S	Pharmacist II	123,586.18			
UAMS	Best , Thomas H	Associate Professor	207,340.25			
UAMS	BEVERLY , CLAUDIA J	Professor	148,617.31			
UAMS	Bhutta , Adnan	Assistant Professor	253,663.67			
UAMS	BHUTTA , SADAF T	Assistant Professor	318,843.00			
UAMS	BICE , C. DON	Assistant Professor	280,115.96			
UAMS	Bickel , Warren K	Professor	183,143.52			
UAMS	Birusingh , Rhea J	Assistant Professor	168,999.97			
UAMS	Bishop , Robert	Vice Chancellor for Inst Compliance	165,352.44			
UAMS	Blackerby , Aaron W	Senior Nurse Anesthetist	148,996.97			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	BLASIER , ROBERT D	Professor	526,917.08			
UAMS	BLASZAK , RICHARD T	Associate Professor	165,670.00			
UAMS	Blohm , John I	Vice Chancellor for Development	262,273.40			
UAMS	BODENNER , DONALD	Associate Professor	228,474.96			
UAMS	BOGER , JAMES E	Associate Professor	136,681.24			
UAMS	BOLT , DAWN M	Associate Administrator of Patient Care	105,465.03			
UAMS	Boneti , Cristiano	Instructor	175,403.09			
UAMS	Bonwich , Janina B	Assistant Professor	137,513.36			
UAMS	Boone , Steve E	Professor	113,520.01			
UAMS	BOOTH , BRENDA M	Professor	147,711.00			
UAMS	Bora , Nalini S	Professor	169,695.81			
UAMS	Bora , Puran	Professor	141,412.89			
UAMS	Borders , Tyrone F	Professor	161,996.98			
UAMS	Born , Charles K	Professor	116,496.81			
UAMS	BORNEMEIER , RENEE A	Professor	240,832.29			
UAMS	Bornhofen , John H	Assistant Professor	125,609.04			
UAMS	Bornhorst , Joshua A	Assistant Professor	134,976.00			
UAMS	BORRELLI , MICHAEL J	Professor	164,000.04			
UAMS	BOWER , CHARLES M	Professor	366,610.01			
UAMS	BRADSHER , ROBERT W	Professor	147,921.23			
UAMS	Braswell , Erica	Instructor	131,928.00			
UAMS	Bratton , Andrea W	Senior Nurse Anesthetist	129,695.61			
UAMS	BRIMBERRY , RONALD K	Associate Professor	198,309.35			
UAMS	BROADWATER JR. , JOHN RALPH	Associate Professor	229,994.21			
UAMS	Brown , Carrie M	Assistant Professor	236,673.09			
UAMS	Brown , Charlotte B	Director of Division Development	108,380.92			
UAMS	BROWN , HARRY H	Professor	127,679.04			
UAMS	Brown , Jody	Assistant Professor	173,451.30			
UAMS	BROWN , PAMELA S	Associate Professor	141,902.37			
UAMS	BROWN , TERRY L	RN IV	108,217.66			
UAMS	BROWN , TRACY L. Y.	Assistant Professor	195,250.00			
UAMS	BRYANT , RODNEY L	Associate Director of Information Sys	128,322.99			
UAMS	BUCHMANN , ROBERT	Associate Professor	325,864.00			
UAMS	BUCKMILLER , LISA M	Associate Professor	324,805.06			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	BUCKNER , CHARLES B	Associate Professor	228,081.00			
UAMS	Budney , Alan J	Professor	175,332.96			
UAMS	Bufford , Jeremy D.	Assistant Professor	152,633.04			
UAMS	Burchfield , Charles I	Assistant Administrator for Patient Care	104,260.32			
UAMS	Burke , Bryan L	Associate Professor	225,674.96			
UAMS	Burnett , Alexander F.	Professor	335,271.53			
UAMS	BURNS , E R	Professor	163,889.96			
UAMS	Burns , Katherine L	Instructor	112,711.17			
UAMS	BURR , TAMMY J	Advanced Practice Nurse	101,762.43			
UAMS	Bursac , Zoran	Associate Professor	119,778.95			
UAMS	BUTLER , TOM S	Vice Chancellor for Admin & Gov Affairs	177,061.38			
UAMS	BYNUM , ANN B	Assistant Vice Chancellor for REP Devel	112,228.56			
UAMS	Campbell , Michael E	Executive Director of Food & Nutrition S	121,800.00			
UAMS	Campion , Laura C	Instructor	136,637.05			
UAMS	CANNON , MARTIN	Professor	126,872.04			
UAMS	Canon , Stephen	Associate Professor	859,762.20			
UAMS	CARADINE , DELBRA R	Assistant Professor	161,750.04			
UAMS	Caradine , Kari D	Assistant Professor	149,731.00			
UAMS	CARD-HIGGINSON , PAULA	Assistant Dean	116,234.80			
UAMS	Carmichael , Sara L	RN III	122,386.34			
UAMS	CARROLL , JOHN L	Professor	263,975.96			
UAMS	Carroll , Peter J	Associate Professor	170,278.30			
UAMS	Carter , Kristen N	Advanced Practice Nurse	104,971.34			
UAMS	CARVER , NIKI L	Assistant Director of Pharmacy	113,236.50			
UAMS	Casey , Jennifer D	Instructor	137,500.00			
UAMS	CASEY , PATRICK H	Professor	261,185.00			
UAMS	Castro Cordoba , Juan L	Assistant Professor	170,602.04			
UAMS	Cetin , Neslihan	Assistant Professor	150,000.00			
UAMS	Chacko , Joseph G	Associate Professor	140,687.88			
UAMS	Chakraborty , Indranil	Assistant Professor	312,737.95			
UAMS	CHAMBERS , TIMOTHY C	Professor	160,435.04			
UAMS	CHAMI , YOUSSEF G.	Associate Professor	196,172.49			
UAMS	Chance , Joshua C	Instructor	298,937.99			
UAMS	Chandler , Angela L	Instructor	181,970.04			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Chao , Ming	Assistant Professor	109,741.80			
UAMS	CHEEK , ROBERT T	Associate Professor	197,727.54			
UAMS	Chen , Chien	Assistant Professor	168,255.13			
UAMS	Cheung , Wang L	Assistant Professor	263,930.85			
UAMS	CHILDS , GWEN V	Department Chairperson	259,929.04			
UAMS	CHOW , MARIE	Professor	139,060.04			
UAMS	Clardy , Bryan H	Assistant Professor	187,302.13			
UAMS	CLARDY , JAMES A	Associate Dean	226,924.80			
UAMS	Clawitter , Nancy L	Senior Nurse Anesthetist	136,616.97			
UAMS	CLEVELAND , ELTON R	Associate Professor	246,720.04			
UAMS	CLEVES , MARIO A	Professor	169,122.96			
UAMS	Clothier , Jeffrey L	Associate Professor	303,961.05			
UAMS	Coffin , John F	Executive Director of Development	127,554.68			
UAMS	Coker , Robert	Associate Professor	104,151.00			
UAMS	COLE , RONNIE L	Area Director for AHEC	139,902.91			
UAMS	Coleman , Mary A	Director of Support Services	126,277.05			
UAMS	Coley , Carla D	Assistant Professor	109,563.11			
UAMS	COLLINS , NANCY A	Associate Professor	133,933.56			
UAMS	Collins II , Ronnie Thomas	Assistant Professor	171,500.04			
UAMS	Com , Gulnur	Assistant Professor	130,055.04			
UAMS	CONE , JOHN B	Professor	552,363.66			
UAMS	CONNERS , CANDACE CLC	Director of Inpatient Nursing Care	119,881.30			
UAMS	Cook , Gregory L	Charge Nurse	103,656.06			
UAMS	COOK , JOE D	Assistant Dean for Administration	126,311.05			
UAMS	Cornell , Carol	Professor	188,464.70			
UAMS	CORNETT , LAWRENCE E	Exec Assoc Dean & VC for Research	213,271.80			
UAMS	Corpus , Michael B	Instructor	138,750.00			
UAMS	Corry , Peter	Distinguished Professor	243,982.71			
UAMS	Corwin , Howard	Professor	247,500.00			
UAMS	Cotten , Michael B	Executive Director of Campus Operations	141,830.82			
UAMS	COULTER , LOIS E	Associate Professor	106,847.49			
UAMS	Cranford , Charles O	Special Asst for Dental Ed Initiatives	101,499.99			
UAMS	CRANMER , JOAN M	Professor	114,765.00			
UAMS	CRAWSHAW , NANETTE	RN IV	111,250.23			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	CRAYCHEE , JUDITH A	Assistant Professor	318,593.00			
UAMS	CREW , PATRICIA W	Professor	156,761.96			
UAMS	Crisp , Brady E	Applications Systems Analyst - Staff Spe	103,440.99			
UAMS	Crosland , J. Grady	Associate Professor	199,558.00			
UAMS	Crow Jr , John P	Professor	201,910.96			
UAMS	CULP , WILLIAM C	Professor	252,994.36			
UAMS	Culpepper , Kenneth W	Pharmacist I	117,283.34			
UAMS	Curseen , Kimberly A	Assistant Professor	159,808.24			
UAMS	D Addario , Stephen F	Assistant Professor	194,789.85			
UAMS	D Souza , Shirley	Assistant Professor	302,221.91			
UAMS	Daaboul , Mohamed K	Pharmacist I	108,414.49			
UAMS	DAIL , M. D	Senior Nurse Anesthetist	137,216.97			
UAMS	DAJANI , NAFISA K	Associate Professor	311,371.61			
UAMS	Dare , Jason A.	Assistant Professor	153,789.00			
UAMS	Das , Kumuda	Associate Professor	114,622.26			
UAMS	Dassinger III , Melvin Sidney	Assistant Professor	414,455.01			
UAMS	Davidson , Mari K.	Associate Professor	101,074.96			
UAMS	Davidson , Mary E	Pharmacist I	120,989.77			
UAMS	Davis , Charles M	Associate Professor	119,490.00			
UAMS	DAVIS , CYNTHIA K	Advanced Practice Nurse	106,087.48			
UAMS	Davis , Daniel A.	Associate Professor	588,265.33			
UAMS	Davis , Dwight A	Director of EBRx Program	164,835.99			
UAMS	Davis , Elena	Assistant Professor	151,500.00			
UAMS	Davis , Katrina R	Associate Professor	269,566.62			
UAMS	DAVIS , THOMAS M	Certified Technologist III	110,017.58			
UAMS	Day , John D	Department Chairperson	875,985.00			
UAMS	DE BLANCHE , LORRAINE E	Assistant Professor	191,268.96			
UAMS	Dees , Terri L.	APN Coordinator	117,700.55			
UAMS	DeHart , Renee M	Associate Dean	142,100.01			
UAMS	DELK II , JOHN R	Professor	333,540.00			
UAMS	Dell , Carol M	Assistant Professor	280,589.04			
UAMS	DeLongchamp , Robert	Professor	153,871.50			
UAMS	Dersu , Inci	Associate Professor	139,589.74			
UAMS	Deshpande , Jayant K	Professor	299,999.97			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Deutz , Nicolaas E	Professor	208,766.25			
UAMS	Dholakia , Bhairavi V	Assistant Professor	171,886.62			
UAMS	DICK , RHONDA M	Professor	239,779.19			
UAMS	DICKSON , SCOTT M	Assistant Professor	209,119.00			
UAMS	DIENEL , GERALD A	Professor	104,844.48			
UAMS	DILDY , DALE W	Associate Professor	165,249.96			
UAMS	Dinsmore , Brian K	Associate Director of Outpatient Service	112,250.01			
UAMS	Djodeir , Masoomeh	Instructor	134,994.99			
UAMS	DOCTOR , DONNELLA A	Instructional Development Specialist I	110,198.24			
UAMS	DOLLAR , GARY W	Director of Facilities Services	101,163.20			
UAMS	DOMON , STEVEN E	Assistant Professor	210,592.96			
UAMS	DONOHY , MARY N	Director of IT Administrative Services	136,822.77			
UAMS	DORNHOFFER , JOHN L	Professor	358,001.54			
UAMS	Doss , William L	Assistant Professor	197,790.48			
UAMS	Douglas , Michael G	Professor	183,435.57			
UAMS	Downs , Michael R	Assistant Professor	188,437.31			
UAMS	DRANOFF , JONATHAN A.	Professor	126,521.00			
UAMS	DREW , PAUL D	Professor	191,878.04			
UAMS	Duckett , Cherry L.	Government Relations - State Level	112,923.51			
UAMS	DUDDERAR , SHARON S	Pharmacist I	105,915.96			
UAMS	Dunn , Eddie B	Associate Professor	102,422.70			
UAMS	Dyamenahalli , Umesh	Associate Professor	313,837.29			
UAMS	Dye , Candice C	Instructor	122,979.59			
UAMS	Eads , Lou Ann	Assistant Professor	190,480.21			
UAMS	EASOM , ANDREA K	Clinical Services Manager	103,037.89			
UAMS	EAST , THOMAS C	Assistant Dean for Administration	174,523.86			
UAMS	EBLE , BRIAN K	Assistant Professor	222,663.25			
UAMS	EDELMANN , GAIL G	Associate Administrator of Patient Care	105,759.11			
UAMS	Edmondson , Ricky D	Associate Professor	136,574.04			
UAMS	EDWARDS , MARK C	Professor	125,087.96			
UAMS	EFIRD , DAVID G	RN III	109,298.46			
UAMS	EIDT , JOHN F	Professor	441,936.82			
UAMS	EISENACH , KATHLEEN D	Professor	123,713.28			
UAMS	Elbabaa , Samer K	Assistant Professor	450,000.00			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	El-Hassan , Nahed	Assistant Professor	208,266.46			
UAMS	ELLIS , EILEEN N	Professor	190,262.00			
UAMS	ELSER , JOSEPH M	Professor	319,338.99			
UAMS	Eltahawy , Ehab	Assistant Professor	172,293.70			
UAMS	Emanuel , Peter D	WPRCI Executive Director	408,190.98			
UAMS	EPSTEIN , JOSHUA	Research Professor	167,571.04			
UAMS	ERDEM , EREN	Associate Professor	482,097.04			
UAMS	ESQUIVEL , MARIA T	Assistant Professor	153,179.81			
UAMS	Etheredge , Adrienne R	Investigational Research Pharmacist	106,221.78			
UAMS	EVANS , DENNIS P	Assistant Professor	130,203.23			
UAMS	Evans , Richard P	Associate Professor	332,249.71			
UAMS	EVANS JR , J O	Associate Administrator of Patient Care	136,848.96			
UAMS	FAHDI , IBRAHIM E	Assistant Professor	244,942.67			
UAMS	FARNEY , MARY ELLEN	Senior Nurse Anesthetist	130,406.22			
UAMS	FARRAR , HENRY C	Professor	221,400.96			
UAMS	Farst , Karen	Assistant Professor	135,417.96			
UAMS	Faught , L. Keith	Director of Finance	101,060.57			
UAMS	FEILD , CHARLES R	Professor	191,975.04			
UAMS	Feinberg , Thomas R	Assistant Professor	308,141.95			
UAMS	FENDLEY , HERBERT F	Associate Professor	194,432.66			
UAMS	Fendley , R T	Clinic Director	162,778.74			
UAMS	Ferguson , Alesia	Associate Professor	101,499.99			
UAMS	FERGUSON , MICHAEL V	Advanced Practice Nurse	109,862.73			
UAMS	Ferrando , Arny	Professor	211,967.04			
UAMS	FERRIS , ERNEST J	Professor	211,629.96			
UAMS	Fifer , Espero K	Professor	115,299.93			
UAMS	FINCHER , ROBERT L	Assistant Professor	384,951.96			
UAMS	FISER , DEBRA H	Dean - College of Medicine	478,826.25			
UAMS	FISER , GAYLE M	Associate Administrator of Patient Care	114,592.05			
UAMS	Fiser , Richard	Professor	261,649.31			
UAMS	Fitts , Michael D	Area Director for AHEC	126,288.73			
UAMS	Flannery , Jonathan J	Director of Physical Plant	116,724.99			
UAMS	Fletcher , Don R	Senior Nurse Anesthetist	140,668.97			
UAMS	Fletcher , Terry G	Assistant Professor	344,123.59			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Flowers , Schwanda K	Assistant Dean for Experiential Educ.	117,216.03			
UAMS	FONTAINE , MELISSA	Associate VC for Clinical Programs	251,051.25			
UAMS	FONTENOT , EUDICE E	Associate Professor	236,699.21			
UAMS	FORREST , MARY H	Clinic Director	180,351.99			
UAMS	Forrest , Robert P.	Assistant Professor	100,815.26			
UAMS	FORTNEY , JOHN C	Professor	104,991.00			
UAMS	FOSTER , DONALD L	Associate Professor	230,331.55			
UAMS	Foster , Howell R	Director of Poison & Drug Information	124,601.05			
UAMS	Fowlkes , John	Professor	222,566.04			
UAMS	FOX , MICHELE H	Professor	218,511.54			
UAMS	FRANK , JOHN T	Associate Professor	116,277.09			
UAMS	Franklin , Carlos D	Pharmacist I	118,527.11			
UAMS	FRANKLIN , LARRY H	Pharmacy Specialist	111,926.80			
UAMS	Franks , Amy	Associate Professor	104,706.42			
UAMS	FRAZIER , ELIZABETH A	Professor	248,797.25			
UAMS	FREEMAN , RICHARD M	Associate Administrator of Patient Care	101,550.33			
UAMS	Freeze-Ramsey , Rachael L	Assistant Professor	324,919.45			
UAMS	Frem , Juliana C	Assistant Professor	152,281.04			
UAMS	Friedman , Theodore	Assistant Professor	121,036.37			
UAMS	FRINDIK , JOSEPH P	Associate Professor	152,238.00			
UAMS	Frith , Warner H	Pharmacist I	129,959.20			
UAMS	Fryer Jr , George E	Research Professor	110,400.84			
UAMS	Fuchs , George J	Professor	241,470.56			
UAMS	FULLER , ANITA F	Pharmacist I	107,685.71			
UAMS	Fussell , Jill J	Associate Professor	166,418.96			
UAMS	GADDY , DANA	Professor	109,433.00			
UAMS	Gandy , Jay	Professor	153,376.65			
UAMS	GANGOSO , GLORIA T	RN III	108,104.86			
UAMS	Gannaway , John D	Associate Professor	103,244.40			
UAMS	Gao , Ling	Assistant Professor	139,393.91			
UAMS	Garcia , Xiomara	Assistant Professor	240,243.08			
UAMS	GARCIA-RILL , EDGAR	Professor	246,230.00			
UAMS	Gardner , Aaron H	Instructor	145,700.99			
UAMS	Gardner , Kenneth E	Assistant Professor	304,501.48			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Gardner , Stephanie F	Dean - College of Pharmacy	217,579.47			
UAMS	Garland , Jeri C	Director of Inpatient EMR Services	107,175.00			
UAMS	Garnica , Adolfo D	Associate Professor	177,828.00			
UAMS	Garrett-Shaver , Martha G	Family Practice Coordinator	195,087.85			
UAMS	Gathright , Molly M	Assistant Professor	183,798.77			
UAMS	Gautam , Nischal K.	Assistant Professor	301,810.93			
UAMS	GENTRY , BARRY L	WPRCI Chief Financial Officer	131,084.86			
UAMS	GENTRY , WILLIAM B	Professor	372,480.49			
UAMS	GHAFOOR , ABID U	Associate Professor	332,729.49			
UAMS	Ghaleb , Ahmed	Associate Professor	390,668.28			
UAMS	Gibbons , Troy E	Associate Professor	175,868.00			
UAMS	GILBERT , KATHLEEN M	Associate Professor	118,816.04			
UAMS	Gilbert , Weaver	Pharmacist I	118,809.04			
UAMS	GILLESPIE , ELAINE A	Assistant Professor	122,165.40			
UAMS	GILLHAM , TAMMY L	RN IV	105,457.79			
UAMS	GLASIER , CHARLES M	Professor	318,593.00			
UAMS	Gluth , Michael B.	Assistant Professor	202,064.36			
UAMS	GOKDEN , MURAT	Associate Professor	174,308.39			
UAMS	Gokden , Neriman	Associate Professor	187,879.92			
UAMS	Golden , Kimberly J	Assistant Professor	343,700.10			
UAMS	Golden , Marvin W	Sr Lead Computer Tomography Technlgst	103,120.09			
UAMS	GOLDEN , WILLIAM	Professor	161,290.33			
UAMS	GOLDSMITH , GEOFFREY	Professor	122,612.93			
UAMS	GOODEN , JENNIFER E	RN III	100,312.22			
UAMS	Goodhand , Melony	Vice Chancellor for Finance & CFO	292,488.10			
UAMS	Goodson , Denny A	Pharmacist I	122,612.46			
UAMS	Gottschall , Paul E	Professor	173,296.55			
UAMS	GOVINDARAJAN , RANGASWAMY	Associate Professor	149,331.18			
UAMS	Graham , Amanda K	Pharmacist I	126,818.17			
UAMS	GRAHAM , CHARLES J	Associate Dean	233,818.92			
UAMS	Gray , Derrick Andre	Assistant Professor	166,250.04			
UAMS	Gray , Rickey C.	Assistant Professor	175,867.20			
UAMS	GRAY , SHIRLEY W	Director of Administration	124,300.60			
UAMS	GRAY , WAYNE L	Professor	137,829.00			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Grazziutti , Monica L	Assistant Professor	207,691.96			
UAMS	GREEN , JERRIL W	Associate Professor	219,722.53			
UAMS	GREENBERG , S. B	Professor	281,744.00			
UAMS	Greene , Paul G.	Professor	169,105.40			
UAMS	Greenfield , L. John	Department Chairperson	337,903.13			
UAMS	GREENFIELD , WILLIAM W	Associate Professor	249,558.45			
UAMS	Griffin , Robert James	Associate Professor	132,951.04			
UAMS	GRIFFIN , SUE T	Professor	136,050.60			
UAMS	GRUENWALD , JOHANNES M	Professor	500,897.99			
UAMS	Gubbins , Paul O	Department Chairperson	134,468.67			
UAMS	GUISE , JOSEPH B	Associate Professor	205,388.96			
UAMS	Gullett Jr , Robert R	Area Director for AHEC	247,704.13			
UAMS	Gundogdu , Betul	Assistant Professor	136,475.50			
UAMS	Gupta , Priya	Assistant Professor	150,031.97			
UAMS	Gupta , Punkaj	Assistant Professor	207,839.96			
UAMS	Gurley Jr , Billy J	Professor	136,878.84			
UAMS	Guthrie , Florence Ann	Assistant Professor	167,052.96			
UAMS	Guyette , Thomas W	Professor	107,816.50			
UAMS	Habenicht , Coleen A	Associate Administrator of Patient Care	142,636.67			
UAMS	HACKLER , CHRIS	Professor	108,453.81			
UAMS	Haddad , Naim I	Associate Professor	248,492.39			
UAMS	Haider , Sajjad	Assistant Professor	158,929.00			
UAMS	HAKKAK , REZA	Professor	106,517.19			
UAMS	HALL , BECKY G	Area Director for AHEC	138,940.35			
UAMS	HALL , GREGORY S	Assistant Professor	294,342.15			
UAMS	HALL , MARTHA	Director of Patient Billing Services	116,296.86			
UAMS	HALL , RICHARD W	Professor	317,647.04			
UAMS	HALL III , OLIVER W	Assistant Professor	182,234.96			
UAMS	Halverson , Paul	Professor	226,752.03			
UAMS	Han , Eun Young	Assistant Professor	137,025.00			
UAMS	HANCOCK , PAMELA D	Pharmacist I	127,725.82			
UAMS	HARDIN , BRIAN H	Associate Professor	214,666.00			
UAMS	HARIK , NADA	Assistant Professor	109,999.04			
UAMS	HARIK , SAMI I	Professor	176,858.84			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	HARPER , RICHARD A	Professor	161,189.28			
UAMS	HARRIS , DENESE D	Pharmacist I	116,683.20			
UAMS	HARVILLE , TERRY O	Associate Professor	180,039.96			
UAMS	Hastings , Jan JKH	Associate Professor	112,082.10			
UAMS	Hauer-Jensen , Martin	Professor	113,850.18			
UAMS	Haverstick , Kimberly A	Pharmacist III	119,720.01			
UAMS	Hayar , Abdallah M	Associate Professor	146,154.09			
UAMS	HEARD , DON A	Area Director for AHEC	167,989.02			
UAMS	Heberlein , Wolf E	Assistant Professor	217,188.96			
UAMS	Heldenbrand , Seth D	Assistant Professor	122,620.23			
UAMS	HENRY-TILLMAN , RONDA S	Professor	321,996.75			
UAMS	HEULITT , MARK J	Professor	304,646.66			
UAMS	Hiatt , Kim M	Associate Professor	237,879.99			
UAMS	Hickman , Mary L	RN IV	127,510.31			
UAMS	HILL , CONNIE L	Director of Department Budget	102,864.35			
UAMS	HILLER II , FREDERICK CHARLES	Professor	114,090.05			
UAMS	Hilliard , Nicki L	Professor	118,839.40			
UAMS	Hinduja , Archana	Assistant Professor	160,616.05			
UAMS	HINSON , JACK A	Professor	163,433.18			
UAMS	Hirsch , Lisa M	RN III	115,014.64			
UAMS	Hitt , Wilbur C	Assistant Professor	277,991.21			
UAMS	HOBBS , CHARLOTTE	Professor	282,286.86			
UAMS	HODGES , ANN W	RN IV	106,703.19			
UAMS	Hogan , William R	Associate Professor	229,040.63			
UAMS	Hohertz , Brian L	Assistant Professor	277,936.31			
UAMS	HOHN , KATHERINE J	Hospital Compliance Officer	118,659.25			
UAMS	HOLDER , JOHN C	Associate Professor	127,618.80			
UAMS	Holder , Kasey	Assistant Professor	167,647.55			
UAMS	Hollomon , Michael	Associate Professor	247,069.21			
UAMS	Holmes , Amber L	Senior Nurse Anesthetist	141,962.97			
UAMS	Holmes , Talmage M	Associate Professor	148,993.25			
UAMS	Honnebier , M Barbera	Assistant Professor	239,029.15			
UAMS	HOPKINS JR , ROBERT H	Professor	223,670.32			
UAMS	Horgan III , Edward A	Instructor	137,999.96			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Horne , Art	Executive Director of Development	121,564.53			
UAMS	Hosahalli Ramakrishnaiah , Raghu	Assistant Professor	247,500.00			
UAMS	HOUGH JR. , AUBREY J	Professor	329,641.56			
UAMS	House , Amandah	Instructor	185,412.75			
UAMS	House , Bruce	Senior Nurse Anesthetist	138,016.97			
UAMS	HOWARD , JAMIE	Associate Professor	197,725.78			
UAMS	Huckabee , Mary E	Assistant Professor	148,992.11			
UAMS	Hudson , C. Philip	Assistant Professor	184,873.66			
UAMS	Hudson , Jonell S	Assistant Professor	101,265.00			
UAMS	Hudson , Timothy W	Director of Division Development	101,772.15			
UAMS	Hunt , James E	Assistant Professor	352,789.09			
UAMS	Hunt , Justin B	Assistant Professor	183,772.50			
UAMS	HUTCHINS , DAVID A	Associate Professor	227,592.34			
UAMS	HUTCHINS , LAURA F	Professor	322,070.36			
UAMS	Hutchison , Lisa C	Associate Professor	102,851.89			
UAMS	ILYAS , MOHAMMAD	Associate Professor	198,164.04			
UAMS	Imamura , Michiaki	Associate Professor	933,333.34			
UAMS	IRBY , ALVIN T	Assistant Vice Chancellor for Communicat	114,684.65			
UAMS	IRISH-CLARDY , KATHERINE A	Assistant Professor	183,217.64			
UAMS	Irons , Lesley K	Pharmacy Specialist	106,575.00			
UAMS	Ismaeil , Mohamed S.	Assistant Professor	310,602.56			
UAMS	Jackson , Lisa C	Executive Director of CCTR	108,541.89			
UAMS	Jackson , Richard J	Professor	661,597.64			
UAMS	JACOBS , RICHARD F	Department Chairperson	357,231.00			
UAMS	Jaeger , Matthew W	Assistant Professor	190,554.29			
UAMS	JAFFAR , MUHAMMAD	Professor	187,446.22			
UAMS	JAMBHEKAR , KEDAR	Assistant Professor	295,297.96			
UAMS	Jambhekar , Supriya	Assistant Professor	137,073.00			
UAMS	JAMES , CHARLES A	Professor	331,017.00			
UAMS	James , Donald E	Senior Nurse Anesthetist	120,408.69			
UAMS	James , Jill	Professor	150,363.04			
UAMS	JAMES , LAURA P	Professor	228,708.16			
UAMS	Jansen , Joe R	Assistant Professor	345,637.91			
UAMS	Jaquiss , Robert D B	Professor	253,606.42			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Javed , Ali	Assistant Professor	165,186.00			
UAMS	JENKINS , BONNIE S	Associate Administrator of Patient Care	111,331.46			
UAMS	JENNINGS , MICHAEL L	Department Chairperson	203,045.04			
UAMS	JENSEN , JOSEPH C	Associate Professor	266,061.82			
UAMS	JOHNSON , ANGELA K	Director of Health Information Managemen	114,279.99			
UAMS	Johnson , Jill T	Associate Professor	118,958.15			
UAMS	JOHNSON , LARRY G	Professor	103,376.33			
UAMS	Johnson , Virginia	RN III	103,095.97			
UAMS	Jolly , Brian J	Pharmacist III	127,226.77			
UAMS	JONES , JERRY G	Professor	194,961.00			
UAMS	JONES , LUANN R	Advanced Practice Nurse	101,251.35			
UAMS	JONES , STACIE M	Professor	194,475.79			
UAMS	JONES III , JAMES B	Assistant Professor	141,177.30			
UAMS	JORDEN , RHONDA L	Chief Technology Officer	188,902.80			
UAMS	Julian , Amy N	Instructor	128,736.84			
UAMS	JUSTISS , RICHARD D	Assistant Professor	193,866.03			
UAMS	Kachowski , Larisa	Instructor	150,000.00			
UAMS	KADLUBAR , SUSAN A	Associate Professor	102,000.00			
UAMS	Kahler , Stephen G	Professor	200,725.96			
UAMS	KAHN , RONALD F	Professor	154,767.60			
UAMS	KAISER , JEFFREY R	Associate Professor	295,240.96			
UAMS	Kamel , Mohamed	Assistant Professor	197,609.56			
UAMS	KANDASAMY , SRIKANTHAN	Associate Professor	324,777.50			
UAMS	KANE , CYNTHIA J	Professor	155,793.00			
UAMS	Karkos , Jerie Beth	Professor	164,430.00			
UAMS	Katragadda , Lakshmikanth	Assistant Professor	134,385.00			
UAMS	Katz , Matthew D	Assistant Professor	200,909.07			
UAMS	Kelly , Karey L	Senior Nurse Anesthetist	131,781.48			
UAMS	Kelsey , Johnnie M	RN III	105,544.90			
UAMS	KEMP , STEPHEN F	Professor	185,477.93			
UAMS	KEMP , THOMAS R	Assistant Vice Chancellor for Suppt Srvs	102,718.96			
UAMS	Kenneday , Mark A.	Vice Chancellor for Campus Operations	185,745.00			
UAMS	KENNEY , PHILIP J	Department Chairperson	481,348.00			
UAMS	KEY , JAMES M	Associate Professor	233,436.04			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Keyrouz , Salah G	Assistant Professor	264,999.96			
UAMS	Khan , Mohammad A	Instructor	134,802.25			
UAMS	Khandelwal , Anjay K	Assistant Professor	460,038.37			
UAMS	Kieber-Emmons , Thomas	Professor	187,718.30			
UAMS	Kilic , Fusun	Associate Professor	138,820.00			
UAMS	Kilts , Clint D.	Professor	232,099.96			
UAMS	Kim , Cherng-ju	Professor	125,891.88			
UAMS	Kim , Nicola M	Assistant Professor	177,394.45			
UAMS	KINCANNON , JAY M	Professor	249,674.00			
UAMS	KINCHEN , DELANEY L	Assistant Professor	369,992.76			
UAMS	King , David L	Assistant Professor	178,124.97			
UAMS	KING , KAREN E	Assistant Director of Pharmacy	110,328.13			
UAMS	Kirk , Margarite H	Director of Cardiovascular Programs	101,499.99			
UAMS	KISER , THOMAS S	Associate Professor	180,051.43			
UAMS	KLIMBERG , VICKI S	Professor	331,827.07			
UAMS	Klimova , Alla	Assistant Professor	306,777.07			
UAMS	Knecht , Kenneth R	Assistant Professor	189,310.25			
UAMS	KNIGHT , DANIEL A	Department Chairperson	244,362.63			
UAMS	Kodell , Ralph L	Professor	109,302.36			
UAMS	Koehler , Kreth J	RN III	113,486.20			
UAMS	Kohler , Peter	Vice Chancellor for NW UAMS Campus	291,310.62			
UAMS	KONIS , GEORGE	Assistant Professor	160,443.00			
UAMS	KOROURIAN , SOHEILA	Associate Professor	206,046.21			
UAMS	KOZLOWSKI , KAREN J	Assistant Professor	112,626.96			
UAMS	KRAMER , TERESA L	Associate Professor	166,325.46			
UAMS	KRISHNAN , UTTAMAPALAYAN R	Associate Professor	218,424.00			
UAMS	Kubacak , Brian M.	Assistant Professor	180,038.22			
UAMS	Kulkarni , Lina	Associate Professor	337,289.51			
UAMS	Kumar , Manoj	Assistant Professor	232,630.96			
UAMS	Kuo , Dennis Z	Assistant Professor	146,440.00			
UAMS	Kurczek , Leslie N	Pharmacist I	103,638.42			
UAMS	KURTEN , RICHARD C	Associate Professor	112,655.96			
UAMS	Kutagula , Vinay	Assistant Professor	165,890.96			
UAMS	KWANISAI , INZWANAI S	RN III	104,747.69			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	KYMER , PATTI J	Associate Professor	328,344.98			
UAMS	LAFFOON , SCOTT L	Assistant Professor	196,471.44			
UAMS	LAMPS , LAURA W	Professor	262,665.15			
UAMS	LANDERS , EDITH M	RN III	101,290.18			
UAMS	LANE , CHERYL F	Asst VC Acad, Research & Enterprise Sys	111,533.68			
UAMS	LANG , NICHOLAS P	Professor	365,907.51			
UAMS	LANGLEY , ANNE E	Pharmacist II	112,299.62			
UAMS	Lanier , Lynn A	Director of Hospital Computing	108,786.00			
UAMS	Laryea , Jonathan A	Assistant Professor	205,420.38			
UAMS	LATCH , REBECCA L	Assistant Professor	156,172.94			
UAMS	LAVENDER , ROBERT C	Professor	185,001.85			
UAMS	Lea , Jarrett	Physician Hourly	193,900.00			
UAMS	Lee , Chia	Professor	168,710.71			
UAMS	Lee , Jeannette Y.	Professor	155,295.00			
UAMS	Lee , Juliane	Assistant Professor	270,240.00			
UAMS	LEE , LAURIE A	Advanced Practice Nurse	116,416.62			
UAMS	Leibovich , Marvin	Department Chairperson	396,848.49			
UAMS	LEITHISER , RICHARD E	Associate Professor	318,593.00			
UAMS	LEMKE , BERRY M	Pharmacist I	121,001.56			
UAMS	Lemke , Terry M	Pharmacist I	119,668.10			
UAMS	LEON , SUSAN B	Associate Dean of Admin & Finance - Med	143,744.57			
UAMS	LI , RUIZONG	Assistant Professor	230,411.96			
UAMS	Lienhart , Kristen L	Assistant Professor	271,978.23			
UAMS	Liggin , Rebecca L	Associate Professor	232,231.76			
UAMS	Light , Kim E	Professor	123,673.32			
UAMS	Lightburn , Marla H	Assistant Professor	258,249.29			
UAMS	LILE , SCOTT A	Assistant Professor	318,593.00			
UAMS	LINAM , LEANN	Assistant Professor	242,131.00			
UAMS	Linam , William	Assistant Professor	103,403.09			
UAMS	LINDSEY , JAMES A	Assistant Professor	102,261.39			
UAMS	LIPSMEYER , ELEANOR A	Professor	147,492.79			
UAMS	Lloyd , Sonda F	Assistant Director of Pharmacy	112,054.69			
UAMS	Long , Hosea W	Associate VC & Chief HR Officer	113,372.89			
UAMS	LONG , NICHOLAS	Professor	163,609.04			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Lopez , Maya L	Assistant Professor	142,832.96			
UAMS	Lorsbach , Robert B	Associate Professor	212,906.18			
UAMS	LOWERY , CURTIS L	Department Chairperson	529,879.67			
UAMS	LOWERY , R. S	Assistant Professor	201,171.00			
UAMS	Luat , Aimee	Assistant Professor	113,273.81			
UAMS	LUCY JR , DENNIS D	Professor	118,685.04			
UAMS	LUMPKIN , CHARLES K	Professor	117,805.04			
UAMS	Lumsden , Robert	Professor	119,843.56			
UAMS	LUPASHIN , VLADIMIR V	Associate Professor	117,425.96			
UAMS	LYLE , ROBERT E	Professor	288,216.00			
UAMS	Mabry , Charles D	Associate Professor	110,000.04			
UAMS	MACKEY , MICHAEL G	Assistant Professor	106,047.21			
UAMS	MacMillan-Crow , Lee Ann	Associate Professor	134,014.72			
UAMS	MACNICOL , ANGUS	Professor	130,514.00			
UAMS	MADDOX , ANNE-MARIE	Professor	269,625.78			
UAMS	Maddox , Randy P	Assistant Professor	416,759.68			
UAMS	Magann , Everett F	Professor	404,697.46			
UAMS	MAGEE , JAMES S	Associate Professor	214,238.50			
UAMS	MAHADEVAN , MAHENDRAN	Associate Professor	125,100.00			
UAMS	Mahdy , Ayman	Assistant Professor	100,180.06			
UAMS	MAKHOUL , ISSAM	Associate Professor	228,307.58			
UAMS	MALIK , AHMAD B	Assistant Professor	133,737.93			
UAMS	Malik , Sadia	Associate Professor	205,896.25			
UAMS	Malik , Zaid B	Assistant Professor	246,524.77			
UAMS	Malone , Michael F	Pharmacy Specialist	107,239.17			
UAMS	Mancino , Michael	Assistant Professor	199,583.96			
UAMS	Mandoff , Victor	Assistant Professor	314,605.45			
UAMS	Manning , Nirvana A	Assistant Professor	250,881.43			
UAMS	MANOLAGAS , STAVROS	Professor	228,591.53			
UAMS	MAPLES JR. , JULIAN E	Area Director for AHEC	137,273.00			
UAMS	MAROTTI , TONYA L	Instructor	121,832.96			
UAMS	MARSH , JAMES D.	Department Chairperson	402,258.26			
UAMS	Martin , Bradley	Professor	135,479.92			
UAMS	MARTIN , FREDRICK A	Family Practice Coordinator	166,562.53			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Martin , Jeniffer	Pharmacy Specialist	105,560.01			
UAMS	MARTIN , TIMOTHY W	Professor	367,293.63			
UAMS	Massoll , Nicole A	Associate Professor	228,926.50			
UAMS	Maxson , Robert Todd	Associate Professor	577,888.00			
UAMS	MAYEUX , PHILIP R	Professor	161,124.76			
UAMS	MAYO , RUSSELL E	Family Practice Coordinator	219,594.03			
UAMS	Mays , Glen P	Department Chairperson	201,233.86			
UAMS	MCADAMS , LOU A	Clinical Services Manager	104,157.97			
UAMS	MCATEE , ROBIN E	Fiscal Manager of Sponsored Programs	104,415.26			
UAMS	McBain , Stacy M	Assistant Professor	165,000.00			
UAMS	McCain , Keith R	Pharmacy Specialist	101,351.64			
UAMS	McCarthy , Richard E	Professor	392,843.45			
UAMS	McCauley , Marilyn K	Pharmacy Specialist	110,373.00			
UAMS	McClain , Judith K	Director of Planned Giving	102,188.19			
UAMS	McComber , Kathleen H	Senior HR Director	109,793.61			
UAMS	McDonald , Deborah C	Pharmacist I	103,726.75			
UAMS	McDonald , James E	Assistant Professor	281,041.64			
UAMS	MCGEHEE JR. , ROBERT E	Professor	210,269.04			
UAMS	MCGHEE , DELORIS	RN III	140,895.06			
UAMS	MCGHEE , LINDA A	Assistant Family Practice Coordinator	208,097.72			
UAMS	McGrath , Leslye D	Assistant Professor	153,300.00			
UAMS	McKelvey , Kent David	Associate Professor	153,524.04			
UAMS	McKelvey , Samantha S	Instructor	225,361.04			
UAMS	MCNEELY , JOY M	Pharmacist I	109,348.49			
UAMS	MCSWEENEY , JEAN C	Associate Dean	183,535.70			
UAMS	MEANS , KEVIN M	Professor	308,865.96			
UAMS	Mecum , Gideon S	Instructor	131,642.37			
UAMS	Meek , Mary E	Assistant Professor	320,000.04			
UAMS	MELTON , CHRISTOPHER	Associate Professor	264,405.46			
UAMS	Mendiondo , Ariana C	Instructor	126,390.37			
UAMS	Menendez , Astryd A.	Associate Professor	115,071.00			
UAMS	Mengel , Mark B	Vice Chancellor for Regional Programs	295,653.27			
UAMS	Mennemeier , Mark S	Professor	135,914.00			
UAMS	Messias , Erick	Associate Professor	193,000.00			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Mian , Amir R	Assistant Professor	157,994.16			
UAMS	MICHALSKI , MARK J	Information Service Planning Specialist	105,387.03			
UAMS	MILLER , LAURENCE H	Professor	271,720.96			
UAMS	MILLER , SANDRA L	Pharmacist I	109,051.58			
UAMS	MILNE , LARRY D	Vice Chancellor for Academic Affairs	203,534.00			
UAMS	Miquel Verges , Franscesca	Assistant Professor	222,343.04			
UAMS	MIRELES-CABODEVILA , EDUARDO	Assistant Professor	161,818.58			
UAMS	Mitchell , Anita	Associate Professor	107,663.61			
UAMS	Mizell , Jason Scott	Assistant Professor	254,872.70			
UAMS	MOCK , DONALD M	Professor	281,176.63			
UAMS	Molden , Raymond K.	Assistant Professor	100,815.26			
UAMS	Montgomery , Corey O.	Assistant Professor	282,386.36			
UAMS	Moody , Marcus	Assistant Professor	254,528.28			
UAMS	Moore , Arthura	Assistant Professor	301,583.37			
UAMS	Moore , Dennis F	Area Director for AHEC	132,290.61			
UAMS	MOORE , MARY B	Assistant Professor	242,131.00			
UAMS	Moore , Melody	RN III	104,961.53			
UAMS	Moore , Page	Assistant Professor	105,217.38			
UAMS	Moore , Sterling L	Assistant Vice Chancellor for Admin	106,260.01			
UAMS	Morales , Alba	Assistant Professor	123,465.96			
UAMS	Moreno , Mauricio A	Assistant Professor	237,004.80			
UAMS	Moros , Eduardo G	Professor	214,810.00			
UAMS	MORRIS , MOHY G	Associate Professor	160,848.00			
UAMS	MORRIS , PAULA K	Associate Professor	176,726.64			
UAMS	MORRISON , RICHARD P	Department Chairperson	226,519.96			
UAMS	MORROW , WILLIAM R	Professor	308,102.25			
UAMS	Moses , Tricia S	Assistant Professor	155,000.04			
UAMS	MOSS , MARIE M	Professor	338,684.32			
UAMS	MOURSI , MOHAMMED M	Professor	415,490.05			
UAMS	Muller , Andreas	Professor	131,012.73			
UAMS	Muzaffar , Jameel	Assistant Professor	184,200.00			
UAMS	Nair , Bijay P.	Assistant Professor	181,062.46			
UAMS	Nakagawa , Mayumi	Associate Professor	179,379.42			
UAMS	NAPOLITANO , CHARLES A	Professor	233,581.91			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Narciso , Philipp C	Assistant Professor	164,420.83			
UAMS	Nash , Creshelle R	Assistant Professor	159,760.83			
UAMS	Navidad , Susan Arias	RN III	143,751.61			
UAMS	Neal , Terrell P	Director of Emergency Department	114,159.86			
UAMS	Neill , Kathryn K	Assistant Professor	102,163.32			
UAMS	NELSEN JR. , DAVID A	Associate Professor	195,698.50			
UAMS	Nelson , Daniel W	Senior Nurse Anesthetist	136,616.97			
UAMS	Nesmith , Clare	Assistant Professor	119,614.00			
UAMS	NESMITH , JAMES D	Associate Professor	141,045.00			
UAMS	Newman III , Joe W	Director of Management Engineering	100,305.39			
UAMS	Newton , Bruce W	Professor	124,983.70			
UAMS	NICHOLAS , RICHARD	Department Chairperson	511,249.96			
UAMS	Nick , Todd G	Professor	201,785.00			
UAMS	Niemann , Amy M	RN IV	100,984.91			
UAMS	NIX , MATTHEW W	Assistant Professor	174,000.00			
UAMS	Nowak , Grazyna	Professor	134,349.50			
UAMS	NUGENT , OLAN A	Exec Assoc Dean for Finance & Admin	252,776.69			
UAMS	O Brien , Mark	Professor	399,999.96			
UAMS	OBRIEN , TIMOTHY J	Professor	143,781.96			
UAMS	Occidental , Jucelle H	Assistant Professor	310,975.56			
UAMS	OCHOA JR. , EDUARDO R	Associate Professor	146,416.27			
UAMS	O'Connor , Judith A	Associate Professor	124,497.24			
UAMS	Olaya , Julio R	Assistant Professor	326,556.41			
UAMS	Oldner , Sherry A	RN IV	128,204.36			
UAMS	Oliveto , Alison	Professor	175,692.96			
UAMS	Onisei , Anna Maria	Associate Professor	326,155.49			
UAMS	Onisei , Ducu F.	Assistant Professor	305,563.95			
UAMS	Osman , Jailan	Assistant Professor	150,000.00			
UAMS	Ounpraseuth , Songthip T	Assistant Professor	102,585.20			
UAMS	Over , Darrell R	Assistant Professor	161,577.31			
UAMS	Owens , S Michael	Professor	268,405.96			
UAMS	OZDEMIR , AYTEKIN	Assistant Professor	121,419.45			
UAMS	Ozdemir , Burcu	Assistant Professor	137,266.05			
UAMS	PABLO , CARMELITA S	Department Chairperson	458,831.01			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	PAI , BALAKRISHNA V.	Associate Professor	118,003.57			
UAMS	PAIT , THOMAS G	Professor	870,443.96			
UAMS	Palacios , Jorge M	Assistant Professor	263,998.99			
UAMS	Palade , Philip T	Professor	151,645.00			
UAMS	Palmer , Jonathan D	Assistant Professor	322,624.49			
UAMS	PALMER , KRISTINE G	Associate Professor	277,512.08			
UAMS	PANDEY , TARUN	Assistant Professor	234,543.96			
UAMS	Paniagua , Carmen T	Associate Professor	115,253.37			
UAMS	PARKER , CHARLES D	Assistant Professor	141,011.47			
UAMS	PARKER , VIRGINIA A	RN III	132,268.92			
UAMS	PARMLEY , PATRICIA E	Assistant Professor	134,186.04			
UAMS	PARR , MICHAEL D	Director of Pharmacy	134,861.21			
UAMS	PARRAY , TARIQ	Assistant Professor	315,533.73			
UAMS	PASLEY , JAMES N	Professor	101,079.90			
UAMS	Patil , Sowmya N.	Assistant Professor	126,764.96			
UAMS	Patrick , Brion Clay	Assistant Professor	130,519.20			
UAMS	PAYDAK , HAKAN	Associate Professor	351,097.96			
UAMS	PEARCE , JAMES L	Pharmacist I	137,529.58			
UAMS	PENAGARICANO , JOSE A	Associate Professor	360,943.92			
UAMS	Peret , Carmen A	RN III	107,459.94			
UAMS	PERROT , LINDA J	Professor	118,433.04			
UAMS	PERRY , TAMARA T	Assistant Professor	142,288.00			
UAMS	Pesek , Gina D	Instructor	104,833.71			
UAMS	Petersen , Erika A	Assistant Professor	365,204.58			
UAMS	PETERSON , ERIC C	Assistant Professor	100,444.84			
UAMS	PHELAN , KEVIN D	Associate Professor	129,283.96			
UAMS	Phillips , Amy M	Assistant Professor	216,918.41			
UAMS	Phillips , Martha M	Assistant Research Professor	117,244.68			
UAMS	PHILLIPS , PAUL H	Professor	323,978.26			
UAMS	PIERSON , RICHARD A	Vice Chancellor for Clinical Programs	292,648.76			
UAMS	PILCHER , MELANIE B	Assistant Director of Pharmacy	113,510.44			
UAMS	Pivik , Rudolph T	Research Professor	132,647.04			
UAMS	Podrazik , Paula M	Associate Professor	195,092.94			
UAMS	Pohl , Charles	Instructor	173,430.06			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	PONNAPPAN , USHA	Professor	159,505.96			
UAMS	PORTILLA , MARIA G	Associate Professor	144,263.04			
UAMS	Post , Ginell R	Assistant Professor	176,033.81			
UAMS	Post , Steven R	Professor	137,619.39			
UAMS	Poteet-Schwartz , Kim L	Assistant Professor	309,109.41			
UAMS	PRATHER , PAUL L	Associate Professor	103,551.56			
UAMS	Prewitt , Theresa Elaine	Associate Professor	123,092.21			
UAMS	PRICE , LAWRENCE C	Professor	205,630.49			
UAMS	Price , Robert D	Professor	146,160.00			
UAMS	Prodhan , Parthak	Associate Professor	260,375.26			
UAMS	PROFFITT , DANNY L	Assistant Family Practice Coordinator	193,319.93			
UAMS	Pulley , LeaVonne	Associate Professor	126,855.27			
UAMS	Pye , Sherry E	Advanced Practice Nurse	104,455.32			
UAMS	Quimosing , Estelita M	Associate Professor	190,567.39			
UAMS	Raczynski , James M.	Dean - College of Public Health	249,362.34			
UAMS	RADOMINSKA-PANDYA , ANNA	Professor	138,795.96			
UAMS	Ragland , Denise	Associate Professor	110,915.51			
UAMS	Rahn , Daniel	Chancellor	639,499.96			
UAMS	Raine , Caleb	Physician Assistant	102,187.46			
UAMS	RAMIREZ , LIBRADA A	RN IV	132,973.44			
UAMS	RANDOF , JOYCE E	Director of Inpatient Nursing Care	121,126.74			
UAMS	Randolph , Mildred M	Professor	182,865.48			
UAMS	RANEY , KEVIN D	Department Chairperson	211,717.04			
UAMS	RANK , ROGER G	Professor	185,653.04			
UAMS	Ransom , Michelle M.	Assistant Professor	163,200.00			
UAMS	Rasberry , Toni L	Assistant Professor	162,408.12			
UAMS	RATANATHARATHORN , VANEERAT	Department Chairperson	496,576.11			
UAMS	Redwine , Karen McNiece	Assistant Professor	138,238.47			
UAMS	REED , LESLEY D	Instructor	173,430.06			
UAMS	REGO , RAYBURN F	Associate Professor	201,066.81			
UAMS	REID , TYRA M	Assistant Professor	142,491.96			
UAMS	Restrepo , Alejandro	Assistant Professor	163,949.96			
UAMS	Rhee , Sung	Assistant Professor	113,719.00			
UAMS	Rhoden , Diane H	Assistant Professor	225,000.00			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Richter , Gresham T	Assistant Professor	327,448.44			
UAMS	RIGGS , ANN T	Associate Professor	235,783.70			
UAMS	RILEY , DANIEL J	Associate VC for Clinical Finance	237,302.07			
UAMS	Ripa , David L	Assistant Vice Chancellor	137,365.19			
UAMS	ROBBINS , JAMES M	Professor	163,719.04			
UAMS	ROBBINS , VICTOR W	Associate Professor	100,204.86			
UAMS	ROBERSON , PAULA K	Professor	228,338.96			
UAMS	ROBERTS , JENNIFER A	Assistant Director of Pharmacy	118,161.36			
UAMS	ROBERTSON , RONALD D	Professor	640,811.03			
UAMS	Rogers , Becky J	Associate Professor	260,745.52			
UAMS	Rogers , Elizabeth J	Assistant Professor	143,502.86			
UAMS	Rojas , Paulina	Associate Professor	142,135.04			
UAMS	ROMAN , JUAN J	Associate Professor	205,754.34			
UAMS	Romero , Jose R	Professor	220,401.60			
UAMS	RONIS , MARTIN J	Professor	225,613.41			
UAMS	Ross , Ashley S	Assistant Professor	249,221.96			
UAMS	Rubenow , Jon C.	Associate Professor	207,083.37			
UAMS	RUDNICKI , STACY A	Professor	198,414.59			
UAMS	Rule , Renie P	Director of Division Development	146,957.15			
UAMS	RUNION , LANCE K	Instructor	264,225.96			
UAMS	Rusch , Nancy	Department Chairperson	281,438.84			
UAMS	RUSSELL , ELIZABETH B	Associate Professor	146,620.72			
UAMS	RUSSELL , SHAUNA M	RN IV	132,661.56			
UAMS	RUTLEN , DAVID L.	Professor	387,688.96			
UAMS	Ryan , Kevin W	Associate Professor	142,727.51			
UAMS	RYAN , MARY L	Professor	124,605.69			
UAMS	RYSZKOWSKI , JAN	Assistant Professor	189,999.96			
UAMS	Saad , Ali G	Assistant Professor	181,862.47			
UAMS	Sabalvorro , Eugenio P	Assistant Professor	295,157.06			
UAMS	SACCENTE , CAROLYN S	Assistant Professor	117,600.54			
UAMS	SACCENTE , MICHAEL	Professor	120,387.04			
UAMS	Sachdeva , Ritu	Associate Professor	210,944.93			
UAMS	Saleem , Majid	Assistant Professor	312,266.07			
UAMS	Salem , Yasser	Assistant Professor	307,542.06			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Salih , Ziyen T	Assistant Professor	157,974.51			
UAMS	Sanders , Rachelle	Executive Director of WPRCI Foundation	125,658.27			
UAMS	Sanders Jr , Ronald C	Associate Professor	240,934.34			
UAMS	Sangari , Taranjit S.	Assistant Professor	302,222.96			
UAMS	Sarkar , Atom	Assistant Professor	243,104.14			
UAMS	SAWYER , JEFFREY R	Professor	215,000.04			
UAMS	Sawyer , John W	Senior Nurse Anesthetist	136,616.97			
UAMS	SAYLORS III , ROBERT L	Associate Professor	207,348.59			
UAMS	Schaefer , Gerald B	Professor	294,200.00			
UAMS	SCHEXNAYDER , STEPHEN M	Professor	288,160.56			
UAMS	SCHMITZ , MICHAEL L	Professor	365,916.13			
UAMS	Schneider , Eric F	Associate Dean	142,100.01			
UAMS	SCHULZ , ELDON	Professor	262,039.71			
UAMS	SCOTT , MARY A	Associate Professor	110,625.00			
UAMS	SCURLOCK , AMY M	Assistant Professor	144,098.64			
UAMS	SEIB , PAUL M	Associate Professor	286,668.25			
UAMS	Seidenschur , Judith	Director of Inpatient Nursing Care	111,650.01			
UAMS	SHAH , CHETAN C	Assistant Professor	290,749.00			
UAMS	SHAH , HEMENDRA R	Professor	346,039.00			
UAMS	Shah , Shailesh	Associate Professor	183,964.03			
UAMS	Shahid , Zainab	Assistant Professor	142,085.25			
UAMS	SHANKAR , KARTIK	Assistant Professor	102,837.22			
UAMS	SHARP , GREGORY B	Professor	223,043.00			
UAMS	Sharp , Jennifer R	IRB Director/Chair	120,328.03			
UAMS	SHAUGHNESSY JR. , JOHN	Professor	275,000.04			
UAMS	SHAVER , NEIL C	Pharmacist III	101,173.15			
UAMS	Shbarou , Rolla M	Assistant Professor	150,258.96			
UAMS	Sheffer , Christine E.	Assistant Professor	112,485.31			
UAMS	SHIHABUDDIN , BASHIR S	Associate Professor	246,263.73			
UAMS	Shinkawa , Takeshi	Assistant Professor	153,373.03			
UAMS	Shinkle , Peggy Sue	Advanced Practice Nurse	101,858.06			
UAMS	Shinn , Derek W	Pharmacist I	117,788.76			
UAMS	Shipp , Gordon C	Assistant Professor	128,572.54			
UAMS	SHIRM , STEVEN W	Associate Professor	233,467.84			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	SHOCK , JOHN P	Distinguished Professor	344,568.96			
UAMS	Shorey , Jeannette M.	Associate Dean	204,412.11			
UAMS	SHROFF , PERSIS K	Associate Professor	310,202.82			
UAMS	Shultz , Amy C	RN IV	103,200.57			
UAMS	SHULTZ , SAM L	Associate Professor	134,937.00			
UAMS	Shy , Angela G	Assistant Professor	171,155.72			
UAMS	SIDDIQUI , Mohammad S	Associate Professor	326,155.49			
UAMS	Simmen , Frank A	Professor	149,224.00			
UAMS	Simmen , Rosalia	Professor	135,878.40			
UAMS	SIMMONS , ALVA L	Associate Professor	252,131.04			
UAMS	SIMMONS , HENRY F	Associate Professor	191,467.56			
UAMS	SIMMONS , SCOTT	Assistant Professor	208,646.61			
UAMS	Simpson , Brian Rush	Assistant Professor	175,500.00			
UAMS	Singh , Zeba	Assistant Professor	211,762.29			
UAMS	Sisterhen , Laura L.	Assistant Professor	146,395.98			
UAMS	Skinner , Diane E	Associate Dean	130,795.78			
UAMS	SKINNER , ROBERT D	Professor	151,799.00			
UAMS	Slatton , Barbara T	Pharmacist I	120,349.19			
UAMS	SMELTZER , MARK S	Professor	237,483.29			
UAMS	SMITH , CHARLES W	Exec Assoc Dean for Clinical Affairs	299,241.79			
UAMS	SMITH , CHRISTOPHER E	Professor	291,442.56			
UAMS	Smith , Dora Mah	Assistant Professor	236,675.74			
UAMS	SMITH , G RICHARD	Department Chairperson	384,932.91			
UAMS	Smith , Michael V	Assistant Professor	222,122.37			
UAMS	SMITH , SAMUEL D	Professor	515,690.04			
UAMS	Smith , Virginia L	Director of Inpatient Nursing Care	111,650.01			
UAMS	Smith , William F	Pharmacist II	101,082.91			
UAMS	Smolarz , Casey M	Assistant Professor	288,895.31			
UAMS	SMOLLER , BRUCE R	Department Chairperson	443,458.05			
UAMS	SNOW , JEFFREY H	Associate Professor	104,126.96			
UAMS	SODERBERG , LEE S	Professor	113,984.00			
UAMS	SOUDER , ELAINE	Professor	152,415.10			
UAMS	SOULTANOVA , IZOUmROUD	Assistant Professor	127,480.21			
UAMS	SOUTH , TOM G	Assistant Dean for Med Student Fin & Adm	105,804.24			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Speight , Sydney N	Assistant Professor	244,232.91			
UAMS	Speights , Shane	Assistant Professor	234,457.27			
UAMS	Spradlin , Elisa M	Assistant Professor	150,704.75			
UAMS	Spradlin , Timothy L	Assistant Professor	183,925.20			
UAMS	Spradling , Thornton S	Senior Nurse Anesthetist	171,736.25			
UAMS	Stack , Brendan	Professor	301,755.84			
UAMS	STALLINGS , JOE H	Family Practice Coordinator	198,312.00			
UAMS	STANFORD , KENDALL L	Professor	248,579.80			
UAMS	Stanger , Catherine	Associate Professor	116,858.04			
UAMS	Stanley , James	Associate Professor	211,779.64			
UAMS	Steed , Matthew G	Assistant Professor	174,964.47			
UAMS	STEFANS , VIKKI A	Associate Professor	185,803.96			
UAMS	Steigman , Carmen	Associate Professor	171,699.96			
UAMS	Steliga , Matthew A	Assistant Professor	334,427.88			
UAMS	Stevens , Mark A	Instructor	297,822.49			
UAMS	Stewart , Katharine E	Associate Dean	170,684.57			
UAMS	STEWART , MARY K	Associate Professor	166,699.18			
UAMS	STIMERS , JOSEPH R	Professor	113,099.96			
UAMS	STINE , KIMO C	Professor	197,699.08			
UAMS	STONE , LINDA G	Assistant Vice Chancellor	100,266.68			
UAMS	Stone , Pamela JB	Assistant Professor	271,707.36			
UAMS	STORM , ELIZABETH A	Assistant Professor	185,545.30			
UAMS	Storrie , Brian	Professor	153,718.96			
UAMS	Stover , Paul M	Assistant Dean for Administration	105,136.32			
UAMS	Stowe , Cindy D	Associate Dean	142,523.19			
UAMS	STRICKLIN , MARVIN T	Director of Radiology	117,257.58			
UAMS	STRINGFELLOW , JERRY B	Assistant Professor	166,842.95			
UAMS	Stroud , Michael H.	Assistant Professor	187,502.56			
UAMS	SUEN , JAMES Y	Department Chairperson	448,901.84			
UAMS	Suleman , M-Irfan	Assistant Professor	305,757.58			
UAMS	SUSKIE , KELLEY W	Associate Administrator of Patient Care	126,952.74			
UAMS	SUVA , LARRY J	Professor	125,300.04			
UAMS	Swaminathan , Lalithapriya	Assistant Professor	100,181.29			
UAMS	SWARD , NORMAN E	Senior HR Director & HRIS Director	109,180.40			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	SZABO , JOANNE S	Associate Professor	260,938.96			
UAMS	TACKETT , ALAN J	Associate Professor	113,386.96			
UAMS	TALLEY , JULIA C	Pharmacist III	129,922.33			
UAMS	Tanios , Aline T	Assistant Professor	152,251.13			
UAMS	TANK , PATRICK W	Professor	142,949.96			
UAMS	TARIQ , SARA G.	Associate Professor	162,448.86			
UAMS	Tariq , Sarah	Assistant Professor	300,130.92			
UAMS	TAYLOR , BONNIE J	Professor	279,546.78			
UAMS	TAYLOR , JUANITA L	Associate Professor	266,816.26			
UAMS	Taylor , Leslie W	Associate VC for Communications	145,091.70			
UAMS	Tehrani , Mahtab	Assistant Professor	112,108.95			
UAMS	Terrell , Mervin D	Assistant Professor	182,740.59			
UAMS	THANNISCH , RAY W	Assistant Director of Pharmacy	121,635.69			
UAMS	Thapa , Purushottam B.	Associate Professor	204,310.82			
UAMS	THAPA , SUSHMA	Professor	357,970.56			
UAMS	Theus , John W.	Assistant Professor	207,500.14			
UAMS	THOMAS , ARTHUR H	Professor	131,298.56			
UAMS	THOMAS , BILLY R	Professor	288,302.46			
UAMS	Thomas , Jennifer L	Senior Nurse Anesthetist	136,616.97			
UAMS	Thomas , Jeremy L	Assistant Professor	110,033.01			
UAMS	THOMAS , JOANNA M	Associate Professor	213,432.41			
UAMS	THOMAS , MARK S	Assistant Professor	190,607.46			
UAMS	THOMAS , RUTH L	Professor	214,359.00			
UAMS	THOMPSON , JOSEPH W	Professor	281,463.60			
UAMS	Thompson , Tonya Marie	Associate Professor	208,826.36			
UAMS	Thrailkill , Kathryn	Professor	187,563.41			
UAMS	Tilford , John Mick	Professor	144,150.20			
UAMS	TOBLER , H. G	Associate Professor	181,699.85			
UAMS	TOMPKINS , ESTHER H	Associate Professor	162,738.04			
UAMS	Topaloglu , Umit	Bioinformatics Manager	133,147.14			
UAMS	Torvestad , Pat	Vice Chancellor for Communications	162,759.26			
UAMS	TOWELL , RANDY	Assistant Director of Pharmacy	121,635.30			
UAMS	TSAI , PAO-FENG	Associate Professor	100,262.00			
UAMS	Tucker , Emily C	Senior Nurse Anesthetist	139,176.97			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Tulunay Ugur , Ozlem E	Assistant Professor	138,844.34			
UAMS	Tuputala , Elena	RN IV	133,812.74			
UAMS	Turnage , Richard Hampton	Department Chairperson	623,184.43			
UAMS	Tuzcu , Volkan	Professor	212,124.68			
UAMS	Tyler , Laura H	Clinic Director	175,635.60			
UAMS	UDOUJ , JANET M	Assistant Professor	105,843.00			
UAMS	UKETUI , GREG O	RN III	150,100.39			
UAMS	Ullah , Sana	Associate Professor	328,761.71			
UAMS	Usmani , Saad	Assistant Professor	188,598.29			
UAMS	Uwaydat , Sami H.	Assistant Professor	287,408.64			
UAMS	VAN HEMERT JR , RUDY L	Associate Professor	398,148.00			
UAMS	Van Rhee , Frits	Professor	195,388.09			
UAMS	VANARSDALE , LYLE A	Pharmacist I	128,812.04			
UAMS	Vancil , Tobias J.	Assistant Professor	163,150.15			
UAMS	VANDERSCHILDEN , JOHN L	Professor	411,071.14			
UAMS	Varughese , Kottayil I	Research Professor	131,520.00			
UAMS	Veeraputhiran , Muthu K	Assistant Professor	151,939.00			
UAMS	VOLLERS , JAMES M	Professor	365,116.96			
UAMS	Voth , Daniel	Assistant Professor	103,646.96			
UAMS	Vural , Emre	Associate Professor	117,599.54			
UAMS	VYAS , DILEEPKUMAR R	Associate Professor	119,314.56			
UAMS	Vyas , Himesh V	Assistant Professor	176,790.97			
UAMS	WAGNER , KENNETH P	Associate VC for Academic Services	120,930.90			
UAMS	Waheed , Sarah	Assistant Professor	177,500.00			
UAMS	Wahls , Wayne P.	Professor	135,798.96			
UAMS	WALL , BRANDON J	Assistant Professor	177,248.96			
UAMS	Wallingsford , Ronnie G	Director of Hospital Computing	112,955.46			
UAMS	WALTER , DONNAL C	Associate Professor	260,636.00			
UAMS	Walters , William David	Instructor	129,900.00			
UAMS	Ware , Jerry	Professor	152,781.96			
UAMS	Warmack , Asa M	Assistant Professor	318,393.16			
UAMS	Warmack , Thomas S	Associate Professor	103,213.80			
UAMS	WARREN , ROBERT H	Professor	205,039.96			
UAMS	Watkins , Bryan	Associate Professor	328,761.71			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	Wayne , John B	Professor	108,185.39			
UAMS	WEBBER , JOHN C	Assistant Professor	182,169.00			
UAMS	Wei , Jeanne	Professor	289,669.60			
UAMS	WEINSTEIN , ROBERT S	Professor	131,948.09			
UAMS	WELLS , THOMAS G	Professor	191,138.70			
UAMS	WENDEL , PAUL J	Associate Professor	449,000.04			
UAMS	WENGER , GALEN R	Professor	208,802.00			
UAMS	WESSINGER , WILLIAM D	Associate Professor	108,526.63			
UAMS	West , Delia	Professor	210,213.05			
UAMS	West , Rod W	Assistant Dean for Administration	105,928.29			
UAMS	WESTBROOK , KENT C	Distinguished Professor	356,604.56			
UAMS	WESTFALL , CHRISTOPHER T	Department Chairperson	475,553.04			
UAMS	WHEELER , ELIZABETH L	Associate Administrator of Patient Care	117,115.05			
UAMS	WHEELER , Joseph G	Professor	137,046.96			
UAMS	WHEELER , RICHARD	Exec Assoc Dean for Academic Affairs	280,734.18			
UAMS	WHIPPLE , CAROL S	Pharmacist I	115,142.30			
UAMS	White , Michael W	Assistant Professor	302,731.91			
UAMS	White , Paula M	Assistant Dean for Clinical Finance	101,734.78			
UAMS	WHITESIDE-MANSELL , LEANNE	Professor	139,469.13			
UAMS	Wiggins , Michael	Associate Professor	183,933.95			
UAMS	WILCOX , DAVID O	Associate VC for Finance	140,607.73			
UAMS	WILKERSON , DANNY	Associate Professor	341,712.04			
UAMS	Williams , Anna B	Director of Surgical Services	136,416.00			
UAMS	Williams , David K	Associate Professor	111,606.39			
UAMS	Williams , Veronica L.	Assistant Professor	210,969.25			
UAMS	Williamson , Randy C	Assistant Professor	185,613.00			
UAMS	WILLIAMSON , SUE S	Senior Director of Development	114,451.14			
UAMS	WILLIS , CHARLOTTE R	Assistant Professor	114,888.62			
UAMS	Willis , Holly Beth	Assistant Professor	123,403.22			
UAMS	WINTERS , RONALD H	Dean - College Health Related Profession	146,360.92			
UAMS	Wirges , Marla	Assistant Professor	157,013.27			
UAMS	Wolfe , Robert R	Professor	303,360.00			
UAMS	Wood , JoAnn	Associate Professor	247,705.04			
UAMS	WOODELL , WILLIAM R	Associate Dean of Administration Affairs	112,867.74			

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes		
UAMS	WOODS , JENNIFER L	Assistant Professor	120,300.00			
UAMS	WORLEY , KAREN B	Associate Professor	109,338.96			
UAMS	WRIGHT , LARRY D	Associate Professor	145,495.23			
UAMS	Wu , Youmin	Professor	318,051.62			
UAMS	Wyrick , Theresa O	Assistant Professor	314,786.74			
UAMS	YAMAUCHI , TERRY	Professor	241,323.06			
UAMS	Yan , Yulong	Associate Professor	192,557.25			
UAMS	Yap , Vivien L	Instructor	219,818.32			
UAMS	Yarbro , Richard B	Pharmacist I	121,042.55			
UAMS	Yared , Marwan	Assistant Professor	166,377.79			
UAMS	YASARGIL , M. G	Professor	399,999.96			
UAMS	Young , Christy M	Senior Nurse Anesthetist	107,342.69			
UAMS	Young , Karen Leslie	Associate Professor	144,151.05			
UAMS	Young , Kevin Dale	Professor	196,206.00			
UAMS	Young , Linda	Assistant Professor	192,830.04			
UAMS	YOUSAF , ASIMA	Instructor	122,711.00			
UAMS	Yousaf , Muhammad	Associate Professor	405,991.04			
UAMS	YUEN , JAMES C	Professor	309,825.97			
UAMS	Zabala , Luis	Associate Professor	285,730.86			
UAMS	Zafar , Sunbal	Assistant Professor	138,445.00			
UAMS	Zhang , Xin	Assistant Professor	106,635.90			
UAMS	ZHANG , XUMING	Professor	183,655.04			
UAMS	ZHAROV , VLADIMIR P	Professor	176,299.98			
UAMS	ZHENG , FANG	Associate Professor	122,415.96			
UAMS	Zhou , Daohong	Professor	232,511.12			
UAMS	ZHU , HONGYUN J	Assistant Professor	190,241.84			
Source: SAP payroll						
UAMS Office of Human Resources/N. Sward/8-26-2011						

Employees paid \$100,000 or more as of 6/30/2011	
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Institution	Name	Title	FY 2011	Notes
University of Arkansas at Pine Bluff	Fulton, Willie .	Interim Director of Athletics	100,000.00	
University of Arkansas at Pine Bluff	Engle, Carole R.	Department Chair	100,743.00	
University of Arkansas at Pine Bluff	Hall, Margaret J.	Vice Chancellor for Development	107,042.00	
University of Arkansas at Pine Bluff	Coleman, Monte .	Head Coach	110,000.00	
University of Arkansas at Pine Bluff	Martin, Carla M.	Dean	114,750.00	
University of Arkansas at Pine Bluff	Johnson, Calvin .	Dean	117,512.00	
University of Arkansas at Pine Bluff	Daniel, Savannah	Department Chair	120,000.00	
University of Arkansas at Pine Bluff	Ivory, George W.	Head Coach	120,000.00	
University of Arkansas at Pine Bluff	Thomas, Pauline .	Vice Chancellor for Finance	121,000.00	
University of Arkansas at Pine Bluff	Benjamin, Mary E.	Vice Chancellor for Academic Affairs	124,764.00	
University of Arkansas at Pine Bluff	Davis, Lawrence A.	Chancellor	180,540.00	

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes
University of Central Arkansas	Addison, Stephen R.	Department Chair, Professor	107,831	
University of Central Arkansas	Atkinson, Keith E.	Professor	127,813	
University of Central Arkansas	Atkinson, Timothy N.	Assist Provost/Assist Prof	107,363	
University of Central Arkansas	Bisping, Timothy O.	Depart Chair, Assoc Professor	109,008	
University of Central Arkansas	Bradley, Don B.	Professor	100,791	
University of Central Arkansas	Braswell, Kevin H.	Director of Development	102,000	
University of Central Arkansas	Bratton, John C.	Professor	124,626	
University of Central Arkansas	Cangelosi, Joseph D.	Department Chair, Professor	126,151	
University of Central Arkansas	Cantrell, Patricia K.	Academic Dean, Assoc Profess	134,516	
University of Central Arkansas	Casey, Mike K.	Assoc Dean, Professor	127,757	
University of Central Arkansas	Chen, Alexander	Assoc VP for Internat Engagem	122,400	
University of Central Arkansas	Conque, Clint S.	Head Football Coach	132,517	
University of Central Arkansas	Courtway, Thomas C.	Executive Asst to the Presid	162,577	
University of Central Arkansas	Daniel, Matthew B.	Head Basketball Coach	100,000	
University of Central Arkansas	Gale, John A.	Dept Chair, Assoc Prof	119,484	
University of Central Arkansas	Garimella, Ramesh V.	Department Chair, Professor	102,737	
University of Central Arkansas	Gilleen, Jack	Executive Vice President	146,971	
University of Central Arkansas	Gillis, Graham L.	Associate Vice-President	114,000	
University of Central Arkansas	Glenn, Jonathan A.	Associate Provost, Professor	130,921	
University of Central Arkansas	Grahn, Lance R.	Provost/Dean of Faculty/Profe	175,870	
University of Central Arkansas	Griffin, Kenneth M.	Department Chair, Professor	122,315	
University of Central Arkansas	Hattlestad, Neil W.	Academic Dean, Professor	144,377	
University of Central Arkansas	He, Ling T.	Professor	112,029	
University of Central Arkansas	Horton, Joseph	Professor	103,735	
University of Central Arkansas	Hu, Chenyi	Department Chair, Professor	132,263	
University of Central Arkansas	Lee, Maurice A.	Academic Dean, Professor	128,414	
University of Central Arkansas	McGaughey, Ronald E.	Professor	112,095	
University of Central Arkansas	McKnight, Constance A.	Assistant Professor	102,000	
University of Central Arkansas	McNiece, Elaine	Associate Provost, Professor	126,567	
University of Central Arkansas	Meadors, Allen C.	President, Univ of Central Ar	245,140	
University of Central Arkansas	Mehl, Shelley S.	Vice-Pres for Development	153,375	
University of Central Arkansas	Moore, P Michael	Professor	102,235	
University of Central Arkansas	Mounce, Patricia H.	Professor	107,040	
University of Central Arkansas	Musselman, Linda K.	Department Chair, Professor	108,231	
University of Central Arkansas	Newton, Diane D.	Vice-Pres for Finance & Admin	173,825	
University of Central Arkansas	Oxner, Thomas H.	Interim Dept Chair, Professor	133,085	
University of Central Arkansas	Pastor, Randy J.	Medical Director	159,510	
University of Central Arkansas	Pitchford, Jeffery L.	Vice-Pres for Univ/Gov Rel	100,000	
University of Central Arkansas	Potter, Rollin R.	Academic Dean, Professor	129,296	
University of Central Arkansas	Pounder, Diana G.	Academic Dean, Professor	141,105	
University of Central Arkansas	Puleo, Victor A.	Associate Professor	102,607	
University of Central Arkansas	Reese, Nancy B.	Department Chair, Professor	114,255	
University of Central Arkansas	Roden, Sally A.	Interim VP for Enrollment Mgmt	142,670	
University of Central Arkansas	Rubach, Michael J.	MBA Director, Professor	122,647	
University of Central Arkansas	Runge, Steven W.	Academic Dean, Professor	142,128	
University of Central Arkansas	Scott, Richard I.	Dean of Honors College, Profes	106,678	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
University of Central Arkansas	Skotko, David J.	Department Chair, Professor	114,904	
University of Central Arkansas	Smith, Daniel S.	Exec Dir of Ark Pub Sch Res Ct	126,814	
University of Central Arkansas	Spikes, Pamela A.	Professor	101,842	
University of Central Arkansas	Teague, Bradley B.	Head Coach/Athletic Director	143,150	
University of Central Arkansas	Williams, Barbara G.	Department Chair, Professor	105,196	
University of Central Arkansas	Williams, Ronald D.	Vice-Pres for Student Services	150,220	
University of Central Arkansas	Williamson, Corliss M.	Head Basketball Coach	109,554	
University of Central Arkansas	Young, Laura J.	Assistant Provost/Acctg Instr	112,475	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
ANC	Robert L. Myers	President	\$164,220	

[illegible]

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Arkansas St. Univ.-Newport	Dr. Larry Williams	Chancellor	\$166,675	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Black River Technical College	Richard Gaines	President	\$157,000	Retired 6/30/2011

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Cossatot Community College of the University of Arkansas	Steve Cole	Chancellor	\$158,100	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
College of the Ouachitas	Dr. Barry Ballard	President	\$129,000	

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Employees paid \$100,000 or more as of 6/30/2011	
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Institution	Name	Title	FY 2011	Notes
MSCC	Dr. Glen Fenter	President	\$166,675	
MSCC	Dr. Barbara Baxter	Chief Administrative Officer/Executive Vice President	\$121,711	
MSCC	Dr. Judith Scherer	Chief Academic Office/Vice President for Learning and Instruction	\$114,000	
MSCC	Susan Marshall	Chief Fiscal Officer/Vice President for Finance and Administration	\$108,645	

[illegible]

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
NAC	Dr. Jeff Olson	President	\$111,466	President (7/1/2010 - 1/31/2011)
NAC	Dr. Jim Stockton	President	\$115,086	Interim President (2/1/2011 - 6/30/2011)

[illegible]

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Ozarka College	Richard L. Dawe, Ph.D.	Institution President	\$142,850	

[illegible]

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Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Rich Mountain Community College	Robert Wayne Hatcher	President	\$138,247	
Rich Mountain Community College	James Steve Rook	VP of Academic Affairs & Interim President	\$101,781	Assigned additional position of Interim President

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Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
SEARK College	Phil Shirley	President	\$107,269	Outgoing president resigned effective 12/31/2011 Amount shown includes \$6,000 housing allowance, \$19,609.10 annual leave payout and \$600 Service Award
SEARK College	Stephen Hilterbran	President*	\$5,951	Incoming president hire date 6/20/11; annualized salary \$150,000
SEARK College	Linda Lewis Eubanks	VP Academic Affairs & Student Affairs	\$107,894	Currently serving in two positions as VP Academic and VP Student Services - receives \$15,000/year stipend for additional duties.

* These were not paid over \$100,000 during fiscal year, due to serving as interim until a permanent replacement for president could be found.
Annualized amounts included in Notation area per discussion with Charlette Moore.

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
SAUT	Dr. Corbet Lamkin	Chancellor	\$143,481	
SAUT	Gary Oden	VC for Academic Affairs	\$101,443	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
UACCB	Deborah Frazier	Chancellor	\$158,100	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
UACCM	Davis, Larry D.	Chancellor	\$116,751	Dr. Davis did not begin employment with UACCM until Sept. 16, 2010
UACCM	Birkner, Linda	Interim Chancellor & Vice Chancellor Finance	\$113,573	Dr. Birkner served as interim Chancellor before Dr. Davis was hired. Interim Chancellor July 1 - Sept. 15, 2010 (\$32,788) Vice chancellor Finance Sept. 16 - June 30, 2011 (\$80,785)

Salary Increases since May 1, 2011

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Arkansas State University - Jonesboro

Completed By: Lori Winn

Phone Number: 870-972-3454

Note: The ASU board approved in the budget process allocations of \$200,000 for faculty equity and \$175,000 for non-classified staff equity. Additionally, the campus redirected permanent salary savings for equity adjustments.

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Anderson, Brenda C.	Assistant Professor	\$51,503	\$52,503	\$1,000	Salary	STEM, nursing and business adjustments
Bonner, Joe D.	Assistant Professor	\$45,552	\$46,558	\$1,006	Salary	Equity Adjustment
Bouldin, Jennifer L.	Assistant Professor	\$51,000	\$54,479	\$3,479	Salary	STEM, nursing and business adjustments
Carroll, Brent R.	Assistant Professor	\$45,000	\$52,000	\$7,000	Salary	Equity Adjustment
Catt, Merrill K.	Assistant Professor	\$46,840	\$47,840	\$1,000	Salary	STEM, nursing and business adjustments
Choi, Seo-eun	Assistant Professor	\$48,960	\$52,061	\$3,101	Salary	STEM, nursing and business adjustments
Clark, Linda S.	Assistant Professor	\$40,978	\$45,566	\$4,588	Salary	Equity Adjustment
Edwards, Gary T.	Assistant Professor	\$48,270	\$51,655	\$3,385	Salary	Equity Adjustment - (\$2500 for meeting faculty promotion criteria & \$885 for equity)
Hubbard, Evelyn M.	Assistant Professor	\$63,275	\$66,775	\$3,500	Salary	Equity Adjustment - (\$2500 for meeting faculty promotion criteria & \$1000 STEM, nursing and business adjustments)
Kern, David F.	Assistant Professor	\$95,828	\$98,611	\$2,783	Salary	STEM, nursing and business adjustments
Kher, Shubhalaxmi J.	Assistant Professor	\$66,300	\$67,800	\$1,500	Salary	Equity Adjustment
McJunkin, Mark A.	Assistant Professor	\$48,983	\$49,606	\$623	Salary	Equity Adjustment
McMurtry, Zelda A.	Assistant Professor	\$45,778	\$47,435	\$1,657	Salary	Equity Adjustment
Miller, Renee S.	Assistant Professor	\$57,319	\$58,319	\$1,000	Salary	STEM, nursing and business adjustments
Mooneyhan, Andy	Assistant Professor	\$47,992	\$49,710	\$1,718	Salary	Equity Adjustment
Murphy, Patricia E.	Assistant Professor	\$47,991	\$49,821	\$1,830	Salary	Equity Adjustment
Nix, Elizabeth S.	Assistant Professor	\$55,081	\$56,081	\$1,000	Salary	STEM, nursing and business adjustments
Norris, John H.	Assistant Professor	\$42,840	\$44,677	\$1,837	Salary	Equity Adjustment
Owens, Deborah D.	Assistant Professor	\$47,868	\$50,768	\$2,900	Salary	Equity Adjustment (\$2500 for meeting faculty promotion criteria and \$400 equity)
Paik, Arianne F.	Assistant Professor	\$53,072	\$54,072	\$1,000	Salary	STEM, nursing and business adjustments
Schmidt, Angela R.	Assistant Professor	\$97,094	\$101,594	\$4,500	Salary	Equity Adjustment (2500 for meeting faculty promotion criteria and \$2,000 STEM, nursing and business adjustments)
Seay, Sandra	Assistant Professor	\$40,308	\$46,409	\$6,101	Salary	Equity Adjustment
Shelton, Debbie K.	Assistant Professor	\$55,515	\$56,515	\$1,000	Salary	STEM, nursing and business adjustments
Sloas, Stacey B.	Assistant Professor	\$52,059	\$53,059	\$1,000	Salary	STEM, nursing and business adjustments
Spaniol, Victoria H.	Assistant Professor	\$43,870	\$46,005	\$2,135	Salary	Equity Adjustment
Stewart, Paula J.	Assistant Professor	\$49,930	\$50,206	\$276	Salary	Equity Adjustment
Walden, Debra J.	Assistant Professor	\$59,769	\$60,769	\$1,000	Salary	STEM, nursing and business adjustments
Weimer, Steven G.	Assistant Professor	\$36,000	\$45,000	\$9,000	Salary	Equity Adjustment
Wiggins, Wynona M.	Assistant Professor	\$57,106	\$58,106	\$1,000	Salary	STEM, nursing and business adjustments
Wimberley, Paige D.	Assistant Professor	\$55,910	\$56,910	\$1,000	Salary	STEM, nursing and business adjustments

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Zhou, Hong	Assistant Professor	\$48,960	\$52,061	\$3,101	Salary	STEM, nursing and business adjustments
Horner, Stephen V.	Assistant Professor-COB	\$81,480	\$81,995	\$515	Salary	Equity Adjustment
Bennett, Bobby D.	Associate Professor	\$57,202	\$58,436	\$1,234	Salary	STEM, nursing and business adjustments
Brewer, Loretta G.	Associate Professor	\$80,306	\$85,306	\$5,000	Salary	Equity Adjustment (\$3,000 for meeting faculty promotion criteria and \$2,000 STEM, nursing and business adjustments)
Bryant, Lance G.	Associate Professor	\$48,120	\$51,332	\$3,212	Salary	Equity Adjustment (\$2,500 for meeting faculty promotion criteria & \$712 for equity)
Church, James B.	Associate Professor	\$50,693	\$52,404	\$1,711	Salary	Equity Adjustment
Clark, Lauren S.	Associate Professor	\$48,985	\$49,494	\$509	Salary	Equity Adjustment
Collison, Craig K.	Associate Professor	\$49,153	\$52,474	\$3,321	Salary	Equity Adjustment
Dean, Melony B.	Associate Professor	\$55,368	\$55,494	\$126	Salary	Equity Adjustment
Donaghy, Mary L.	Associate Professor	\$49,955	\$51,953	\$1,998	Salary	Equity Adjustment
Drake, Shawn M.	Associate Professor	\$63,079	\$64,079	\$1,000	Salary	STEM, nursing and business adjustments
Fiala, Thomas J.	Associate Professor	\$54,359	\$55,144	\$785	Salary	Equity Adjustment
Fillippino, Tonja M.	Associate Professor	\$51,788	\$52,951	\$1,163	Salary	Equity Adjustment
Fish, Kelly E.	Associate Professor	\$84,577	\$86,606	\$2,029	Salary	Equity Adjustment
Freer, Richard K.	Associate Professor	\$63,136	\$64,136	\$1,000	Salary	STEM, nursing and business adjustments
Graves, Marla M.	Associate Professor	\$53,580	\$54,792	\$1,212	Salary	Equity Adjustment
Grippio, Anne A.	Associate Professor	\$62,547	\$64,079	\$1,532	Salary	STEM, nursing and business adjustments
Hall, James M.	Associate Professor	\$53,554	\$54,428	\$874	Salary	STEM, nursing and business adjustments
Hendershot, Cyndy K.	Associate Professor	\$53,430	\$54,016	\$586	Salary	Equity Adjustment
Hill, Myleea D.	Associate Professor	\$51,483	\$56,410	\$4,927	Salary	Equity Adjustment (\$2500 for meeting faculty promotion criteria and \$2427 equity)
Huang, Xiuzhen	Associate Professor	\$71,965	\$73,629	\$1,664	Salary	STEM, nursing and business adjustments
Hunter, Frances E.	Associate Professor	\$53,112	\$53,857	\$745	Salary	Equity Adjustment
Huss, Martin J.	Associate Professor	\$57,077	\$58,442	\$1,365	Salary	STEM, nursing and business adjustments
Isaacson, Julie J.	Associate Professor	\$62,659	\$63,659	\$1,000	Salary	STEM, nursing and business adjustments
Jiang, Hai	Associate Professor	\$72,119	\$73,626	\$1,507	Salary	STEM, nursing and business adjustments
Johnson, Warren	Associate Professor	\$53,021	\$53,883	\$862	Salary	Equity Adjustment
Key, Joseph P.	Associate Professor	\$52,604	\$52,843	\$239	Salary	Equity Adjustment
Keyes, Dixie K.	Associate Professor	\$52,163	\$57,566	\$5,403	Salary	Equity Adjustment
Lavetter, David	Associate Professor	\$55,392	\$58,284	\$2,892	Salary	Equity Adjustment
McKay, Tanja	Associate Professor	\$57,187	\$58,440	\$1,253	Salary	STEM, nursing and business adjustments
Melescue, Suzanne C.	Associate Professor	\$53,266	\$54,434	\$1,168	Salary	STEM, nursing and business adjustments
Mixon, Paul D.	Associate Professor	\$73,576	\$75,326	\$1,750	Salary	Equity Adjustment
Owens, Lina L.	Associate Professor	\$90,000	\$91,896	\$1,896	Salary	Equity Adjustment
Pearce, Amy R.	Associate Professor	\$53,602	\$55,828	\$2,226	Salary	Equity Adjustment
Peck, Patrick L.	Associate Professor	\$53,671	\$56,035	\$2,364	Salary	Equity Adjustment
Persell, Deborah J.	Associate Professor	\$67,296	\$69,296	\$2,000	Salary	STEM, nursing and business adjustments
Philhours, Melodie J.	Associate Professor	\$82,977	\$83,475	\$498	Salary	Equity Adjustment
Reese, Catherine C.	Associate Professor	\$63,516	\$65,249	\$1,733	Salary	Equity Adjustment
Robertson, Patricia Q.	Associate Professor	\$69,073	\$70,557	\$1,484	Salary	STEM, nursing and business adjustments
Rollins, E J.	Associate Professor	\$69,567	\$71,567	\$2,000	Salary	STEM, nursing and business adjustments
Ross, Carol A.	Associate Professor	\$52,733	\$53,247	\$514	Salary	Equity Adjustment
Ruby, Paula D.	Associate Professor	\$85,100	\$86,866	\$1,766	Salary	Equity Adjustment
Segall, Richard S.	Associate Professor	\$78,580	\$79,821	\$1,241	Salary	STEM, nursing and business adjustments
Srivatsan, Malathi	Associate Professor	\$56,954	\$62,356	\$5,402	Salary	Equity Adjustment (\$2590 STEM, nursing and business adjustments)

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Stacy, Annette S.	Associate Professor	\$70,298	\$71,298	\$1,000	Salary	STEM, nursing and business adjustments
White, Tracy B.	Associate Professor	\$74,460	\$75,460	\$1,000	Salary	STEM, nursing and business adjustments
Williams, Diana L.	Associate Professor	\$54,994	\$55,535	\$541	Salary	Equity Adjustment
Zhang, Bin	Associate Professor	\$52,788	\$55,962	\$3,174	Salary	STEM, nursing and business adjustments
Hogue, Gina S.	Department Chairperson	\$74,887	\$75,300	\$413	Salary	Equity Adjustment
McLean, William P.	Department Chairperson	\$75,300	\$80,086	\$4,786	Salary	Equity Adjustment
Pitts, Mary J.	Department Chairperson	\$85,000	\$93,650	\$8,650	Salary	Equity Adjustment (\$5,000 for interim Chair Appointment & \$3680 for equity)
Risch, Thomas S.	Department Chairperson	\$94,000	\$97,000	\$3,000	Salary	Equity Adjustment - (for meeting faculty promotion criteria)
Adams, Harriette J.	Instructor	\$34,887	\$35,837	\$950	Salary	Equity Adjustment
Anselm, Susan K.	Instructor	\$34,243	\$35,548	\$1,305	Salary	Equity Adjustment
Barymon, Deanna M.	Instructor	\$62,180	\$63,180	\$1,000	Salary	STEM, nursing and business adjustments
Causey, Jason L.	Instructor	\$38,564	\$42,069	\$3,505	Salary	STEM, nursing and business adjustments
Choi, Jeonghee	Instructor	\$38,760	\$48,000	\$9,240	Salary	Equity Adjustment
Duclos, Helen F.	Instructor	\$30,092	\$31,447	\$1,355	Salary	Equity Adjustment
Foerster, Brian J.	Instructor	\$31,590	\$32,738	\$1,148	Salary	Equity Adjustment
Gibson, James K.	Instructor	\$33,982	\$34,510	\$528	Salary	STEM, nursing and business adjustments
Gore, Sarah B.	Instructor	\$34,176	\$34,506	\$330	Salary	STEM, nursing and business adjustments
Green, Polly N.	Instructor	\$31,922	\$32,711	\$789	Salary	Equity Adjustment
Griffin, Heidi E.	Instructor	\$32,765	\$34,535	\$1,770	Salary	STEM, nursing and business adjustments
Huckabee, Hollie N.	Instructor	\$33,326	\$34,872	\$1,546	Salary	Equity Adjustment
Huggins, Julia A.	Instructor	\$36,412	\$38,032	\$1,620	Salary	STEM, nursing and business adjustments
Jones, Freddie J.	Instructor	\$34,217	\$35,168	\$951	Salary	Equity Adjustment
Manning, Denise D.	Instructor	\$32,738	\$34,535	\$1,797	Salary	STEM, nursing and business adjustments
Mathis, Mitchell J.	Instructor	\$36,314	\$36,537	\$223	Salary	Equity Adjustment
Nesbitt, Nikesha D.	Instructor	\$30,000	\$31,500	\$1,500	Salary	Equity Adjustment
Parker, Donna M.	Instructor	\$61,571	\$63,571	\$2,000	Salary	STEM, nursing and business adjustments
Patton, Ida M.	Instructor	\$31,404	\$32,103	\$699	Salary	Equity Adjustment
Scrivner, Gidget R.	Instructor	\$39,023	\$42,060	\$3,037	Salary	STEM, nursing and business adjustments
Stripling, Vicki E.	Instructor	\$30,819	\$31,660	\$841	Salary	Equity Adjustment
Tribbett, Marcus C.	Instructor	\$30,600	\$31,701	\$1,101	Salary	Equity Adjustment
Wharton, Thomas L.	Instructor	\$30,600	\$33,000	\$2,400	Salary	Equity Adjustment
Wooldridge, Stanley F.	Instructor	\$33,385	\$34,522	\$1,137	Salary	STEM, nursing and business adjustments
Wooten, Amber N.	Instructor	\$51,000	\$57,000	\$6,000	Salary	Equity Adjustment
Armah, Paul W.	Professor	\$74,562	\$77,999	\$3,437	Salary	Equity Adjustment
Bednarz, James C.	Professor	\$78,752	\$81,045	\$2,293	Salary	STEM, nursing and business adjustments
Biondolillo, Kristin D.	Professor	\$66,514	\$75,397	\$8,883	Salary	Equity Adjustment
Chu, Chyun F.	Professor	\$58,219	\$67,969	\$9,750	Salary	Equity Adjustment (\$3,000 for meeting faculty promotion criteria & \$6,750 for equity)
Crawford, Jerry L.	Professor	\$84,800	\$89,295	\$4,495	Salary	STEM, nursing and business adjustments
Crist, Timothy D.	Professor	\$56,698	\$61,166	\$4,468	Salary	Equity Adjustment
Dancer, Weldon T.	Professor	\$89,149	\$94,798	\$5,649	Salary	STEM, nursing and business adjustments
Dauer, Robin L.	Professor	\$52,724	\$59,597	\$6,873	Salary	Equity Adjustment
Finnicum, Paul A.	Professor	\$66,193	\$72,388	\$6,195	Salary	Equity Adjustment
Gilbert, Erik O.	Professor	\$65,992	\$68,051	\$2,059	Salary	Equity Adjustment
Grippio, Richard S.	Professor	\$69,593	\$72,433	\$2,840	Salary	STEM, nursing and business adjustments
Hall, John D.	Professor	\$68,760	\$70,359	\$1,599	Salary	Equity Adjustment
Harris, Eva J.	Professor	\$60,366	\$62,808	\$2,442	Salary	Equity Adjustment

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such “non-cash” compensation)	Reasoning/Notes
Humphrey, Bill	Professor	\$76,676	\$80,113	\$3,437	Salary	Equity Adjustment
Johnson, Robert D.	Professor	\$70,958	\$71,841	\$883	Salary	Equity Adjustment
Johnson, Ronald	Professor	\$74,104	\$81,138	\$7,034	Salary	STEM, nursing and business adjustments
Jones, Craig H.	Professor	\$75,008	\$75,653	\$645	Salary	Equity Adjustment
Jones, Kirk R.	Professor	\$91,584	\$93,462	\$1,878	Salary	Equity Adjustment
Kesselring, Randall	Professor	\$87,356	\$89,367	\$2,011	Salary	STEM, nursing and business adjustments
Lamm, Robert L.	Professor	\$58,741	\$62,878	\$4,137	Salary	Equity Adjustment
Latanich, Gary A.	Professor	\$85,574	\$88,481	\$2,907	Salary	STEM, nursing and business adjustments
Lott, Rick	Professor	\$64,850	\$66,422	\$1,572	Salary	Equity Adjustment
Miao, Jie	Professor	\$60,879	\$65,814	\$4,935	Salary	STEM, nursing and business adjustments
Miller, Robert D.	Professor	\$77,632	\$86,261	\$8,629	Salary	Equity Adjustment - (1375 - equity)
Milligan, Julie L.	Professor	\$57,486	\$62,573	\$5,087	Salary	Equity Adjustment (\$3,000 for meeting faculty promotion criteria & \$2,087 for equity)
Moore, Bryan L.	Professor	\$57,934	\$62,855	\$4,921	Salary	Equity Adjustment
Moore, Louella J.	Professor	\$99,144	\$100,731	\$1,587	Salary	STEM, nursing and business adjustments
Parsons, Thomas J.	Professor	\$86,206	\$89,643	\$3,437	Salary	Equity Adjustment
Paulsen, William H.	Professor	\$69,706	\$70,525	\$819	Salary	STEM, nursing and business adjustments
Reeve, Scott W.	Professor	\$68,152	\$69,765	\$1,613	Salary	STEM, nursing and business adjustments
Rousey, Dennis C.	Professor	\$69,853	\$71,066	\$1,213	Salary	Equity Adjustment
Saleh, Amany	Professor	\$67,267	\$71,446	\$4,179	Salary	Equity Adjustment
Schichler, Robert L.	Professor	\$61,786	\$66,402	\$4,616	Salary	Equity Adjustment
Seydel, John F.	Professor	\$90,773	\$94,773	\$4,000	Salary	STEM, nursing and business adjustments
Simpson, Molly L.	Professor	\$62,433	\$67,932	\$5,499	Salary	Equity Adjustment
Skorga, Phyllis A.	Professor	\$70,679	\$72,679	\$2,000	Salary	STEM, nursing and business adjustments
Taylor, Richard W.	Professor	\$98,300	\$101,157	\$2,857	Salary	STEM, nursing and business adjustments
Towery, Ronald W.	Professor	\$68,407	\$69,253	\$846	Salary	Equity Adjustment
Wilkerson-Freeman, Sarah L.	Professor	\$63,579	\$64,097	\$518	Salary	Equity Adjustment
Young, Charlotte F.	Professor	\$77,424	\$78,424	\$1,000	Salary	STEM, nursing and business adjustments
Zibluk, John B.	Professor	\$58,468	\$60,036	\$1,568	Salary	Equity Adjustment
Bartunek, Patience L.	Asst Dean of Stdnt	\$43,835	\$45,150	\$1,315	Salary	Equity Adjustment
Becker, Sharon K.	Dir of Career Servs	\$65,280	\$66,586	\$1,306	Salary	Equity Adjustment
Blevins, Judy K.	Project Program Manager	\$46,581	\$48,581	\$2,000	Salary	Equity Adjustment
Bolar, Dena E.	Assoc Dir of Stdnt Aid	\$37,482	\$40,000	\$2,518	Salary	Equity Adjustment
Bowman, Derek R.	Development Officer	\$41,000	\$42,500	\$1,500	Salary	Equity Adjustment
Bowman, Michael H.	Dir of Distance Learning	\$50,998	\$51,998	\$1,000	Salary	Equity Adjustment
Bradberry, Paula D.	Director First Year Studies	\$62,186	\$67,186	\$5,000	Salary	Equity Adjustment
Bradberry, Sara E.	Student Development Specialist	\$30,000	\$30,300	\$300	Salary	Equity Adjustment
Brady, John E.	Head Mens Basketball Coach	\$100,000	\$135,603	\$35,603	Salary	Equity Adjustment
Brewer, Marilyn C.	Research Assoc	\$51,926	\$53,484	\$1,558	Salary	Equity Adjustment
Cherry, Jodie M.	Asst Dean of Stdnt	\$34,000	\$34,340	\$340	Salary	Equity Adjustment
Christensen, Leslie A.	Art Gallery Dir	\$50,657	\$53,657	\$3,000	Salary	Equity Adjustment
Clay, Lori A.	Project Program Specialist	\$67,018	\$68,018	\$1,000	Salary	Equity Adjustment
Collins, Helen C.	Research Assistant	\$35,700	\$37,500	\$1,800	Salary	Equity Adjustment
Condori, Giuliana M.	Research Assistant Professor	\$46,281	\$54,000	\$7,719	Salary	Equity Adjustment
Cossey, Jeannie L.	Research Assistant	\$38,000	\$41,000	\$3,000	Salary	Equity Adjustment
Crawford, Ashley V.	Student Development Specialist	\$30,600	\$30,906	\$306	Salary	Equity Adjustment

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such “non-cash” compensation)	Reasoning/Notes
Cremins, Laura A.	Research Assistant	\$40,000	\$42,000	\$2,000	Salary	Equity Adjustment
Crittenden, Jason R.	Project Program Specialist	\$42,211	\$43,055	\$844	Salary	Equity Adjustment
Cummings, Carol E.	Student Development Specialist	\$36,000	\$36,360	\$360	Salary	Equity Adjustment
Curbo, Rhonda	Academic Advisor	\$30,600	\$33,000	\$2,400	Salary	Equity Adjustment
Davidson, Brian N.	Project Program Manager	\$45,544	\$50,544	\$5,000	Salary	Equity Adjustment
Dixon, Patrick	Assoc Dean of Stdnt Affairs	\$70,066	\$71,467	\$1,401	Salary	Equity Adjustment
Douglas, Jennifer A.	Research Assistant	\$35,700	\$36,414	\$714	Salary	Equity Adjustment
Eakins, Kasey L.	Student Development Specialist	\$30,000	\$30,300	\$300	Salary	Equity Adjustment
Finch, Tracy L.	Registrar	\$69,627	\$76,000	\$6,373	Salary	Equity Adjustment
Finney, Terry D.	Dean of Student Affairs-Enroll	\$81,090	\$84,000	\$2,910	Salary	Equity Adjustment
Fowler, Tammy L.	Dir of Admissions	\$79,560	\$81,947	\$2,387	Salary	Equity Adjustment
Freer, Rosemary K.	Dir of Testing	\$60,655	\$62,475	\$1,820	Salary	Equity Adjustment
Ganapathy, Sivakumar	Research Assistant Professor	\$48,576	\$54,000	\$5,424	Salary	Equity Adjustment
Glascock, Pat C.	Counselor	\$48,609	\$49,095	\$486	Salary	Equity Adjustment
Goodwin, Myra R.	Controller	\$60,513	\$65,513	\$5,000	Salary	Equity Adjustment
Groves, Sharon C.	Research Assistant	\$40,000	\$42,000	\$2,000	Salary	Equity Adjustment
Hannah, Charles R.	Assoc VC	\$119,646	\$125,000	\$5,354	Salary	Equity Adjustment
Harvey, Christina D.	Development Officer	\$35,000	\$37,000	\$2,000	Salary	Equity Adjustment
Hestand, Philip A.	Director of Counseling	\$66,100	\$68,083	\$1,983	Salary	Equity Adjustment
Hicks, Robin J.	Asst to VP of Academic Affairs	\$74,987	\$82,203	\$7,216	Salary	Equity Adjustment
Hinton, Linda J.	Assistant Director Museum	\$36,720	\$39,720	\$3,000	Salary	Equity Adjustment
Hogue, Billy L.	Project Program Manager	\$44,297	\$48,727	\$4,430	Salary	Equity Adjustment
Howard, Gordon D.	Chancellor, ASU J	\$230,727	\$239,127	\$8,400	Salary	Equity Adjustment paid from private foundation funds.
Huckaby, Matthew K.	Project Program Specialist	\$39,231	\$45,000	\$5,769	Salary	Equity Adjustment
Jackson, Melissa C.	Academic Advisor	\$32,726	\$42,599	\$9,873	Salary	Equity Adjustment
Johnson, Craig S.	Assistant VC for Stdnt Affairs	\$93,116	\$95,916	\$2,800	Salary	Equity Adjustment
Johnson, Sherry L.	Project Program Dir	\$51,926	\$53,484	\$1,558	Salary	Equity Adjustment
Jones, Glendell	Executive VC & Provost	\$204,000	\$212,400	\$8,400	Salary	Equity Adjustment
Kaloghirou, Robin	Dir of Student Aid	\$57,794	\$60,000	\$2,206	Salary	Equity Adjustment
Khadka, Chandni	Project Program Specialist	\$39,950	\$43,000	\$3,050	Salary	Equity Adjustment
Konvalinka, April H.	Asst Dean of Stdnt	\$48,805	\$49,293	\$488	Salary	Equity Adjustment
Kremers, Edwin J.	VC for Finance and Admin	\$156,060	\$169,310	\$13,250	Salary	Equity Adjustment
Larry, Shirelle D.	Research Assistant	\$35,700	\$36,414	\$714	Salary	Equity Adjustment
Leslie, Hewlett S.	Research Assistant	\$48,960	\$53,000	\$4,040	Salary	Equity Adjustment
Macklin, Cedric D.	Coor of ASU Cmnty College	\$59,303	\$61,303	\$2,000	Salary	Equity Adjustment
Martin, Amber L.	Counselor	\$36,778	\$37,146	\$368	Salary	Equity Adjustment
Mason, Jenifer R.	Project Program Director	\$70,066	\$72,168	\$2,102	Salary	Equity Adjustment
Mason, JW	Assoc VC	\$124,848	\$130,000	\$5,152	Salary	Equity Adjustment
McDaniel, Lucinda A.	General Counsel	\$191,096	\$196,829	\$5,733	Salary	Equity Adjustment
McKinney, David R.	Assoc Dean of Stdnt Affairs	\$48,864	\$51,000	\$2,136	Salary	Equity Adjustment
McMahon, Julie A.	Asst Dean of Stdnt	\$45,900	\$46,818	\$918	Salary	Equity Adjustment
Miles, Paula J.	Project Program Specialist	\$52,524	\$56,000	\$3,476	Salary	Equity Adjustment
Miller, Cynthia A.	Project Program Manager	\$62,721	\$69,947	\$7,226	Salary	Equity Adjustment
Moody-Qualls, Amy R.	Coor Off Campus Courses	\$41,616	\$43,616	\$2,000	Salary	Equity Adjustment
Moore, Thomas A.	Exec Assistant to Chancellor	\$72,828	\$74,395	\$1,567	Salary	Equity Adjustment
Murdock, Cristian A.	VC for University Advancement	\$193,800	\$206,064	\$12,264	Salary	Equity Adjustment paid from private foundation funds.
Oliver, Rebecca S.	Research Assistant	\$58,140	\$63,894	\$5,754	Salary	Equity Adjustment

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Polat, Tugrul	Dir of Intl Programs	\$74,126	\$80,000	\$5,874	Salary	Equity Adjustment
Poynter, Elaine M.	Annual Fund Coordinator	\$40,000	\$41,000	\$1,000	Salary	Equity Adjustment
Raffo, Thomas G.	Head Coach	\$67,137	\$77,000	\$9,863	Salary	Equity Adjustment
Rayburn, Carrol E.	Asst Dean of Stdnt	\$42,323	\$42,746	\$423	Salary	Equity Adjustment
Silverthorn, Bethany M.	Asst to VP Stdnt Affairs	\$52,000	\$54,000	\$2,000	Salary	Equity Adjustment
Simons, Jill M.	Director Academic Advising	\$55,751	\$63,896	\$8,145	Salary	Equity Adjustment
Smith, Bobby E.	Project Program Director	\$60,000	\$66,300	\$6,300	Salary	Promotion (Restructuring additional duties acquired)
Smith, Terri S.	Research Assistant	\$28,050	\$32,050	\$4,000	Salary	Equity Adjustment
Somers, Stacy A.	Project Program Specialist	\$48,787	\$53,000	\$4,213	Salary	Equity Adjustment
Spack, Martha B.	Assoc Dean of Stdnt Affairs	\$50,000	\$52,500	\$2,500	Salary	Equity Adjustment
Stripling, William R.	VC for Student Affairs	\$157,100	\$169,883	\$12,783	Salary	Equity Adjustment
Tate, Randall S.	Dean of Stdnt Affairs	\$81,651	\$83,284	\$1,633	Salary	Equity Adjustment
Thomas, Jerome A.	Student Development Specialist	\$30,000	\$30,300	\$300	Salary	Equity Adjustment
Tune, Cassey L.	Project Program Specialist	\$45,778	\$48,802	\$3,024	Salary	Equity Adjustment
Vaughn, Renata J.	Dir of Stdnt Health Svcs	\$71,400	\$72,828	\$1,428	Salary	Equity Adjustment
Voyles, Deena A.	Counselor	\$35,395	\$35,749	\$354	Salary	Equity Adjustment
Walker, Theresa J.	Coor of ASU Cmnty College	\$37,257	\$39,257	\$2,000	Salary	Equity Adjustment
Welch, Charles L.	President, ASU	\$235,406	\$285,000	\$49,594	Salary	Expected start date was July 1, 2011. Salary prior to July 1 was temporary restricted to original FY2011 budgeted salary.
Williams, Lonnie R.	Assoc VC	\$122,265	\$125,265	\$3,000	Salary	Equity Adjustment

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Arkansas Tech University

Completed By: Linda Johnson

Phone Number: 479-964-0821

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Lindsey Ingmire	Academic Advisor	\$29,580	\$30,600	\$1,020	Salary	Completed Educational Requirements
Philippe Van Houtte	Assistant Librarian	\$42,554	\$46,000	\$3,446	Salary	Completed Educational Requirements

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Henderson State University
Completed By: Kathy Taylor, Director Human Resources
Phone Number: 870-230-5103

Employee Name	Title	Salary prior to May 1, 2011	Salary after May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Carey Baker	Asst Football Coach	\$39,780	\$45,780	\$6,000	Salary	Market adjustment made with salary savings in dept.
Deborah Coomer	Accountant I	\$31,366	\$32,926	\$1,560	Salary	Add'l duties assigned 7/1/11 adj paid with salary savings
Charity Dawson	Asst Professor of Nursing	\$47,940	\$52,040	\$4,100	Salary	Market adjustment split over two years approved by BOT
Robert Espinoza	Asst Football Coach	\$15,080	\$18,080	\$3,000	Salary	Market adjustment made with salary savings in dept.
Steven Fellers	Coord of Media Relations	\$33,293	\$38,000	\$4,707	Salary	Market adjustment split over two years approved by BOT
John Greene	Instructor of Mathematics	\$33,123	\$34,923	\$1,800	Salary	Market adjustment made with salary savings in dept.
Teresa Holsclaw	Instructor C&I/Coord MAT	\$37,500	\$40,000	\$2,500	Salary	Market adjustment made with salary savings in dept.
Elizabeth Jackson	Head Women's Softball Coach	\$37,397	\$41,000	\$3,603	Salary	Market adjustment made with salary savings in dept.
Russell Kuhns	Asst Football Coach	\$30,600	\$35,600	\$5,000	Salary	Market adjustment made with salary savings in dept.
Barbara Landrum	Assoc Prof & Chair of Nursing	\$74,693	\$77,193	\$2,500	Salary	Market adjustment split over two years approved by BOT
Patricia Loy	Asst Professor of Nursing	\$48,256	\$52,056	\$3,800	Salary	Market adjustment split over two years approved by BOT
Stephanie Loy	Fiscal Support Specialist	\$25,792	\$27,081	\$1,289	Salary	Add'l duties assigned 7/1/11 adj paid with salary savings
Basil Miller	Assoc Professor of Physics	\$42,621	\$49,500	\$6,879	Salary	Market adjustment made with salary savings in dept.
Ingo Schranz	Assoc Professor of Chemistry	\$45,348	\$47,848	\$2,500	Salary	Market adjustment made with salary savings in dept.
Pamela Shurett	Asst Professor of Nursing	\$52,020	\$56,421	\$4,401	Salary	Doctorate & mkt adj split over two years approved by BOT
Lynette Smith	Asst Professor of Nursing	\$53,425	\$55,225	\$1,800	Salary	Market adjustment split over two years approved by BOT
David Thigpen	Assoc Athletic Dir & Instructor	\$55,803	\$58,000	\$2,197	Salary	Market adjustment made with salary savings in dept.
Brenda Trigg	Asst Professor of Nursing	\$61,200	\$63,200	\$2,000	Salary	Market adjustment split over two years approved by BOT
Patricia Weaver	Prof & Coord Ed Leadership	\$59,256	\$64,319	\$5,063	Salary	\$3,063 Promo & \$2,000 market adjustment approved by BOT
Flora Weeks	Asst to the President	\$35,700	\$53,700	\$18,000	Salary	Add'l duties as Secretary to the BOT assigned by BOT 8/17/11
Christy Winston	Payroll Services Specialist	\$29,868	\$31,366	\$1,498	Salary	Add'l duties assigned 7/1/11 adj paid with salary savings
Peggy Woodall	Asst Prof of Special Ed	\$42,840	\$47,840	\$5,000	Salary	Market adjustment made with salary savings in dept.

Our Board of Trustees authorized adjustments made within a department with salary savings as long as the department stays within the approved budget. We had several resignations and retirements this year which resulted in salary savings and allowed such adjustments for employees paid lower than similar positions on campus.

Our Interim President is not receiving a housing allowance or automobile allowance or deferred compensation. No other employees receive this type compensation either.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Southern Arkansas University

Completed By: Roger Giles

Phone Number: 870-235-4008

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
David Rankin	President	\$180,000	\$195,000	\$15,000	Salary	Increase approved by Board of Trustees
David Rankin	President	1300/per month	1500/per month	2400/per year	Housing Allowance	Increase approved by Board of Trustees
Charles Lewis	VP for Facilities	\$102,003	\$112,500	\$10,497	Salary	Equity & Performance Adjustment
Lisa Toms	Associate Prof/Dean	\$103,544	\$108,000	\$4,456	Salary	Equity & Performance Adjustment
Terrye Stinson	Professor	\$90,729	\$91,729	\$1,000	Salary	Equity & Performance Adjustment
Kenneth Green	Professor	\$89,600	\$90,600	\$1,000	Salary	Equity & Performance Adjustment
Jeremy Meacham	Assistant Professor	\$70,000	\$72,000	\$2,000	Salary	Equity & Performance Adjustment
Jane Becnel	Instructor	\$36,888	\$38,388	\$1,500	Salary	Equity & Performance Adjustment
Martine Boumtje	Associate Professor	\$38,551	\$42,551	\$4,000	Salary	Equity & Performance Adjustment
Clayton Guiltner	Assistant Professor	\$40,000	\$42,000	\$2,000	Salary	Equity & Performance Adjustment
Marek Dojs	Assistant Professor	\$40,000	\$42,000	\$2,000	Salary	Equity & Performance Adjustment
Michael Britt	Instructor/Asst Band Dir	\$43,666	\$44,416	\$750	Salary	Equity & Performance Adjustment
David DeSeguirant	Associate Prof/Choral Dir	\$46,000	\$46,750	\$750	Salary	Equity & Performance Adjustment
Dan Dykema	Associate Prof/Chair	\$56,903	\$57,653	\$750	Salary	Equity & Performance Adjustment
Sarah Mickey	Instructor/Asst Band Dir	\$47,791	\$48,541	\$750	Salary	Equity & Performance Adjustment
John Paul Wilson	Assistant Prof/Band Dir	\$65,290	\$66,040	\$750	Salary	Equity & Performance Adjustment
Juping Wang	Associate Professor	\$42,158	\$43,158	\$1,000	Salary	Equity & Performance Adjustment
Zaidy Mohdzain	Professor/Dean	\$103,544	\$108,000	\$4,456	Salary	Equity & Performance Adjustment
Jamie Boyd	Assistant Professor	\$46,500	\$45,800	\$2,000	Salary	Equity & Performance Adjustment
George White	Assistant Professor	\$47,500	\$45,800	\$1,000	Salary	Equity & Performance Adjustment
Misty LaCour	Assistant Professor	\$45,000	\$46,500	\$1,500	Salary	Equity & Performance Adjustment
Catherine Dobbins	Assistant Professor	\$45,000	\$46,000	\$1,000	Salary	Equity & Performance Adjustment
Carla Bryant	Assistant Professor	\$45,000	\$46,000	\$1,000	Salary	Equity & Performance Adjustment
Alec Testa	Assistant Professor	\$45,000	\$46,000	\$1,000	Salary	Equity & Performance Adjustment
Pierre Boumtje	Associate Professor	\$47,526	\$55,500	\$7,974	Salary	Equity & Performance Adjustment
Caroline Neeley	Instructor	\$37,869	\$38,869	\$1,000	Salary	Equity & Performance Adjustment
Beth McDowell	Instructor	\$41,616	\$42,616	\$1,000	Salary	Equity & Performance Adjustment
Viktoriya Street	Instructor	\$38,893	\$43,393	\$3,000	Salary	Equity & Performance Adjustment
Kim Bloss	Professor/Dean	\$97,305	\$101,761	\$4,456	Salary	Equity & Performance Adjustment
Kathy Cole	Director of Online Learning	\$47,326	\$50,126	\$2,800	Salary	Equity & Performance Adjustment
Peggy Rogers	Public Service Librarian	\$35,017	\$36,817	\$1,800	Salary	Equity & Performance Adjustment
Bronwyn Sneed	Director of Financial Aid	\$53,882	\$56,882	\$3,000	Salary	Equity & Performance Adjustment
Judy Hines	Director of Health Services	\$63,080	\$70,080	\$7,000	Salary	Equity & Performance Adjustment
Aaron Street	Director of Communications	\$49,905	\$50,905	\$1,000	Salary	Equity & Performance Adjustment
Cledis Stuart	Assoc Dean of Multicultural	\$47,263	\$52,263	\$5,000	Salary	Equity & Performance Adjustment
Victor Duke	Asst Dir of Housing for Ope	\$28,801	\$33,801	\$5,000	Salary	Equity & Performance Adjustment
Bart Emerson	Assistant Director for Farm	\$39,474	\$41,974	\$2,500	Salary	Equity & Performance Adjustment

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Rusty Hayes	Director of Farm Oper/Rode	\$52,960	\$56,960	\$4,000	Salary	Equity & Performance Adjustment
Steven Gream	Instructor/Head Coach	\$43,860	\$45,860	\$2,000	Salary	Equity & Performance Adjustment
David Browning	Instructor/Head Coach	\$52,000	\$55,000	\$3,000	Salary	Equity & Performance Adjustment
Justin Pettigrew	Instructor/Asst Coach	\$40,000	\$42,000	\$2,000	Salary	Equity & Performance Adjustment

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas - FAY

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Abdullah, Keukeu/N.	Fiscal Support Specialist	27,360	27,770	410	salary	Classified Merit Increase based on performance
Abel, Chris/	Computer Support Specialist	48,496	49,587	1,091	salary	Classified Merit Increase based on performance
Adams, Betty/L.	Administrative Specialist I	19,232	19,520	288	salary	Classified Merit Increase based on performance
Adams, Stephanie/J.	HE Public Safety Dispatcher	26,255	26,649	394	salary	Classified Merit Increase based on performance
Adams, William/L.	Computer Support Specialist	42,982	43,304	322	salary	Classified Merit Increase based on performance
Aguayo, Jose/	Skilled Tradesman	43,087	43,410	323	salary	Classified Merit Increase based on performance
Ainley, Rosa/	Computer Support Specialist	42,847	43,811	964	salary	Classified Merit Increase based on performance
Akerman, Michael/	Systems Analyst	44,567	45,236	669	salary	Classified Merit Increase based on performance
Allee, Kaleb/	HEI Program Coordinator	31,640	32,115	475	salary	Classified Merit Increase based on performance
Allen, Keenan/L.	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Allred, Kenneth/Eugene	Heavy Equipment Operator	23,654	23,831	177	salary	Classified Merit Increase based on performance
Allred, Patricia/	Institutional Service Asst.	20,269	20,421	152	salary	Classified Merit Increase based on performance
Anand, Chaoba/Nikkie	Computer Support Technician	29,836	36,087	6,251	salary	Classified Merit Increase based on performance
Anders, Raymond/L.	Inventory Control Technician	21,204	21,363	159	salary	Classified Merit Increase based on performance
Anderson, Jesse/R.	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance
Anderson, Michelle/M.	Fiscal Support Analyst	33,992	34,502	510	salary	Classified Merit Increase based on performance
Andrews, Chad/S.	Administrative Supp.Supervisor	34,010	34,265	255	salary	Classified Merit Increase based on performance
Andrews, Jonathan/W.	Skilled Tradesman	50,880	51,262	382	salary	Classified Merit Increase based on performance
Andrus, Aria/M.	HEI Program Coordinator	31,327	31,797	470	salary	Classified Merit Increase based on performance
Arbuthnot, Brandon/E.	Accountant II	37,483	37,764	281	salary	Classified Merit Increase based on performance
Arens, Benjamin/Parker	Computer Support Technician	34,997	35,784	787	salary	Classified Merit Increase based on performance
Arnold, Cynthia/J.	Library Technician	22,264	22,598	334	salary	Classified Merit Increase based on performance
Atchley, Jennifer/D	Administrative Specialist III	30,708	31,399	691	salary	Classified Merit Increase based on performance
Augustine-Robinson, Reynelda/Elaine	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Ayala, Maria/Karina	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Babb Jr., Shelby/D.	Computer Support Specialist	43,410	44,061	651	salary	Classified Merit Increase based on performance
Bagirimvano, Jeffery/	Computer Support Specialist	36,265	36,809	544	salary	Classified Merit Increase based on performance
Baker, Diane/A.	Library Technician	22,264	22,765	501	salary	Classified Merit Increase based on performance
Baker, Steven/S.	Institutional Service Super.	21,137	21,296	159	salary	Classified Merit Increase based on performance
Baker, Thomas/R.	Institutional Service Super.	19,789	19,937	148	salary	Classified Merit Increase based on performance
Ball, Michael/W.	Skilled Tradesman	45,138	45,477	339	salary	Classified Merit Increase based on performance
Baltz, Catherine/Lynn	HEI Program Coordinator	31,384	32,090	706	salary	Classified Merit Increase based on performance
Barnett, Don/	Senior Software Supp Analyst	69,979	71,029	1,050	salary	Classified Merit Increase based on performance
Barron, Darrell/D.	Stationary Engineer	50,633	51,102	469	salary	Classified Merit Increase based on performance
Bartlett, Kathryn/L.	Fiscal Support Analyst	44,480	45,481	1,001	salary	Classified Merit Increase based on performance
Base, Jacqueline/Renee	Administrative Supp.Supervisor	28,626	29,270	644	salary	Classified Merit Increase based on performance
Beeler, Darlene/	Administrative Specialist III	27,700	28,323	623	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Behr, Russell/S.	Institutional Service Asst.	18,842	18,983	141	salary	Classified Merit Increase based on performance
Belcher, Elaine/Paulette	Administrative Supp.Supervisor	28,728	29,374	646	salary	Classified Merit Increase based on performance
Bell, Christopher/S.	Skilled Trades Helper	21,204	21,363	159	salary	Classified Merit Increase based on performance
Bell, Deean/Ray	Stationary Engineer	28,415	28,628	213	salary	Classified Merit Increase based on performance
Bell, Jeff/	Skilled Trades Supervisor	55,967	56,340	373	salary	Classified Merit Increase based on performance
Benton, Brandee/Lee O'Neill	Administrative Specialist II	22,264	22,431	167	salary	Classified Merit Increase based on performance
Bertschy, Kimberly/Rae	HE Public Safety Officer	37,073	37,351	278	salary	Classified Merit Increase based on performance
Bidwell, Michael/Charles	Skilled Tradesman	51,373	52,144	771	salary	Classified Merit Increase based on performance
Billingslea, David/Eugene	Institutional Service Asst.	16,998	17,125	127	salary	Classified Merit Increase based on performance
Billingslea, Mark/Clement	Skilled Tradesman	51,620	52,007	387	salary	Classified Merit Increase based on performance
Biondi, Kathie/A	Administrative Supp.Supervisor	34,344	35,117	773	salary	Classified Merit Increase based on performance
Bixby, Paul/W.	Systems Specialist	60,661	61,571	910	salary	Classified Merit Increase based on performance
Black, Angela/	Library Supervisor	29,836	30,507	671	salary	Classified Merit Increase based on performance
Blackburn, Kenta/Karon	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Blacksher, Rodney/Craig	Skilled Tradesman	34,429	34,945	516	salary	Classified Merit Increase based on performance
Blackwell, John/David	Buyer	37,041	37,597	556	salary	Classified Merit Increase based on performance
Blair, J./B.	Heavy Equipment Operator	23,634	23,811	177	salary	Classified Merit Increase based on performance
Blau, Trisha/M.	HEI Program Coordinator	31,506	32,215	709	salary	Classified Merit Increase based on performance
Bloomfield, Stacie/Denise	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Boddie, David/C.	Computer Support Technician	38,639	39,219	580	salary	Classified Merit Increase based on performance
Boothman, Terri/Renea Brumett	Administrative Specialist III	27,360	30,773	3,413	salary	Classified Merit Increase based on performance
Bowen, Bruce/Brent	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Bowen, Josh/	HE Public Safety Officer	33,915	34,169	254	salary	Classified Merit Increase based on performance
Bower, Dorine/Reed	Administrative Specialist II	25,500	26,074	574	salary	Classified Merit Increase based on performance
Bowerman, Anthony/J	Skilled Tradesman	51,867	52,256	389	salary	Classified Merit Increase based on performance
Bowerman, Diann/	Fiscal Support Technician	22,509	22,678	169	salary	Classified Merit Increase based on performance
Bowerman, Jeremy/J.	Skilled Tradesman	45,362	45,702	340	salary	Classified Merit Increase based on performance
Bowerman, Sheila/	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance
Bowers, Pam/	Financial Aid Analyst	33,997	34,252	255	salary	Classified Merit Increase based on performance
Bowlin, Janet/Leanda	Fiscal Support Analyst	40,113	41,016	903	salary	Classified Merit Increase based on performance
Bowman, Jesse/A.	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Boyd, Molly/D.	Editor	38,812	39,394	582	salary	Classified Merit Increase based on performance
Boys, Tucker/	Mail Services Assistant	21,854	22,018	164	salary	Classified Merit Increase based on performance
Boyster, David/Lawrence	Network Support Specialist	52,084	52,475	391	salary	Classified Merit Increase based on performance
Bradley, Jerrod/L.	Skilled Tradesman	39,677	39,975	298	salary	Classified Merit Increase based on performance
Brashear, Wayne/Lee	Occupation Safety Coordinator	38,054	38,910	856	salary	Classified Merit Increase based on performance
Brezinski, John/Leon	Computer Support Technician	29,836	30,060	224	salary	Classified Merit Increase based on performance
Brodnax, Gary/George	Institutional Service Asst.	24,157	24,338	181	salary	Classified Merit Increase based on performance
Bromberek, John/M.	Engineer Supervisor	57,350	57,780	430	salary	Classified Merit Increase based on performance
Brosius, June/	Administrative Specialist III	32,589	33,322	733	salary	Classified Merit Increase based on performance
Brown, Adam/L.	Computer Lab Technician	23,377	23,903	526	salary	Classified Merit Increase based on performance
Brown, Alice/Evelyn	Library Technician	30,180	30,633	453	salary	Classified Merit Increase based on performance
Brown, Amy/Rebecca	Library Supervisor	29,836	30,507	671	salary	Classified Merit Increase based on performance
Brown, Shermon/	Institutional Service Asst.	18,561	18,700	139	salary	Classified Merit Increase based on performance
Brugger, Tracy/E.	Administrative Specialist III	26,031	26,617	586	salary	Classified Merit Increase based on performance
Bruhn, Elizabeth/Ann	Institutional Service Asst.	19,924	20,073	149	salary	Classified Merit Increase based on performance
Brumley, Desiree/Marie	Registrar's Assistant	22,065	22,396	331	salary	Classified Merit Increase based on performance
Bryant, Lola/Margaret	Registrar's Assistant	21,524	21,685	161	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Bryant, Sandy/Faye	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Bryant, Timothy/J.	Heavy Equipment Operator	22,264	22,431	167	salary	Classified Merit Increase based on performance
Bugg, Andrea/G.	HE Public Safety Officer	36,890	37,167	277	salary	Classified Merit Increase based on performance
Burden, Julie/Lynn	Fiscal Support Analyst	36,060	36,330	270	salary	Classified Merit Increase based on performance
Burford, Denise/	Financial Aid Analyst	33,828	34,082	254	salary	Classified Merit Increase based on performance
Burkhart, Dustin/Wayne	Institutional Service Asst.	18,470	18,609	139	salary	Classified Merit Increase based on performance
Burleson, Andrea/Lynne	HEI Program Coordinator	31,327	31,797	470	salary	Classified Merit Increase based on performance
Burlison, Debbie/	Fiscal Support Specialist	32,305	32,547	242	salary	Classified Merit Increase based on performance
Burnett, P./Britton	Library Supervisor	29,836	30,507	671	salary	Classified Merit Increase based on performance
Burns, Gene/	Equipment Operator	26,181	26,770	589	salary	Classified Merit Increase based on performance
Byers, Colin/	Computer Operator	38,411	38,699	288	salary	Classified Merit Increase based on performance
Byers, Paul/Alan	Computer Support Specialist	45,027	45,702	675	salary	Classified Merit Increase based on performance
Byrd, Janette/Elaine Vaughan	Administrative Supp.Supervisor	28,611	29,255	644	salary	Classified Merit Increase based on performance
Byrd, Megan/Lin	Administrative Specialist II	22,264	22,431	167	salary	Classified Merit Increase based on performance
Cain, Marilyn/	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Calhoun, Catherine/Johanna	HEI Program Coordinator	33,256	33,755	499	salary	Classified Merit Increase based on performance
Callahan, Allon/Loyd	Library Supervisor	29,836	30,507	671	salary	Classified Merit Increase based on performance
Campbell, Kelly/A.	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Campbell, Paula/J.	Greenhouse Technician	23,634	24,166	532	salary	Classified Merit Increase based on performance
Canfield, Randy/	Skilled Tradesman	51,373	51,758	385	salary	Classified Merit Increase based on performance
Cantrell, Rance/	Administrative Specialist II	22,264	22,598	334	salary	Classified Merit Increase based on performance
Carpenter, Darryl/G.	Skilled Tradesman	51,373	51,758	385	salary	Classified Merit Increase based on performance
Carr, Coy/E.	Institutional Service Asst.	17,878	18,012	134	salary	Classified Merit Increase based on performance
Carr, Robin/R.	Associate Registrar	47,276	48,340	1,064	salary	Classified Merit Increase based on performance
Carrell, Ann/	Administrative Specialist I	20,887	21,200	313	salary	Classified Merit Increase based on performance
Carrell, Jeremy/R.	Institutional Service Asst.	19,875	20,024	149	salary	Classified Merit Increase based on performance
Carrell, Randall/	Senior Software Supp Analyst	70,929	71,993	1,064	salary	Classified Merit Increase based on performance
Carroll, Lennie/	Administrative Supp.Supervisor	43,177	44,148	971	salary	Classified Merit Increase based on performance
Carter, Kelly/Marie	HEI Program Coordinator	46,542	47,589	1,047	salary	Classified Merit Increase based on performance
Carter, Marshall/	HEI Program Coordinator	41,883	42,511	628	salary	Classified Merit Increase based on performance
Carter, Thomas/F.	Skilled Tradesman	51,373	51,758	385	salary	Classified Merit Increase based on performance
Casada, Judy/	Library Supervisor	29,836	30,507	671	salary	Classified Merit Increase based on performance
Caudle, Robert/L.	Maintenance Supervisor	39,563	40,156	593	salary	Classified Merit Increase based on performance
Ceniceros, Esteban/	HE Public Safety Officer	35,115	35,642	527	salary	Classified Merit Increase based on performance
Center, Teresa/Jo	Administrative Supp.Supervisor	30,050	30,726	676	salary	Classified Merit Increase based on performance
Chapman, Janice/Sue	Administrative Specialist II	30,661	31,351	690	salary	Classified Merit Increase based on performance
Chapman, John/Richard	Computer Support Technician	31,257	31,960	703	salary	Classified Merit Increase based on performance
Christophersen, Charles/R.	Maintenance Specialist	25,773	26,160	387	salary	Classified Merit Increase based on performance
Churchill, Lindy/	Payroll Services Specialist	29,836	30,507	671	salary	Classified Merit Increase based on performance
Circo, Joseph/J.	Institutional Service Super.	18,275	18,412	137	salary	Classified Merit Increase based on performance
Clanton, Christopher/S.	Computer Support Specialist	35,554	36,087	533	salary	Classified Merit Increase based on performance
Clark, John/	Mail Services Assistant	26,464	27,059	595	salary	Classified Merit Increase based on performance
Clark, Thomas/R	Commerical Graphic Artist	35,510	35,776	266	salary	Classified Merit Increase based on performance
Clay, Stacey/A.	Administrative Analyst	29,836	30,060	224	salary	Classified Merit Increase based on performance
Clevenger, Debbie/	Administrative Supp.Supervisor	34,344	34,859	515	salary	Classified Merit Increase based on performance
Clifton, Scott/K.	Institutional Service Asst.	21,110	21,268	158	salary	Classified Merit Increase based on performance
Cochrane, Claudia/S	Public Information Specialist	37,501	38,064	563	salary	Classified Merit Increase based on performance
Cody, Chad/D	Skilled Tradesman	50,633	51,013	380	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Cody, Rose/	Library Specialist	26,057	26,643	586	salary	Classified Merit Increase based on performance
Colbert, Jonnelle/A.	HEI Program Coordinator	31,797	32,512	715	salary	Classified Merit Increase based on performance
Cole II, Steven/	Software Support Specialist	32,384	32,627	243	salary	Classified Merit Increase based on performance
Cole, Pharanda/Sheren	Inventory Control Technician	21,204	21,363	159	salary	Classified Merit Increase based on performance
Conner, Kelly/L	Skilled Tradesman	50,880	51,262	382	salary	Classified Merit Increase based on performance
Conner, Treva/Trenna	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Conroy IV, William/J.	UAF Construction Coordinator	50,333	51,088	755	salary	Classified Merit Increase based on performance
Contant, Elaine/Gayle	Computer Support Technician	36,198	36,741	543	salary	Classified Merit Increase based on performance
Conway, Jeffrey/	Network Analyst	34,480	34,997	517	salary	Classified Merit Increase based on performance
Cook, Kyle/B.	UAF Construction Coordinator	48,960	49,694	734	salary	Classified Merit Increase based on performance
Cooksey Jr., Will/	Software Support Analyst	42,348	42,983	635	salary	Classified Merit Increase based on performance
Cookson, Tracy/	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Copeland, Randy/L.	Skilled Tradesman	45,138	45,815	677	salary	Classified Merit Increase based on performance
Counts, Jerry/Dean	Skilled Tradesman	51,867	52,256	389	salary	Classified Merit Increase based on performance
Counts, Rodney/D.	Skilled Tradesman	50,880	51,262	382	salary	Classified Merit Increase based on performance
Courteau, Caleb/Nathaniel	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Cowdrey, Brenda/Jean	Fiscal Support Specialist	29,595	29,817	222	salary	Classified Merit Increase based on performance
Cox, Patsy/Dilts	HR Specialist	27,923	28,551	628	salary	Classified Merit Increase based on performance
Craig, Julie/	Fiscal Support Technician	24,997	25,372	375	salary	Classified Merit Increase based on performance
Crain, Gary/W	HE Public Safety Commander II	60,410	60,863	453	salary	Classified Merit Increase based on performance
Crane, Logan/D.	HE Public Safety Officer	35,115	35,378	263	salary	Classified Merit Increase based on performance
Crates, Mark/David	Coordinator of Housekeeping	26,165	26,361	196	salary	Classified Merit Increase based on performance
Crawford, Julia/M.	Administrative Supp.Supervisor	35,584	36,385	801	salary	Classified Merit Increase based on performance
Creger, Patricia/	Institutional Service Asst.	18,935	19,077	142	salary	Classified Merit Increase based on performance
Crothers, Kathleen/A.	Computer Operator	42,111	42,427	316	salary	Classified Merit Increase based on performance
Crotser, Christopher/	Computer Support Specialist	36,265	36,809	544	salary	Classified Merit Increase based on performance
Crotser, Stacy/	Computer Support Specialist	41,157	41,774	617	salary	Classified Merit Increase based on performance
Culberson, Judy/	Library Specialist	42,953	43,592	639	salary	Classified Merit Increase based on performance
Culpepper, Jack/Rustin	Skilled Tradesman	29,836	30,284	448	salary	Classified Merit Increase based on performance
Cummings, Otis/E.	Institutional Service Super.	20,624	20,779	155	salary	Classified Merit Increase based on performance
Cunningham, Catherine/Lynn	HEI Program Coordinator	31,327	31,797	470	salary	Classified Merit Increase based on performance
Cunningham, David Scott/	Computer Support Specialist	36,809	37,637	828	salary	Classified Merit Increase based on performance
Curtis, J./Brian	Library Support Assistant	20,194	20,648	454	salary	Classified Merit Increase based on performance
Cypert Jr., Eugene/Boyd	Institutional Service Asst.	18,912	19,054	142	salary	Classified Merit Increase based on performance
Daehn, Nicholas/A.	Systems Specialist	51,081	51,847	766	salary	Classified Merit Increase based on performance
Dahiya, Nidhi/	Computer Support Technician	32,640	33,130	490	salary	Classified Merit Increase based on performance
Daniels, Johnny/L.	Stationary Engineer	40,471	40,775	304	salary	Classified Merit Increase based on performance
Danks, Robert/Jeffrey	Computer Operator	48,031	48,391	360	salary	Classified Merit Increase based on performance
Daub, Michael/A.	HE Public Safety Officer	41,347	41,657	310	salary	Classified Merit Increase based on performance
Davenport, Mary/	HEI Program Coordinator	31,327	32,032	705	salary	Classified Merit Increase based on performance
Davenport, Ronnie/	Fabrication Shop Manager	52,889	53,286	397	salary	Classified Merit Increase based on performance
Davis, Angie/	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Davis, Bonnie/G.	Senior Software Supp Analyst	68,969	70,004	1,035	salary	Classified Merit Increase based on performance
Davis, Clyde/T.	Skilled Tradesman	35,800	36,337	537	salary	Classified Merit Increase based on performance
Davis, Michael/E.	Software Support Analyst	42,343	43,296	953	salary	Classified Merit Increase based on performance
Davison, Keith/E.	Skilled Tradesman	37,392	37,672	280	salary	Classified Merit Increase based on performance
De Gomez, Martha/Menjivar	Institutional Service Asst.	18,935	19,077	142	salary	Classified Merit Increase based on performance
Dean, Christy/	Administrative Supp.Supervisor	30,959	31,656	697	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Deaton, John/P	Fiscal Support Analyst	37,323	37,883	560	salary	Classified Merit Increase based on performance
Deaton, Perry/	Skilled Tradesman	44,914	45,251	337	salary	Classified Merit Increase based on performance
Deaton, Victor/Arlis	Skilled Trades Foreman	58,295	58,732	437	salary	Classified Merit Increase based on performance
Deavens, Lonnie/	Systems Analyst	50,349	50,727	378	salary	Classified Merit Increase based on performance
Deffebaugh, Audrey/Ann	Coordinator of Housekeeping	26,683	26,883	200	salary	Classified Merit Increase based on performance
Deffebaugh, Kirk/D.	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Dehm, Catherine/A.	Financial Aid Analyst	36,438	36,985	547	salary	Classified Merit Increase based on performance
Diaz, Jorge/Luis Delgado	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Diercouff, Brian/Keith	Systems Analyst	60,639	61,094	455	salary	Classified Merit Increase based on performance
Disney, Natalie/Ann	Fiscal Support Analyst	33,992	34,502	510	salary	Classified Merit Increase based on performance
Dixon, Rhys/	Senior Software Supp Analyst	51,383	52,154	771	salary	Classified Merit Increase based on performance
Donaghe, Wanda/Lou	Administrative Specialist II	24,705	25,076	371	salary	Classified Merit Increase based on performance
Donahou, Danny/R.	Skilled Trades Foreman	40,557	40,861	304	salary	Classified Merit Increase based on performance
Donnelly, Catherine/Elizabeth	Administrative Specialist III	28,773	28,989	216	salary	Classified Merit Increase based on performance
Donnelly, Sharon/K.	Administrative Supp.Supervisor	30,501	31,187	686	salary	Classified Merit Increase based on performance
Doudna, Benjamin/A.	Skilled Tradesman	43,813	44,470	657	salary	Classified Merit Increase based on performance
Doyle, Erin/L	Systems Analyst	44,151	45,144	993	salary	Classified Merit Increase based on performance
Drane, Michael/E.	Skilled Trades Helper	21,204	21,363	159	salary	Classified Merit Increase based on performance
Drennon, Angie/	Administrative Specialist II	23,634	24,166	532	salary	Classified Merit Increase based on performance
Drummonds, Judith/F.	Fiscal Support Specialist	27,916	28,335	419	salary	Classified Merit Increase based on performance
Duffour, Andres/G.	Systems Specialist	46,285	47,326	1,041	salary	Classified Merit Increase based on performance
DuMontier, Laura/Irving	Fiscal Support Specialist	25,773	26,160	387	salary	Classified Merit Increase based on performance
Duncan, Vickie/D	Fiscal Support Specialist	28,326	28,963	637	salary	Classified Merit Increase based on performance
Dunigan, Lynne/E.	Fiscal Support Technician	22,840	23,183	343	salary	Classified Merit Increase based on performance
Eary, John/P.	Software Support Specialist	31,750	31,988	238	salary	Classified Merit Increase based on performance
Ebbing, Emily/	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Eddings, Michael/D.	Institutional Service Super.	21,295	21,455	160	salary	Classified Merit Increase based on performance
Edge, Heather/LeRae	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance
Edmondson, Allen/Clark	Administrative Specialist II	37,564	38,127	563	salary	Classified Merit Increase based on performance
Edwards Jr., Paul/L.	HE Public Safety Officer	35,639	35,906	267	salary	Classified Merit Increase based on performance
Edwards, Crandall/Doane	HE Public Safety Officer	34,597	34,856	259	salary	Classified Merit Increase based on performance
Edwards, Rosa/	Administrative Supp.Supervisor	28,728	29,374	646	salary	Classified Merit Increase based on performance
Ellenbecker, Tamara/O.	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Emerson Jr., Samuel/H.	Buyer Supervisor	40,032	40,632	600	salary	Classified Merit Increase based on performance
Empsal, Kyle/L.	Institutional Service Asst.	16,998	17,125	127	salary	Classified Merit Increase based on performance
Enzor, Gary/James	Skilled Tradesman	34,713	34,973	260	salary	Classified Merit Increase based on performance
Estes, Scott/K.	Software Support Analyst	46,920	47,624	704	salary	Classified Merit Increase based on performance
Ewing, Eric/	Skilled Tradesman	29,836	30,507	671	salary	Classified Merit Increase based on performance
Falkner, Christopher/A.	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Falkner, John/C.	Skilled Trades Supervisor	54,191	54,597	406	salary	Classified Merit Increase based on performance
Farriester, Jimmie/L.	Skilled Tradesman	51,620	52,007	387	salary	Classified Merit Increase based on performance
Faulkner, Don/	Security Analyst	49,450	50,192	742	salary	Classified Merit Increase based on performance
Featherston, Tommi/L.	Administrative Specialist III	28,393	29,032	639	salary	Classified Merit Increase based on performance
Fennel, Tarri/G	Administrative Supp.Supervisor	33,962	34,726	764	salary	Classified Merit Increase based on performance
Ferguson, Ellen/Ann	Buyer	39,172	40,053	881	salary	Classified Merit Increase based on performance
Ferguson, Kim/B.	Legal Support Specialist	27,062	27,265	203	salary	Classified Merit Increase based on performance
Fincher, Charles/M.	Inventory Control Technician	22,509	22,678	169	salary	Classified Merit Increase based on performance
Fink, Kristy/Lynn	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Finley, Mary/J.	Administrative Specialist III	26,160	26,749	589	salary	Classified Merit Increase based on performance
Fisher, Betty/L.	Institutional Service Asst.	21,309	21,629	320	salary	Classified Merit Increase based on performance
Fisher, Terri/M.	Administrative Analyst	32,190	32,914	724	salary	Classified Merit Increase based on performance
Fitts, Billy/Wayne	Skilled Tradesman	51,126	51,893	767	salary	Classified Merit Increase based on performance
Fitzpatrick, Barbara/Ellen	Administrative Specialist III	28,115	28,748	633	salary	Classified Merit Increase based on performance
Flack, Brande/Michelle	HEI Program Coordinator	31,327	32,032	705	salary	Classified Merit Increase based on performance
Fletcher, Andy/	Buyer Supervisor	49,281	50,390	1,109	salary	Classified Merit Increase based on performance
Fondren, Nancy/A.	Administrative Supp.Supervisor	33,070	33,814	744	salary	Classified Merit Increase based on performance
Ford III, Alex/	Skilled Trades Foreman	55,291	55,706	415	salary	Classified Merit Increase based on performance
Foster, Brenda/S.	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Foster, Gregory/S.	HE Public Safety Supervisor	42,083	42,399	316	salary	Classified Merit Increase based on performance
Foxworth, Allison/Kendall	Administrative Supp.Supervisor	27,102	27,712	610	salary	Classified Merit Increase based on performance
Francis, Nicole/Lynn	Administrative Supp.Supervisor	27,062	27,468	406	salary	Classified Merit Increase based on performance
Frazier, Tony/E.	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Freeland, Cheri/D.	Fiscal Support Specialist	25,773	26,160	387	salary	Classified Merit Increase based on performance
Freeman, Austin/J.	Athletic Facilities Supervisor	26,057	26,448	391	salary	Classified Merit Increase based on performance
Freeman, Shannan/Kaye	Administrative Specialist II	22,264	22,431	167	salary	Classified Merit Increase based on performance
French, Sendra/Kay	Maintenance Supervisor	32,741	33,232	491	salary	Classified Merit Increase based on performance
Friend, Eric/E	Fiscal Support Supervisor	45,124	45,801	677	salary	Classified Merit Increase based on performance
Frye, Lisa/	Administrative Supp.Supervisor	28,728	29,374	646	salary	Classified Merit Increase based on performance
Gahagans, Phillip/Sean	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Galbraith, Georgeta/Bordanea	UAF Construction Coordinator	52,887	53,680	793	salary	Classified Merit Increase based on performance
Galeano, Ruben/	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Gallagher, Patrick/M.	Personnel Manager	39,983	40,283	300	salary	Classified Merit Increase based on performance
Gallaher, Sheri/L.	Library Supervisor	40,480	41,391	911	salary	Classified Merit Increase based on performance
Gambill, Gregory/K.	Skilled Tradesman	46,712	47,413	701	salary	Classified Merit Increase based on performance
Gardner, Linda/E.	Administrative Supp.Supervisor	28,728	29,374	646	salary	Classified Merit Increase based on performance
Gardner, Scott/McLane	Network Support Specialist	46,795	47,848	1,053	salary	Classified Merit Increase based on performance
Garner, Felicia/R.	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Garner, Trent/	Computer Support Specialist	39,105	39,692	587	salary	Classified Merit Increase based on performance
Garrett, Aaron/Lee	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Gatlin, Melissa/	Library Specialist	34,844	35,367	523	salary	Classified Merit Increase based on performance
Gendreau, Carol/R.	Administrative Specialist I	23,920	24,099	179	salary	Classified Merit Increase based on performance
Gentry, Ruth/Ann	Library Specialist	24,546	25,098	552	salary	Classified Merit Increase based on performance
George, Mary/Ellen	Fiscal Support Specialist	27,360	27,770	410	salary	Classified Merit Increase based on performance
George, Patty/	Library Specialist	24,546	24,914	368	salary	Classified Merit Increase based on performance
Gibson, David/A.	Systems Analyst	47,172	48,233	1,061	salary	Classified Merit Increase based on performance
Gibson, Mary Lynn/	Administrative Specialist III	28,894	29,544	650	salary	Classified Merit Increase based on performance
Gilbert, LeonNa/	Administrative Specialist II	23,818	23,997	179	salary	Classified Merit Increase based on performance
Gilbert, Shakira/Renee	Admissions Analyst	22,264	22,765	501	salary	Classified Merit Increase based on performance
Gillespie, Dawn/	Human Resources Assistant	23,377	23,552	175	salary	Classified Merit Increase based on performance
Gillow, Kim/	Research Assistant	25,773	26,353	580	salary	Classified Merit Increase based on performance
Gilstrap, Juana/C.	Systems Specialist	54,916	55,740	824	salary	Classified Merit Increase based on performance
Glisson, Anna/B	Administrative Specialist II	24,827	25,199	372	salary	Classified Merit Increase based on performance
Glisson, Jackie/L.	Skilled Tradesman	44,911	45,248	337	salary	Classified Merit Increase based on performance
Golden, Gale/Clower	Library Supervisor	30,135	30,587	452	salary	Classified Merit Increase based on performance
Golden, Gerald/	Systems Specialist	67,174	67,678	504	salary	Classified Merit Increase based on performance
Gomez, Marcelo/	Institutional Service Asst.	18,935	19,077	142	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Goodson, Wenoah/	Warehouse Manager	30,164	30,616	452	salary	Classified Merit Increase based on performance
Gordon Jr., Leonard/Joseph	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Gragg, Darrick/Allen	Skilled Tradesman	38,712	39,002	290	salary	Classified Merit Increase based on performance
Gragg, Rick/A	Skilled Trades Foreman	57,735	59,034	1,299	salary	Classified Merit Increase based on performance
Gragg, Stephanie/Dawn	Administrative Specialist II	23,634	24,166	532	salary	Classified Merit Increase based on performance
Graham, Phyllis/	Fiscal Support Technician	23,397	23,572	175	salary	Classified Merit Increase based on performance
Graves, James/Dwayne	Equipment Mechanic	23,377	23,903	526	salary	Classified Merit Increase based on performance
Gray, Brian/A.	Skilled Tradesman	50,880	51,643	763	salary	Classified Merit Increase based on performance
Green, Daniel/R.	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Grider, Gabriel/Harris	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Griffin, Erin/C.	Computer Operator	28,415	31,491	3,076	salary	Classified Merit Increase based on performance
Griffith, John/B	Institutional Service Asst.	24,145	24,326	181	salary	Classified Merit Increase based on performance
Grippe, Anna Marie/	Administrative Specialist III	27,360	27,565	205	salary	Classified Merit Increase based on performance
Grossberger, Cecilia/	Editor	35,433	36,230	797	salary	Classified Merit Increase based on performance
Guirt-Phillips, Martha/Litton	Administrative Specialist III	27,360	27,770	410	salary	Classified Merit Increase based on performance
Guist, Jered/M.	Computer Support Technician	34,780	35,302	522	salary	Classified Merit Increase based on performance
Habib, Najma/	Website Developer	34,538	35,315	777	salary	Classified Merit Increase based on performance
Hackett, Cody/W.	Library Specialist	24,546	25,098	552	salary	Classified Merit Increase based on performance
Haines, Bryan/L.	HE Public Safety Supervisor	40,437	40,740	303	salary	Classified Merit Increase based on performance
Hall, Nina/M.	Inventory Control Technician	26,137	26,333	196	salary	Classified Merit Increase based on performance
Hamilton, Carmen/R.	Administrative Supp.Supervisor	31,897	32,375	478	salary	Classified Merit Increase based on performance
Hamilton, James/A.	Skilled Tradesman	44,696	45,031	335	salary	Classified Merit Increase based on performance
Hancock, Sandra/Lynn	Fiscal Support Analyst	38,238	39,098	860	salary	Classified Merit Increase based on performance
Hankins, Mark/A	Athletic Facilities Supervisor	26,057	26,252	195	salary	Classified Merit Increase based on performance
Harp, Tom/	Architectural Draftsman	42,749	43,390	641	salary	Classified Merit Increase based on performance
Harriman, Gordon/	Skilled Trades Supervisor	54,191	54,597	406	salary	Classified Merit Increase based on performance
Harriman, Michael/I	Skilled Tradesman	50,633	51,392	759	salary	Classified Merit Increase based on performance
Harris, Becky/	Fiscal Support Specialist	25,773	26,353	580	salary	Classified Merit Increase based on performance
Harris, Dana/M.	Administrative Supp.Supervisor	33,232	33,980	748	salary	Classified Merit Increase based on performance
Harris, John/W.	Computer Support Technician	52,162	52,553	391	salary	Classified Merit Increase based on performance
Harris, Mike/S.	Registrar's Assistant	20,898	25,647	4,749	salary	Classified Merit Increase based on performance
Hart, Melynda/	Administrative Supp.Supervisor	30,056	30,732	676	salary	Classified Merit Increase based on performance
Hartford, Hershel/R.	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Hartford, Mary Ellen/	Administrative Specialist III	29,798	30,468	670	salary	Classified Merit Increase based on performance
Hartman, Peter/Jerome	Radio Program Director	36,358	37,176	818	salary	Classified Merit Increase based on performance
Hartsell, Lynaire/	Library Supervisor	33,291	32,268	(1,023)	salary	Classified Merit Increase based on performance
Hartsell, Lynaire/	Library Supervisor	33,291	33,790	499	salary	Classified Merit Increase based on performance
Hassell, Hollie/Lynette	Fiscal Support Specialist	25,773	25,966	193	salary	Classified Merit Increase based on performance
Hatcher, Roy/E.	Computer Lab Technician	23,377	23,728	351	salary	Classified Merit Increase based on performance
Hatfield, Jennifer/Lee	Administrative Specialist III	27,360	27,770	410	salary	Classified Merit Increase based on performance
Hattabaugh, Rosa/L.	Administrative Analyst	29,836	30,507	671	salary	Classified Merit Increase based on performance
Hawley Jr., Don/	Mail Services Assistant	18,316	18,453	137	salary	Classified Merit Increase based on performance
Hayes, Lyle/E.	Skilled Tradesman	36,012	36,282	270	salary	Classified Merit Increase based on performance
Heath, Nora/B.	Institutional Service Asst.	23,017	23,190	173	salary	Classified Merit Increase based on performance
Hefley, Dawn/Marie	Administrative Supp.Supervisor	33,741	34,247	506	salary	Classified Merit Increase based on performance
Hefley, Travis/Scott	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Hefner, Carla/	Systems Analyst	44,589	45,258	669	salary	Classified Merit Increase based on performance
Heinzel, Pamela/Jean	Computer Operator	28,415	29,054	639	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Hemphill, Kenneth/J.	Institutional Service Asst.	19,026	19,169	143	salary	Classified Merit Increase based on performance
Henriksen, Katy/	Public Information Specialist	31,327	32,032	705	salary	Classified Merit Increase based on performance
Henry, Roger/Glenn	Computer Support Specialist	43,625	43,952	327	salary	Classified Merit Increase based on performance
Henslee, Leslie/Brandon	Systems Analyst	49,735	50,854	1,119	salary	Classified Merit Increase based on performance
Herbert, Wallace/Lawrence	Skilled Trades Helper	21,179	21,338	159	salary	Classified Merit Increase based on performance
Hernandez, Roselea/	Fiscal Support Specialist	28,055	28,686	631	salary	Classified Merit Increase based on performance
Herrington, Mary/F.	Administrative Analyst	41,793	42,733	940	salary	Classified Merit Increase based on performance
Herron, Larry/D.	Heavy Equipment Operator	23,634	23,811	177	salary	Classified Merit Increase based on performance
Hickey, John/W.	Computer Support Specialist	35,554	36,354	800	salary	Classified Merit Increase based on performance
Hickman, Linda/J.	Administrative Specialist II	36,467	37,288	821	salary	Classified Merit Increase based on performance
Hicks, Carolyn/S.	Coordinator of Housekeeping	25,608	25,800	192	salary	Classified Merit Increase based on performance
Hill, Carol/S.	HEI Program Coordinator	33,256	33,505	249	salary	Classified Merit Increase based on performance
Hill, Jeanette/C.	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Hill, Paul/D	Skilled Tradesman	51,373	52,144	771	salary	Classified Merit Increase based on performance
Hill, Virginia/Faye	Administrative Specialist II	23,997	24,177	180	salary	Classified Merit Increase based on performance
Hine, Peter/	Systems Specialist	49,782	50,529	747	salary	Classified Merit Increase based on performance
Hitt, Carl/P.	Administrative Specialist III	44,216	45,211	995	salary	Classified Merit Increase based on performance
Ho, Luan/	Computer Support Specialist	36,265	37,081	816	salary	Classified Merit Increase based on performance
Holimon, Anne-Marie/	Administrative Supp.Supervisor	28,728	29,374	646	salary	Classified Merit Increase based on performance
Holmes, Erin/Renee	Financial Aid Analyst	35,197	35,461	264	salary	Classified Merit Increase based on performance
Holt, Lee/Anson	Shipping & Receiving Clerk	19,444	19,881	437	salary	Classified Merit Increase based on performance
Honeycutt, Mary/Margaret	Accountant II	38,793	39,084	291	salary	Classified Merit Increase based on performance
Hooper, Cathy/	Library Specialist	42,043	42,989	946	salary	Classified Merit Increase based on performance
Hooper, Michael/K.	Administrative Supp.Supervisor	26,531	26,929	398	salary	Classified Merit Increase based on performance
Hopkins, Ricky/E	Skilled Tradesman	51,373	51,758	385	salary	Classified Merit Increase based on performance
Horne, Sarah/L.	Administrative Specialist II	22,264	22,598	334	salary	Classified Merit Increase based on performance
Hottinger, Chris/	Financial Aid Analyst	37,160	37,439	279	salary	Classified Merit Increase based on performance
Hout, Priscilla/H.	Administrative Supp.Supervisor	28,728	29,374	646	salary	Classified Merit Increase based on performance
Howard, Connie/J.	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Howard, Jason/	Administrative Specialist I	19,232	19,376	144	salary	Classified Merit Increase based on performance
Howard, Loyd/D.	Stationary Engineer	50,880	51,643	763	salary	Classified Merit Increase based on performance
Huddler, Kathryn/	HE Public Safety Commander III	59,423	60,314	891	salary	Classified Merit Increase based on performance
Hudson, Bradley/Keith	Institutional Service Asst.	18,039	18,174	135	salary	Classified Merit Increase based on performance
Hudson, Daniel/J.	Occupation Safety Coordinator	31,327	31,797	470	salary	Classified Merit Increase based on performance
Hudson, Michael/D.	Institutional Service Asst.	19,066	19,209	143	salary	Classified Merit Increase based on performance
Hughes, Rodney/D.	Skilled Trades Foreman	58,070	58,506	436	salary	Classified Merit Increase based on performance
Hulse, Geoffrey/L.	Logistics Manager	30,806	31,268	462	salary	Classified Merit Increase based on performance
Humphres, Scott/Anthony	Heavy Equipment Operator	22,264	22,431	167	salary	Classified Merit Increase based on performance
Hunt, Glennia/J.	Administrative Supp.Supervisor	33,147	33,644	497	salary	Classified Merit Increase based on performance
Hunter, Brenda/G	Associate Registrar	51,907	52,686	779	salary	Classified Merit Increase based on performance
Huskey, Susan/	Administrative Supp.Supervisor	33,577	34,332	755	salary	Classified Merit Increase based on performance
Hutchinson, Amber/O.	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Ingels, Linda/M	Administrative Supp.Supervisor	35,753	36,557	804	salary	Classified Merit Increase based on performance
Ingle, Bobby/R.	HE Public Safety Supervisor	39,789	40,087	298	salary	Classified Merit Increase based on performance
Ingram, Jan/	Administrative Supp.Supervisor	31,583	35,523	3,940	salary	Classified Merit Increase based on performance
Isfalt, Anna/S.	HEI Program Coordinator	31,327	31,797	470	salary	Classified Merit Increase based on performance
Jackson III, John Paul/	Computer Operator	28,415	28,628	213	salary	Classified Merit Increase based on performance
Jackson, Jimmy/Ray	Library Supervisor	29,836	30,284	448	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
James, Becky/	Fiscal Support Specialist	25,773	25,966	193	salary	Classified Merit Increase based on performance
Jardon, Martin/	Administrative Specialist III	29,016	29,669	653	salary	Classified Merit Increase based on performance
Jedlicka, Regena/Lynn	Administrative Analyst	33,747	34,506	759	salary	Classified Merit Increase based on performance
Jenkins, Heather/M.	Website Developer	34,538	35,056	518	salary	Classified Merit Increase based on performance
Johnson Gahagans, Shelly/Ann	HEI Program Coordinator	31,327	32,032	705	salary	Classified Merit Increase based on performance
Johnson, Bridgette/L.	Accountant II	39,760	40,655	895	salary	Classified Merit Increase based on performance
Johnson, Camille/	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Johnson, Donna/F.	Administrative Supp.Supervisor	30,062	30,738	676	salary	Classified Merit Increase based on performance
Johnson, Dovie/M.	HEI Program Coordinator	36,106	36,648	542	salary	Classified Merit Increase based on performance
Johnson, Hannah/Lynn	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Johnson, Leslie/R.	Administrative Specialist II	23,634	24,166	532	salary	Classified Merit Increase based on performance
Johnson, Paul/	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Johnson, Paula/E.	Fiscal Support Supervisor	41,055	41,363	308	salary	Classified Merit Increase based on performance
Johnson, Philip/A.	Skilled Trades Helper	21,204	21,363	159	salary	Classified Merit Increase based on performance
Johnson-Mertz, Janet/L.	Administrative Specialist III	27,360	27,770	410	salary	Classified Merit Increase based on performance
Johnston, Heidi/A.	Fiscal Support Specialist	25,773	26,160	387	salary	Classified Merit Increase based on performance
Jones, Adam/R.	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Jones, Jeannine/Michele	HE Public Safety Officer	33,915	34,424	509	salary	Classified Merit Increase based on performance
Jongewaard, Asa/J.	Skilled Tradesman	45,032	45,370	338	salary	Classified Merit Increase based on performance
Jordan, Rhonda/Jean	Administrative Supp.Supervisor	32,814	33,552	738	salary	Classified Merit Increase based on performance
Jorgensen, Heather/	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Kalio, Dison/Ioanis	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Kaney, Denny/Ray	Skilled Tradesman	50,633	51,392	759	salary	Classified Merit Increase based on performance
Karnes, Natalia/G.	Administrative Specialist II	23,634	24,166	532	salary	Classified Merit Increase based on performance
Kearney, Bill/E.	Institutional Service Super.	20,141	20,443	302	salary	Classified Merit Increase based on performance
Keeney, Joe/	Skilled Tradesman	51,867	52,256	389	salary	Classified Merit Increase based on performance
Keirn, Dwayne/	Warehouse Specialist	31,619	32,093	474	salary	Classified Merit Increase based on performance
Kelley, Brian/R.	Library Support Assistant	20,194	20,497	303	salary	Classified Merit Increase based on performance
Kelly, Jessica/Elizabeth	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Kelly, Matthew/Edward	Library Support Assistant	20,194	20,648	454	salary	Classified Merit Increase based on performance
Kennedy, Bobbie/G.	Fiscal Support Specialist	27,641	28,056	415	salary	Classified Merit Increase based on performance
Kennedy, Caitlin/Aine	Library Specialist	24,546	25,098	552	salary	Classified Merit Increase based on performance
Kilgore, Catherine/Marie	Fiscal Support Specialist	27,360	27,565	205	salary	Classified Merit Increase based on performance
Killion, Kim/B.	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance
King, Dee/W	Skilled Tradesman	51,867	52,256	389	salary	Classified Merit Increase based on performance
Kinzer Jr., James/Edward	Maintenance Supervisor	39,591	39,888	297	salary	Classified Merit Increase based on performance
Kirk, Kathy/M.	Administrative Supp.Supervisor	27,920	28,339	419	salary	Classified Merit Increase based on performance
Knapp, Marilyn/	Administrative Specialist III	28,873	29,306	433	salary	Classified Merit Increase based on performance
Knight, Jeffrey/N.	Skilled Tradesman	51,126	51,509	383	salary	Classified Merit Increase based on performance
Koetter, Page/R.	Institutional Service Asst.	19,334	19,479	145	salary	Classified Merit Increase based on performance
Komlos, Linda/	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Kopp, Ryan/Mark	Media Specialist	31,484	31,720	236	salary	Classified Merit Increase based on performance
Kramer, Natalie/April	Skilled Tradesman	38,531	39,109	578	salary	Classified Merit Increase based on performance
Kratchmer, Michael/D.	Computer Support Specialist	38,754	39,045	291	salary	Classified Merit Increase based on performance
Krisnowich Jr., Walter/F.	Mail Services Assistant	19,491	19,783	292	salary	Classified Merit Increase based on performance
Krodell, Christopher/Brent	HE Public Safety Officer	34,426	34,684	258	salary	Classified Merit Increase based on performance
Kronenberger, Jonah/Ray	Computer Support Technician	33,804	34,311	507	salary	Classified Merit Increase based on performance
Krotke, Karl/R.	Computer Support Specialist	36,265	36,809	544	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Kruse, Lori/L.	Administrative Supp.Supervisor	28,728	29,374	646	salary	Classified Merit Increase based on performance
Kulczak, Lisa/	Associate Registrar	44,567	45,236	669	salary	Classified Merit Increase based on performance
Kvamme, JoAnn/C.	Administrative Specialist III	27,360	27,976	616	salary	Classified Merit Increase based on performance
Lachino, Erika/Yolanda	Institutional Service Asst.	18,921	19,205	284	salary	Classified Merit Increase based on performance
Lachino, M./Leonor	Institutional Service Asst.	19,334	19,479	145	salary	Classified Merit Increase based on performance
Lachino, Oralia/	Institutional Service Asst.	18,888	19,030	142	salary	Classified Merit Increase based on performance
Lackey, Beverly/	Admissions Analyst	22,264	22,431	167	salary	Classified Merit Increase based on performance
Lacy, David/S.	Mail Services Coordinator	21,437	21,919	482	salary	Classified Merit Increase based on performance
Lancaster, Linda/	Fiscal Support Analyst	32,942	33,436	494	salary	Classified Merit Increase based on performance
Lane, Ronnie/D.	Landscape Specialist	26,552	26,950	398	salary	Classified Merit Increase based on performance
Langham, Rickey/L	Skilled Trades Supervisor	55,243	55,657	414	salary	Classified Merit Increase based on performance
Lasner, Paula/	Administrative Analyst	34,375	35,148	773	salary	Classified Merit Increase based on performance
Lawson, Daniel/A.	Systems Specialist	46,285	46,979	694	salary	Classified Merit Increase based on performance
Lawson, Lee Ann/	Administrative Supp.Supervisor	27,062	27,468	406	salary	Classified Merit Increase based on performance
Le, Tonya/	Institutional Service Asst.	20,072	20,223	151	salary	Classified Merit Increase based on performance
Lee, Mary/R.	Library Technician	22,264	22,598	334	salary	Classified Merit Increase based on performance
Leming, Patricia/I	Coordinator of Housekeeping	27,084	27,287	203	salary	Classified Merit Increase based on performance
Lewis, John/T.	Network Support Analyst	41,941	42,256	315	salary	Classified Merit Increase based on performance
Lewis, K./	Administrative Specialist I	19,328	19,473	145	salary	Classified Merit Increase based on performance
Libbert, Lori/L.	Administrative Specialist III	28,140	28,773	633	salary	Classified Merit Increase based on performance
Lindsey, Lisa/Renee	Library Technician	22,264	22,765	501	salary	Classified Merit Increase based on performance
Lingelbach, Dawn/A.	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Linn, Nina/K.	Registrar's Assistant	23,418	23,769	351	salary	Classified Merit Increase based on performance
Little, Lisa/D.	Library Technician	22,264	22,598	334	salary	Classified Merit Increase based on performance
London, Jacob/R	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Long, Mike/	Skilled Tradesman	45,138	45,477	339	salary	Classified Merit Increase based on performance
Longar, Richard/F.	Skilled Trades Helper	21,204	21,363	159	salary	Classified Merit Increase based on performance
Lovett, Gregory/D.	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Luchkina, Claire/Marie	Administrative Specialist II	22,264	26,929	4,665	salary	Classified Merit Increase based on performance
Ludlow, Donna/C.	Administrative Specialist III	28,182	28,393	211	salary	Classified Merit Increase based on performance
Lukas, Lynne/Marie	Cashier	21,204	25,458	4,254	salary	Classified Merit Increase based on performance
Lukens, Allison/L.	Administrative Supp.Supervisor	26,531	27,128	597	salary	Classified Merit Increase based on performance
Lundgren, Carrie/L.	Fiscal Support Specialist	28,144	28,777	633	salary	Classified Merit Increase based on performance
Luper, Donald/L	Skilled Trades Foreman	57,773	58,206	433	salary	Classified Merit Increase based on performance
Luper, Lonnie/Lee	Skilled Tradesman	50,633	51,392	759	salary	Classified Merit Increase based on performance
Luper, Randy/D.	Skilled Tradesman	51,373	51,758	385	salary	Classified Merit Increase based on performance
Lupton, Paul/	Skilled Trades Helper	30,088	30,314	226	salary	Classified Merit Increase based on performance
Lynch, Travis/F.	Computer Lab Technician	23,377	23,552	175	salary	Classified Merit Increase based on performance
Madewell, Georgette/	Fiscal Support Analyst	43,711	44,367	656	salary	Classified Merit Increase based on performance
Madison Jr., Henry/Leroy	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Magar, Lori/	Administrative Supp.Supervisor	29,479	29,921	442	salary	Classified Merit Increase based on performance
Mahan, Marshall/A.	HE Public Safety Supervisor	40,255	40,557	302	salary	Classified Merit Increase based on performance
Manley, Michael/Floyd	Skilled Tradesman	41,506	41,817	311	salary	Classified Merit Increase based on performance
Marchese, Jaime/Lea Anne	Administrative Specialist III	25,998	26,583	585	salary	Classified Merit Increase based on performance
Martin, Carla/	Information Systems Analyst	40,495	41,102	607	salary	Classified Merit Increase based on performance
Martin, Vicki/Lynn	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Mathews, Carl/	Software Support Analyst	51,816	52,205	389	salary	Classified Merit Increase based on performance
Maton Jr., Arthur/L.	Warehouse Manager	32,606	33,340	734	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Matthews, Kathy/L.	Administrative Specialist II	22,264	22,431	167	salary	Classified Merit Increase based on performance
Matthews, Mike/Jonathan	Mail Services Assistant	21,122	21,280	158	salary	Classified Merit Increase based on performance
McAnelly, Charla/Ann	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
McAtee, Jeremy/J.	Skilled Tradesman	50,880	51,643	763	salary	Classified Merit Increase based on performance
McCall, Richard/Allen	Heavy Equipment Operator	23,634	23,989	355	salary	Classified Merit Increase based on performance
McCartney, James/R	Senior Software Supp Analyst	68,102	69,124	1,022	salary	Classified Merit Increase based on performance
McClain, Steve/	Administrative Analyst	33,825	34,079	254	salary	Classified Merit Increase based on performance
McClelland, Daniel/V.	Computer Support Technician	31,936	32,415	479	salary	Classified Merit Increase based on performance
McCollum, Diane/Lynn	Systems Analyst	49,447	49,818	371	salary	Classified Merit Increase based on performance
McCollum, Gerald/Wayne	Computer Support Technician	41,072	41,380	308	salary	Classified Merit Increase based on performance
McCoy, Craig/M.	Skilled Tradesman	46,032	46,377	345	salary	Classified Merit Increase based on performance
McCoy, Deloris/	Fiscal Support Specialist	28,144	28,777	633	salary	Classified Merit Increase based on performance
McCoy, Tom/	Skilled Tradesman	51,620	52,007	387	salary	Classified Merit Increase based on performance
McCrary, Brenda/	Administrative Specialist I	22,362	22,697	335	salary	Classified Merit Increase based on performance
McDonald, Gary/Paul	Systems Analyst	41,159	41,468	309	salary	Classified Merit Increase based on performance
McDonald, Mitchell/Lee	Computer Operator	28,415	28,628	213	salary	Classified Merit Increase based on performance
McDowell, Terry/Ray	Systems Analyst	44,567	45,236	669	salary	Classified Merit Increase based on performance
McKee, Alice/Mayo	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
McKinney, Debbie/Smith	HE Public Safety Dispatcher	24,209	25,006	797	salary	Classified Merit Increase based on performance
McKnight, Griffin/R.	Fiscal Support Analyst	34,466	34,983	517	salary	Classified Merit Increase based on performance
McLaughlin, Karen/A.	Administrative Specialist III	27,360	27,770	410	salary	Classified Merit Increase based on performance
McLeroy, June/	Fiscal Support Specialist	27,603	28,017	414	salary	Classified Merit Increase based on performance
McLoud, Dwight/Alvin	Skilled Tradesman	51,620	52,007	387	salary	Classified Merit Increase based on performance
McNully, Bruce/	Skilled Trades Supervisor	54,454	54,862	408	salary	Classified Merit Increase based on performance
McNutt, Clint/	Systems Analyst	42,612	43,571	959	salary	Classified Merit Increase based on performance
Melahn, Dianne/	Fiscal Support Specialist	27,761	28,177	416	salary	Classified Merit Increase based on performance
Melson, Kathie/	Fiscal Support Specialist	28,196	28,407	211	salary	Classified Merit Increase based on performance
Meringolo-Friday, Lisa/	Administrative Specialist III	27,360	27,770	410	salary	Classified Merit Increase based on performance
Meyer, Steven/B.	HE Public Safety Officer	47,434	48,146	712	salary	Classified Merit Increase based on performance
Meyers, Lew/	Records Management Analyst	29,618	30,062	444	salary	Classified Merit Increase based on performance
Micheletto, Jackie/	Fiscal Support Analyst	31,564	32,274	710	salary	Classified Merit Increase based on performance
Miller, Mike/	Admissions Analyst	22,264	22,431	167	salary	Classified Merit Increase based on performance
Milligan, Lisa/A.	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance
Mills, Matthew/R.	HE Public Safety Commander II	45,016	45,354	338	salary	Classified Merit Increase based on performance
Mills, Rocky/N.	Computer Support Technician	29,836	30,060	224	salary	Classified Merit Increase based on performance
Milner, James/Patrick	UAF Construction Coordinator	56,389	57,235	846	salary	Classified Merit Increase based on performance
Misamore, Marla/K.	Administrative Analyst	29,836	30,507	671	salary	Classified Merit Increase based on performance
Moix, Laura/	HEI Program Coordinator	33,703	34,461	758	salary	Classified Merit Increase based on performance
Moler, Diane/J.	Fiscal Support Specialist	27,650	28,065	415	salary	Classified Merit Increase based on performance
Moler, Robert/Lee	Skilled Tradesman	44,028	44,358	330	salary	Classified Merit Increase based on performance
Montgomery, Carl/C.	Heavy Equipment Operator	22,264	22,431	167	salary	Classified Merit Increase based on performance
Moore, Amy/	Administrative Specialist III	28,393	29,032	639	salary	Classified Merit Increase based on performance
Moore, Brooke/	HEI Program Coordinator	39,698	40,293	595	salary	Classified Merit Increase based on performance
Moore, Clark/W.	Computer Support Specialist	53,550	54,353	803	salary	Classified Merit Increase based on performance
Moore, Dennis/Troy	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Moore, Gary/L.	HEI Program Coordinator	31,506	31,742	236	salary	Classified Merit Increase based on performance
Moore, Molly/M.	Library Supervisor	32,895	33,635	740	salary	Classified Merit Increase based on performance
Moore, Sarah/K.	Computer Support Technician	31,673	32,148	475	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Morales, Hilda/Jesus	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Morgan, Mark/	Computer Support Specialist	42,149	42,781	632	salary	Classified Merit Increase based on performance
Morris, Dwight/	Skilled Tradesman	51,867	52,256	389	salary	Classified Merit Increase based on performance
Morrow Jr., Odis/L.	Institutional Service Asst.	23,882	24,061	179	salary	Classified Merit Increase based on performance
Morstad, Paul/J.	Computer Support Specialist	49,453	50,195	742	salary	Classified Merit Increase based on performance
Moss, Patrick/Ryan	Fiscal Support Specialist	25,773	25,966	193	salary	Classified Merit Increase based on performance
Mounce, Javene/	Administrative Supp.Supervisor	33,577	34,081	504	salary	Classified Merit Increase based on performance
Moyer, Lesa/N.	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Murphy, Kay/Best	Public Information Specialist	31,327	32,032	705	salary	Classified Merit Increase based on performance
Murphy, Patrick/J.	Institutional Service Super.	19,846	19,995	149	salary	Classified Merit Increase based on performance
Mussar, Christiane/Teresa	Fiscal Support Analyst	37,141	37,698	557	salary	Classified Merit Increase based on performance
Myers, Jeanette/	Fiscal Support Technician	22,509	22,847	338	salary	Classified Merit Increase based on performance
Myers, Karen/Lynn	Library Supervisor	35,437	35,969	532	salary	Classified Merit Increase based on performance
Nakanishi, Koei/	Institutional Service Asst.	20,148	20,601	453	salary	Classified Merit Increase based on performance
Navarro, Policarpio/Sermonia	Fiscal Support Analyst	37,141	37,698	557	salary	Classified Merit Increase based on performance
Necessary, Vikki/Yvonne	Fiscal Support Specialist	28,058	28,689	631	salary	Classified Merit Increase based on performance
Neuberger, Stephanie/Ann	Registrar's Assistant	25,496	25,878	382	salary	Classified Merit Increase based on performance
Nguyen, Elsie/N.	Administrative Specialist II	23,634	24,166	532	salary	Classified Merit Increase based on performance
Nguyen, Van/D.	Institutional Service Asst.	20,368	20,521	153	salary	Classified Merit Increase based on performance
Nichols, Kathy/Marie	Computer Support Technician	38,057	38,628	571	salary	Classified Merit Increase based on performance
Nichols, Marcy/	Administrative Specialist III	25,268	25,647	379	salary	Classified Merit Increase based on performance
Nichols, Mark/A.	HE Public Safety Officer	37,621	37,903	282	salary	Classified Merit Increase based on performance
Nicolas-Francisco, Nicolas/F.	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Nimmo, Cheryl/A.	Fiscal Support Specialist	33,003	33,498	495	salary	Classified Merit Increase based on performance
Nix, Susan/	Administrative Supp.Supervisor	31,803	32,519	716	salary	Classified Merit Increase based on performance
Norman, Beverly/	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Norried, John/	Administrative Analyst	33,099	33,347	248	salary	Classified Merit Increase based on performance
Norvell, Ron/	Computer Support Specialist	41,119	42,044	925	salary	Classified Merit Increase based on performance
Norwood, Doug/	Mail Services Coordinator	25,615	25,999	384	salary	Classified Merit Increase based on performance
Oakes, Michael/R	HE Public Safety Supervisor	42,290	42,924	634	salary	Classified Merit Increase based on performance
Oberg, Connie/A.	Administrative Analyst	31,673	32,386	713	salary	Classified Merit Increase based on performance
Oden, Jean/	Fiscal Support Specialist	27,739	28,363	624	salary	Classified Merit Increase based on performance
Ogden, Diane/	Administrative Supp.Supervisor	31,558	32,268	710	salary	Classified Merit Increase based on performance
Ogden, Edith/Marie	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Ormond, Chad/R.	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Owens, Eva/Marie	Computer Support Specialist	43,410	44,061	651	salary	Classified Merit Increase based on performance
Owens, Terry/Lynn	Skilled Tradesman	45,137	45,476	339	salary	Classified Merit Increase based on performance
Owusu, Jackson/B.	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Oxford, Andrew/Clinton	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Oxford, Jeremy/G.	Institutional Service Asst.	18,291	18,428	137	salary	Classified Merit Increase based on performance
Padgett, Cathy/D.	Administrative Analyst	31,974	32,693	719	salary	Classified Merit Increase based on performance
Painter, Richard/Dean	Landscape Supervisor	28,728	29,159	431	salary	Classified Merit Increase based on performance
Pallen, Irma/Alicia	Landscape Specialist	23,377	23,903	526	salary	Classified Merit Increase based on performance
Palmer, Hillary/Michelle	Fiscal Support Specialist	25,268	25,458	190	salary	Classified Merit Increase based on performance
Paparo, Joseph/David	Systems Specialist	56,100	57,362	1,262	salary	Classified Merit Increase based on performance
Parnell, Kristen/D.	HEI Program Coordinator	31,327	31,797	470	salary	Classified Merit Increase based on performance
Parr, Wanda/	Administrative Specialist II	22,264	22,431	167	salary	Classified Merit Increase based on performance
Parrish, Rita/A.	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Parsons, Betsy/L.	Administrative Specialist I	19,232	19,665	433	salary	Classified Merit Increase based on performance
Patrick, Joyce/Ann	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Patterson, Emily/Anne	Financial Aid Analyst	36,978	37,533	555	salary	Classified Merit Increase based on performance
Patterson, Jackie/M.	Skilled Tradesman	50,880	51,643	763	salary	Classified Merit Increase based on performance
Payne, Michele/	Administrative Supp.Supervisor	30,512	31,199	687	salary	Classified Merit Increase based on performance
Peeples, Travis/Duane	Media Specialist	31,327	31,797	470	salary	Classified Merit Increase based on performance
Pendley, Theresa/Jean	Accountant II	39,865	40,463	598	salary	Classified Merit Increase based on performance
Pennell, Duke/D.	Computer Support Technician	35,528	36,061	533	salary	Classified Merit Increase based on performance
Pennington, Carrie/Lynn	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Penrose, Bridget/Dawn	Library Supervisor	29,836	30,507	671	salary	Classified Merit Increase based on performance
Pense, Joan/	Library Technician	29,852	30,524	672	salary	Classified Merit Increase based on performance
Peppers, Ki/Perrin	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Perkins, Earl/J.	Skilled Tradesman	50,880	51,643	763	salary	Classified Merit Increase based on performance
Perrodin, Sandra/J.	Administrative Supp.Supervisor	35,753	36,557	804	salary	Classified Merit Increase based on performance
Phelan, David/A	Inventory Control Manager	36,931	37,208	277	salary	Classified Merit Increase based on performance
Phillips, Lorrie/Kaye	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Phillips, Nancy/J.	Library Supervisor	29,836	30,507	671	salary	Classified Merit Increase based on performance
Pierson, Robert/Joseph	Skilled Tradesman	41,902	42,216	314	salary	Classified Merit Increase based on performance
Pifer, Jason/L	Skilled Tradesman	50,633	51,013	380	salary	Classified Merit Increase based on performance
Pingel, Warren/Wayne	UAF Construction Coordinator	61,461	62,383	922	salary	Classified Merit Increase based on performance
Pliier, Betty/A.	Registrar's Assistant	25,609	25,993	384	salary	Classified Merit Increase based on performance
Plummer II, Chuck/	Mail Services Assistant	18,316	18,453	137	salary	Classified Merit Increase based on performance
Porchia-White, Shatara/D.	Occupation Safety Coordinator	33,654	33,906	252	salary	Classified Merit Increase based on performance
Porter, Randy/G	Skilled Tradesman	51,620	52,007	387	salary	Classified Merit Increase based on performance
Porter, Steven/Darrel	Coordinator of Housekeeping	28,219	28,642	423	salary	Classified Merit Increase based on performance
Potts, Leanna/Kay	Administrative Specialist II	25,073	25,637	564	salary	Classified Merit Increase based on performance
Powers, Mary/L.	Administrative Supp.Supervisor	28,888	29,538	650	salary	Classified Merit Increase based on performance
Pradhan, Paras/	Systems Analyst	47,848	48,566	718	salary	Classified Merit Increase based on performance
Prater, Janel/R	Library Specialist	37,643	38,490	847	salary	Classified Merit Increase based on performance
Preece, Jody/	Fiscal Support Specialist	28,282	28,918	636	salary	Classified Merit Increase based on performance
Prewitt, Paul/A.	Computer Support Specialist	38,498	39,364	866	salary	Classified Merit Increase based on performance
Prince Jr., Randell/C	Administrative Supp.Supervisor	29,475	29,696	221	salary	Classified Merit Increase based on performance
Ptak, Richard/Anthony	Network Analyst	37,317	37,597	280	salary	Classified Merit Increase based on performance
Puckett II, Jeff/	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Quayle, Robert/E.	Stationary Engineer	34,578	34,837	259	salary	Classified Merit Increase based on performance
Quinton, Jennifer/Lea	HEI Program Coordinator	31,327	32,032	705	salary	Classified Merit Increase based on performance
Rachal, Carol/	Administrative Specialist III	27,360	27,976	616	salary	Classified Merit Increase based on performance
Raines, Jeremy/A.	Fiscal Support Specialist	25,773	26,160	387	salary	Classified Merit Increase based on performance
Ramey, Jerry/D	Skilled Trades Foreman	58,576	59,157	581	salary	Classified Merit Increase based on performance
Ramey, Randall/	Skilled Trades Supervisor	54,980	55,392	412	salary	Classified Merit Increase based on performance
Ramirez, Isidro/R.	HE Public Safety Officer	37,441	37,722	281	salary	Classified Merit Increase based on performance
Rath, Edward/Earl	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Rau, Michael/D.	Administrative Supp.Supervisor	29,364	30,025	661	salary	Classified Merit Increase based on performance
Ravellette, Rel/	Stationary Engineer	28,415	28,628	213	salary	Classified Merit Increase based on performance
Ray, Laura/Christine	Administrative Specialist II	22,264	22,598	334	salary	Classified Merit Increase based on performance
Reed, Cheryl/Renee	Skilled Tradesman	50,880	51,262	382	salary	Classified Merit Increase based on performance
Reed, Kenetheia/L.	Fiscal Support Analyst	36,950	37,504	554	salary	Classified Merit Increase based on performance
Reed, Mary Gail/	Fiscal Support Analyst	38,983	39,860	877	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Reeder, John/David	Skilled Tradesman	43,194	43,842	648	salary	Classified Merit Increase based on performance
Reeves, Pamela/Marie	Administrative Supp.Supervisor	28,728	29,374	646	salary	Classified Merit Increase based on performance
Reigh, Sedivy/S.	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Reineka, Cathy/I.	Library Specialist	31,379	32,085	706	salary	Classified Merit Increase based on performance
Remington, Timothy/W.	Institutional Service Asst.	19,716	19,864	148	salary	Classified Merit Increase based on performance
Reynolds, Anne/Christiana	Library Support Assistant	20,194	20,345	151	salary	Classified Merit Increase based on performance
Rice, M./Vance	HE Public Safety Commander II	52,353	52,746	393	salary	Classified Merit Increase based on performance
Riggins, Andi/	Payroll Services Specialist	29,836	30,284	448	salary	Classified Merit Increase based on performance
Riggle, Kathy/L.	Administrative Supp.Supervisor	31,590	32,301	711	salary	Classified Merit Increase based on performance
Risley, Jerry/E.	Institutional Service Asst.	20,659	20,814	155	salary	Classified Merit Increase based on performance
Roberson, Rhonda/Dailina	Administrative Specialist III	25,997	26,582	585	salary	Classified Merit Increase based on performance
Roberson, Sherry/Lynn	Heavy Equipment Operator	23,634	23,811	177	salary	Classified Merit Increase based on performance
Roberts, Jarvis/	Computer Lab Technician	23,377	23,552	175	salary	Classified Merit Increase based on performance
Robertson, Valerie/E.	Library Technician	22,264	22,598	334	salary	Classified Merit Increase based on performance
Robinson, Sherry/L	Library Supervisor	34,730	35,251	521	salary	Classified Merit Increase based on performance
Rochier, Jack/Henry	Skilled Tradesman	42,955	43,277	322	salary	Classified Merit Increase based on performance
Roelfs, Joy/S.	Administrative Supp.Supervisor	27,062	27,265	203	salary	Classified Merit Increase based on performance
Rogers, Bryan/J.	Skilled Tradesman	45,362	45,702	340	salary	Classified Merit Increase based on performance
Rogers, Julie/A.	Registrar's Assistant	25,687	26,072	385	salary	Classified Merit Increase based on performance
Rogers, Renee/	Fiscal Support Analyst	36,241	36,785	544	salary	Classified Merit Increase based on performance
Roggio, Robin/G.	Library Specialist	24,546	24,914	368	salary	Classified Merit Increase based on performance
Rohr, Denise/Lynn	Library Technician	22,264	22,598	334	salary	Classified Merit Increase based on performance
Rohrich, Joshua/M.	Institutional Service Asst.	18,291	18,428	137	salary	Classified Merit Increase based on performance
Romo, Pablo/	Institutional Service Asst.	18,564	18,703	139	salary	Classified Merit Increase based on performance
Ross, John/R.	UAF Construction Coordinator	50,583	51,342	759	salary	Classified Merit Increase based on performance
Rostan, Sandra/	Fiscal Support Specialist	25,773	26,353	580	salary	Classified Merit Increase based on performance
Rowe, Henry/	Systems Analyst	47,673	48,031	358	salary	Classified Merit Increase based on performance
Rowland, Rebecca/Stedman	Systems Analyst	55,709	56,545	836	salary	Classified Merit Increase based on performance
Sabo, Charles/F.	Library Support Assistant	20,194	20,497	303	salary	Classified Merit Increase based on performance
Salonen, Nick/D.	Computer Support Specialist	37,930	38,499	569	salary	Classified Merit Increase based on performance
Salrin, Angela/Marie	Fiscal Support Specialist	28,420	28,846	426	salary	Classified Merit Increase based on performance
Samplawski, Joel/P.	Skilled Trades Helper	21,204	21,363	159	salary	Classified Merit Increase based on performance
Samuels, Brian/	Skilled Tradesman	50,880	51,262	382	salary	Classified Merit Increase based on performance
Savage, David/Joseph	Systems Analyst	62,402	62,870	468	salary	Classified Merit Increase based on performance
Sawyer, Sandra/Smithwick	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance
Sbanotto, John/W.	Institutional Service Asst.	18,657	18,797	140	salary	Classified Merit Increase based on performance
Scallion, James/Troy	Skilled Tradesman	29,836	30,507	671	salary	Classified Merit Increase based on performance
Scallion, Theresa/Hayes	Cashier	21,204	21,681	477	salary	Classified Merit Increase based on performance
Schlesinger, Natalie/Thomas	Library Technician	22,264	22,598	334	salary	Classified Merit Increase based on performance
Schreurs, Lisa/	Administrative Specialist III	27,360	27,976	616	salary	Classified Merit Increase based on performance
Scott, Jill/	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Scott, Juanita/Louise	Institutional Service Asst.	19,164	19,308	144	salary	Classified Merit Increase based on performance
Sehon, Sandy/	Fiscal Support Specialist	25,773	26,353	580	salary	Classified Merit Increase based on performance
Seigneur, Leslie/G.	Computer Support Specialist	48,642	49,007	365	salary	Classified Merit Increase based on performance
Selby, David/C.	Information Systems Analyst	39,126	40,006	880	salary	Classified Merit Increase based on performance
Self, Doris/E	Administrative Specialist II	30,218	30,898	680	salary	Classified Merit Increase based on performance
Serio, Chris/	Admissions Analyst	22,264	22,598	334	salary	Classified Merit Increase based on performance
Sexton, Danielle/Beth	Administrative Supp.Supervisor	27,062	27,468	406	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Shackelford, Jay/Dean	Skilled Trades Foreman	45,706	46,734	1,028	salary	Classified Merit Increase based on performance
Shackelford, Kevin/G.	UAF Construction Coordinator	59,770	60,218	448	salary	Classified Merit Increase based on performance
Shannon, Lonnie/K.	Institutional Service Asst.	19,313	19,458	145	salary	Classified Merit Increase based on performance
Shapley, Christopher/Brooks	Coordinator of Housekeeping	26,057	26,252	195	salary	Classified Merit Increase based on performance
Shapter, Nicholas/Andrew	Computer Support Technician	31,936	32,655	719	salary	Classified Merit Increase based on performance
Sharp, Calvin/D.	Skilled Tradesman	50,880	51,643	763	salary	Classified Merit Increase based on performance
Shaw, Heidi/Renee	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Shaw, Mark/A.	Senior Software Supp Analyst	75,022	75,312	290	salary	Classified Merit Increase based on performance
Shaw, Stephanie/C.	Computer Lab Technician	23,377	23,552	175	salary	Classified Merit Increase based on performance
Shepard, Gary/	Computer Operator	36,724	37,275	551	salary	Classified Merit Increase based on performance
Shepherd, Diana/Marie	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Shepherd, Thomas/Randall	Skilled Tradesman	42,677	42,997	320	salary	Classified Merit Increase based on performance
Sherrod, Paul/Frederick	Institutional Service Asst.	19,031	19,174	143	salary	Classified Merit Increase based on performance
Shetlar, Jeff/D.	HE Public Safety Officer	37,074	37,352	278	salary	Classified Merit Increase based on performance
Shields, Charlie/	Public Information Coordinator	38,079	38,936	857	salary	Classified Merit Increase based on performance
Shiver, Laura/L.	Website Developer	34,538	35,056	518	salary	Classified Merit Increase based on performance
Short, Jeanne/	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Short, Sjah/Yudonis	Administrative Specialist III	26,031	26,617	586	salary	Classified Merit Increase based on performance
Shunkey, Brandon/Kyle	Athletic Facilities Supervisor	24,380	24,746	366	salary	Classified Merit Increase based on performance
Sickmiller, Jeffrey/A.	Skilled Tradesman	38,904	39,488	584	salary	Classified Merit Increase based on performance
Silkwood, Jim/	Skilled Trades Helper	21,204	21,363	159	salary	Classified Merit Increase based on performance
Simmonds, Patricia/Nanette	Fiscal Support Analyst	35,357	35,622	265	salary	Classified Merit Increase based on performance
Simmons, Gail/	Library Specialist	24,546	24,914	368	salary	Classified Merit Increase based on performance
Simmons, Mary/J.	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Simms, Joy/	Accountant II	37,024	37,302	278	salary	Classified Merit Increase based on performance
Sims, Jennifer/Meisch	Editor	38,541	39,408	867	salary	Classified Merit Increase based on performance
Sisemore, Amber/D.	Financial Aid Analyst	35,197	35,725	528	salary	Classified Merit Increase based on performance
Sisemore, Dennis/D.	Institutional Service Super.	18,275	18,549	274	salary	Classified Merit Increase based on performance
Sisti, Nick/	HE Public Safety Dispatcher	22,701	25,006	2,305	salary	Classified Merit Increase based on performance
Sixkiller, Billy/Dean	Inventory Control Manager	34,437	34,954	517	salary	Classified Merit Increase based on performance
Skelton, Ronnie/L.	Skilled Trades Helper	21,204	21,363	159	salary	Classified Merit Increase based on performance
Skowfoe, Stephen/E.	Skilled Tradesman	46,480	46,829	349	salary	Classified Merit Increase based on performance
Slamons, Lea Ann/	Fiscal Support Supervisor	44,061	44,722	661	salary	Classified Merit Increase based on performance
Slane, Gregory/A.	Skilled Tradesman	50,880	51,643	763	salary	Classified Merit Increase based on performance
Slavens, Misty/June	Administrative Specialist II	22,264	22,598	334	salary	Classified Merit Increase based on performance
Sluppick, Judy/	Fiscal Support Analyst	37,675	38,523	848	salary	Classified Merit Increase based on performance
Smith, Carolyn/	Computer Support Specialist	42,987	43,954	967	salary	Classified Merit Increase based on performance
Smith, Charles/R	Systems Analyst	71,067	72,133	1,066	salary	Classified Merit Increase based on performance
Smith, Elecia/C.	Administrative Specialist I	19,232	19,665	433	salary	Classified Merit Increase based on performance
Smith, Gary/Wayne	Institutional Service Asst.	18,912	19,054	142	salary	Classified Merit Increase based on performance
Smith, James/H.	Collector	24,761	24,947	186	salary	Classified Merit Increase based on performance
Smith, Jeremy/Joseph	Library Specialist	24,546	25,098	552	salary	Classified Merit Increase based on performance
Smith, Marilyn/J	Administrative Supp.Supervisor	43,345	44,320	975	salary	Classified Merit Increase based on performance
Smith, Paul/Glenn	Stationary Engineer	50,880	51,102	222	salary	Classified Merit Increase based on performance
Smith, Stephanie/A.	Accountant II	36,119	36,661	542	salary	Classified Merit Increase based on performance
Smith, Whitney/Elizabeth	Buyer	34,855	35,639	784	salary	Classified Merit Increase based on performance
Snider, Jamie/Shaw	Administrative Supp.Supervisor	26,531	26,929	398	salary	Classified Merit Increase based on performance
Sokoloski, Matthew/R.	HEI Program Coordinator	33,256	34,004	748	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Sparks, Carrie/May	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Sparks, Sherry/L.	Administrative Specialist III	27,360	27,976	616	salary	Classified Merit Increase based on performance
Speller, Bryon/	Systems Analyst	45,871	46,559	688	salary	Classified Merit Increase based on performance
Spence, Terry/L.	Registrar's Assistant	23,533	23,709	176	salary	Classified Merit Increase based on performance
Spencer Bynum, Sara/Beth	Administrative Specialist II	22,264	22,598	334	salary	Classified Merit Increase based on performance
Spencer, Teresa/	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Spragins, Andrea/Nicole	Administrative Specialist I	19,232	19,376	144	salary	Classified Merit Increase based on performance
Springer, Barbara/Jean	Administrative Specialist III	27,360	27,976	616	salary	Classified Merit Increase based on performance
Springston, Linda/L.	Fiscal Support Analyst	45,146	46,162	1,016	salary	Classified Merit Increase based on performance
Stacy, Laura/	Administrative Specialist III	27,360	27,976	616	salary	Classified Merit Increase based on performance
Stacy, Linda/	Registrar's Assistant	24,522	24,890	368	salary	Classified Merit Increase based on performance
Stafford, Matthew/Tucson	Heavy Equipment Operator	24,047	26,849	2,802	salary	Classified Merit Increase based on performance
Stagner, Julie/	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance
Stephenson, Jacob/	Senior Software Supp Analyst	56,782	58,060	1,278	salary	Classified Merit Increase based on performance
Stevenson, Dellas/L.	Institutional Service Super.	19,399	19,690	291	salary	Classified Merit Increase based on performance
Stewart, Kenny/	Registrar's Assistant	25,871	26,259	388	salary	Classified Merit Increase based on performance
Stiles, Michael/B.	Occupation Safety Coordinator	34,985	35,510	525	salary	Classified Merit Increase based on performance
Still, Gary/Wayne	Skilled Trades Helper	22,509	22,678	169	salary	Classified Merit Increase based on performance
Stone, Judy/	Administrative Supp.Supervisor	30,058	30,734	676	salary	Classified Merit Increase based on performance
Stover, Bryan/J.	UAF Construction Coordinator	49,035	49,403	368	salary	Classified Merit Increase based on performance
Stowers, David/L.	Systems Analyst	54,134	55,352	1,218	salary	Classified Merit Increase based on performance
Street, Daniel/A	UAF Construction Coordinator	58,343	59,218	875	salary	Classified Merit Increase based on performance
Strickland, Rachel/M.	Administrative Specialist I	19,232	19,376	144	salary	Classified Merit Increase based on performance
Strickland, Robin/Horn	Administrative Supp.Supervisor	27,062	27,468	406	salary	Classified Merit Increase based on performance
Summers, Darrel/A.	Software Support Analyst	44,490	44,824	334	salary	Classified Merit Increase based on performance
Summitt II, Will/	Computer Lab Technician	23,377	23,552	175	salary	Classified Merit Increase based on performance
Sutterfield, Kate/Marie	Administrative Supp.Supervisor	27,062	27,468	406	salary	Classified Merit Increase based on performance
Swearingen, Charles/T.	Buyer	37,404	37,685	281	salary	Classified Merit Increase based on performance
Tabler, Michele/Ann	Library Supervisor	29,836	30,060	224	salary	Classified Merit Increase based on performance
Tabor, David/C	Skilled Tradesman	51,343	51,728	385	salary	Classified Merit Increase based on performance
Taffner, Anita/Len	Coordinator of Housekeeping	27,217	27,421	204	salary	Classified Merit Increase based on performance
Tankersley, B./Scott	Fiscal Support Specialist	26,160	26,749	589	salary	Classified Merit Increase based on performance
Tate, Kathy/	Administrative Specialist II	24,471	25,022	551	salary	Classified Merit Increase based on performance
Tate, Paulette/	Administrative Specialist III	42,496	42,815	319	salary	Classified Merit Increase based on performance
Taylor, Anthony/Frank Glenn	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Taylor, Christine/M.	Administrative Specialist II	25,500	25,883	383	salary	Classified Merit Increase based on performance
Taylor, Trevor/I.	Stationary Engineer	30,164	30,390	226	salary	Classified Merit Increase based on performance
Teal, Colleen/E.	Fiscal Support Specialist	25,773	26,353	580	salary	Classified Merit Increase based on performance
Thacker, Julie/S.	Library Specialist	29,934	30,608	674	salary	Classified Merit Increase based on performance
Thomas, Marti/	Fiscal Support Specialist	28,282	28,918	636	salary	Classified Merit Increase based on performance
Thomas, Sandy/	Administrative Specialist III	27,195	27,807	612	salary	Classified Merit Increase based on performance
Thompson, Heidi/Thigpen	Fiscal Support Analyst	31,673	31,911	238	salary	Classified Merit Increase based on performance
Thompson, Liz/	Financial Aid Analyst	33,997	34,252	255	salary	Classified Merit Increase based on performance
Thompson, Raymond/K.	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Thornburgh, Sandra/Kaye	Institutional Service Super.	20,775	20,931	156	salary	Classified Merit Increase based on performance
Thornton, Mark/James	Stationary Engineer	28,415	28,628	213	salary	Classified Merit Increase based on performance
Thrash, Shirley/F.	Fiscal Support Specialist	30,027	30,703	676	salary	Classified Merit Increase based on performance
Ting, Ling/	Systems Analyst	49,457	50,570	1,113	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Tisdale, Dewey/V	Skilled Trades Supervisor	47,447	47,803	356	salary	Classified Merit Increase based on performance
Tobin, Renee/Louise	Library Specialist	24,546	25,098	552	salary	Classified Merit Increase based on performance
Todd, Phyllis/Kay	Admissions Analyst	25,954	26,343	389	salary	Classified Merit Increase based on performance
Tomlinson, Scott/	Skilled Trades Supervisor	48,794	49,160	366	salary	Classified Merit Increase based on performance
Trammel, Teresa/Jane	Administrative Specialist II	22,264	22,765	501	salary	Classified Merit Increase based on performance
Trejo, Carolina/	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Trzeciak, Tami/	Fiscal Support Specialist	25,773	26,353	580	salary	Classified Merit Increase based on performance
Tucker, Kelly/A.	Administrative Specialist III	27,360	27,976	616	salary	Classified Merit Increase based on performance
Turner, Elon/T.	Network Support Analyst	39,726	40,322	596	salary	Classified Merit Increase based on performance
Turner, Kareen/	Library Supervisor	29,836	30,060	224	salary	Classified Merit Increase based on performance
Turner, Karen/Jo	Administrative Supp.Supervisor	28,728	29,159	431	salary	Classified Merit Increase based on performance
Vanderlip, Bernardine/Annette	Fiscal Support Specialist	28,487	28,914	427	salary	Classified Merit Increase based on performance
Vargo, Beverly/Jo	Financial Aid Specialist	27,062	27,265	203	salary	Classified Merit Increase based on performance
Velasco, Benjamin/Todd	HE Public Safety Supervisor	42,290	42,607	317	salary	Classified Merit Increase based on performance
Vick, Connie/M.	Administrative Supp.Supervisor	29,245	29,903	658	salary	Classified Merit Increase based on performance
Vick, Sarah/Kleinhenz	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Villines, Mayva/L.	Fiscal Support Analyst	35,512	36,045	533	salary	Classified Merit Increase based on performance
Waddell, David/Brett	HE Public Safety Officer	36,534	36,808	274	salary	Classified Merit Increase based on performance
Waddell, Teresa/Lynn	Computer Support Specialist	43,713	48,805	5,092	salary	Classified Merit Increase based on performance
Wade, Carol/Ann	Administrative Analyst	29,836	30,507	671	salary	Classified Merit Increase based on performance
Wade, Meshell/	Administrative Supp.Supervisor	27,468	28,086	618	salary	Classified Merit Increase based on performance
Wages, Freddy/Charles	Computer Support Specialist	53,344	54,144	800	salary	Classified Merit Increase based on performance
Wagner, Karen/LaNell	Public Information Specialist	38,194	39,053	859	salary	Classified Merit Increase based on performance
Waits, Jeff/	Computer Support Specialist	42,987	43,954	967	salary	Classified Merit Increase based on performance
Waldie, Mike/	HEI Program Coordinator	31,506	32,215	709	salary	Classified Merit Increase based on performance
Walker, Janet/L.	Fiscal Support Analyst	36,241	36,785	544	salary	Classified Merit Increase based on performance
Walker, Keith/A.	Athletic Facilities Supervisor	26,057	26,252	195	salary	Classified Merit Increase based on performance
Wallace, Charles/Erwin	Skilled Tradesman	44,050	44,711	661	salary	Classified Merit Increase based on performance
Wallace, Paula/	Skilled Trades Supervisor	34,762	35,544	782	salary	Classified Merit Increase based on performance
Wallen, Christina/Marie	Alumni Affairs Specialist	26,057	26,643	586	salary	Classified Merit Increase based on performance
Walls, Karen/Ann	Buyer	38,051	38,907	856	salary	Classified Merit Increase based on performance
Walls, Kym/L.	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Ward, Robert/D.	Institutional Service Asst.	19,164	19,308	144	salary	Classified Merit Increase based on performance
Ward, Sandra/Diane	Administrative Specialist I	20,416	20,569	153	salary	Classified Merit Increase based on performance
Warford, Carri/	Administrative Specialist III	25,268	25,647	379	salary	Classified Merit Increase based on performance
Warren, Dannie/R.	Mail Services Assistant	20,449	20,602	153	salary	Classified Merit Increase based on performance
Warriner, Carol/L.	Library Supervisor	29,836	30,284	448	salary	Classified Merit Increase based on performance
Watkins, Lyndall/D.	Skilled Tradesman	49,011	49,379	368	salary	Classified Merit Increase based on performance
Weaver, Cathy/Cope	Administrative Specialist II	26,269	26,663	394	salary	Classified Merit Increase based on performance
Weeks, Greg/	Skilled Trades Foreman	58,015	58,450	435	salary	Classified Merit Increase based on performance
Weiner, Jerry/Milton	HE Public Safety Officer	36,893	37,170	277	salary	Classified Merit Increase based on performance
Wells, Alesia/Ann	Information Systems Analyst	36,930	37,207	277	salary	Classified Merit Increase based on performance
Wells, Francis/Eugene	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
West, Larry/D.	Skilled Tradesman	51,620	52,007	387	salary	Classified Merit Increase based on performance
Westmoreland, Stephanie/Nicole	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Whatley, Dennis/M.	Systems Analyst	51,065	52,214	1,149	salary	Classified Merit Increase based on performance
Wheeler, Robert/Edward	Audio Visual Aids Supervisor	30,024	30,700	676	salary	Classified Merit Increase based on performance
Wheeler, Suson/S.	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Wheeler, Tim/A.	Skilled Tradesman	34,892	35,415	523	salary	Classified Merit Increase based on performance
White, Rudy/Elvin	HE Public Safety Sec Officer	23,377	23,903	526	salary	Classified Merit Increase based on performance
Whitlow, Kelly/R.	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Whitman, Colleen/H. A.	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Whitmer, Carrie/A.	Fiscal Support Analyst	38,926	39,510	584	salary	Classified Merit Increase based on performance
Williams Jr., Rick/	Occupation Safety Coordinator	35,842	36,380	538	salary	Classified Merit Increase based on performance
Williams, Alison/Jeanne	Fiscal Support Specialist	27,360	30,322	2,962	salary	Classified Merit Increase based on performance
Williams, Gary/E.	Skilled Tradesman	50,633	51,772	1,139	salary	Classified Merit Increase based on performance
Williams, Glen/	Skilled Tradesman	49,009	49,377	368	salary	Classified Merit Increase based on performance
Williams, Jennifer/Ann	Administrative Supp.Supervisor	27,509	28,128	619	salary	Classified Merit Increase based on performance
Williams, Kenny/L	Skilled Tradesman	51,373	51,758	385	salary	Classified Merit Increase based on performance
Williams, Liz/A.	Administrative Specialist III	31,677	32,390	713	salary	Classified Merit Increase based on performance
Williams, Michael/K.	Skilled Tradesman	50,880	51,643	763	salary	Classified Merit Increase based on performance
Williams, Michelle/R.	Administrative Specialist I	20,981	21,138	157	salary	Classified Merit Increase based on performance
Williams, Mitzi/M.	Administrative Supp.Supervisor	32,751	32,997	246	salary	Classified Merit Increase based on performance
Williams, Rebecca/A.	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Willis, Mary/C.	HEI Program Coordinator	30,713	31,174	461	salary	Classified Merit Increase based on performance
Wills, Jackie/D	Skilled Trades Supervisor	54,454	55,271	817	salary	Classified Merit Increase based on performance
Wills, Laura/A.	Fiscal Support Specialist	27,468	27,674	206	salary	Classified Merit Increase based on performance
Wills, Les/	Radio Dispatch Operator	22,031	22,196	165	salary	Classified Merit Increase based on performance
Wills, Russell/Glenn	Skilled Tradesman	50,633	51,392	759	salary	Classified Merit Increase based on performance
Wilson, Aaron/A.	Fiscal Support Analyst	33,992	34,247	255	salary	Classified Merit Increase based on performance
Wilson, Brandon/Andrew	Institutional Service Asst.	19,678	19,973	295	salary	Classified Merit Increase based on performance
Wilson, Charles/B	Institutional Service Asst.	19,716	19,864	148	salary	Classified Merit Increase based on performance
Wilson, Marilyn/K.	Administrative Specialist III	29,870	30,542	672	salary	Classified Merit Increase based on performance
Wilson, Randy/	Computer Support Specialist	54,613	55,023	410	salary	Classified Merit Increase based on performance
Winter, George/	HEI Program Coordinator	49,841	50,215	374	salary	Classified Merit Increase based on performance
Witherspoon, Shari/L	Administrative Specialist III	27,613	28,234	621	salary	Classified Merit Increase based on performance
Wood, Clyde/Eldridge	Skilled Tradesman	41,132	41,440	308	salary	Classified Merit Increase based on performance
Wood, Debbie/S	Fiscal Support Analyst	39,949	40,249	300	salary	Classified Merit Increase based on performance
Wood, Stephen/G.	Stationary Engineer	32,502	32,746	244	salary	Classified Merit Increase based on performance
Woodhouse, Joshua/L.	Administrative Specialist II	35,070	35,333	263	salary	Classified Merit Increase based on performance
Woods Jr., Eddie/Lee	Skilled Tradesman	51,373	52,144	771	salary	Classified Merit Increase based on performance
Woodward, Chrissy/L.	Security Analyst	42,579	43,537	958	salary	Classified Merit Increase based on performance
Wright, Alisa/	Admissions Analyst	22,486	22,992	506	salary	Classified Merit Increase based on performance
Wright, Vernon/	Heavy Equipment Operator	22,264	22,765	501	salary	Classified Merit Increase based on performance
Wusnack, Carl/Harry	Systems Specialist	72,673	73,763	1,090	salary	Classified Merit Increase based on performance
Wynne, William/Eugene	Institutional Service Super.	18,358	21,991	3,633	salary	Classified Merit Increase based on performance
Xia, Yanling/	Systems Analyst	41,982	42,927	945	salary	Classified Merit Increase based on performance
Yancey, Brenda/	Computer Support Technician	48,463	48,826	363	salary	Classified Merit Increase based on performance
Yeager, Debra/Kaye	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Yell, Susan/Imes	Administrative Supp.Supervisor	40,542	41,454	912	salary	Classified Merit Increase based on performance
Young, Bridget/J.	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Zachary, Michael/	Computer Support Technician	36,103	36,645	542	salary	Classified Merit Increase based on performance
Zdunczyk-Willis, Kathleen/G.	Administrative Supp.Supervisor	33,980	34,745	765	salary	Classified Merit Increase based on performance
Ziegler, Julie/C.	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Albertson, Andy/	Project/Program Specialist	49,440	57,000	7,560	salary	Salary adjustment per Dean Leeds to prevent accepting other position.
Bain, Joseph/G.	Visiting Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Baker, Kathryn/L.	Project/Program Specialist	42,625	46,845	4,220	salary	increase responsibilities
Beiza-Latorre, Marlene/Paola	Instructor	31,630	32,000	370	salary	Increase salary to new Instructor/Lecturer base of \$32K
Blouin, Melissa/Lutz	Development/Advancement Dir	60,690	66,690	6,000	salary	Internal promotion-Sr Dir of Academic Commun. to reflect new duties
Boyer, Mark/	Departmental Chairperson	100,000	100,500	500	salary	Promotion to Professor while holding Chair position, must remain in chair position
Buchanan, Greg/N.	Lecturer	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Cate, Laura/L.	Development/Advancement Mgr.	38,500	48,000	9,500	salary	Internal promotion to Assoc Director of Development Services
Circo, Carl/J.	Professor Law	112,428	118,049	5,621	salary	5% increase per Dean Leeds as promotion to Associate Dean of Law.
Civelli, Andrea/	Assistant Professor	80,000	100,000	20,000	salary	Hire Approval 11/11/2010; Letter of Offer 2/18/2011 Was Visiting, now Tenure track
Coon, Lynda/L.	Departmental Chairperson	89,144	96,144	20,000	salary	Promotion to Professor (she is a Chair, so she stayed in her Chair position
Coonley, Mary/Louise	Director of Student Activities	51,000	55,000	4,000	salary	Increase as agreed for additional responsibilities.
Cothren, Jackson/David	Assoc Professor	88,168	101,392	13,224	salary	Temporary increase while Interim Co-director of Arkansas High performance Computing Center.
Crisel, Brandon/L.	Instructor	30,600	32,000	1,400	salary	Increase salary to new Instructor/Lecturer base of \$32K
Denison, Sarah/	Instructor	30,851	32,000	1,149	salary	Increase salary to new Instructor/Lecturer base of \$32K
Dorjee, Thupten/	Instructor	30,600	32,000	1,400	salary	Increase salary to new Instructor/Lecturer base of \$32K
Dunn, Karee/Elise	Assistant Professor	52,780	58,000	5,220	salary	Moving into tenure-track position beginning August 15, 2011.
Durdik, Jeannine/Marie	Associate Dean	108,816	113,816	5,000	salary	Equity Adjustment
Fox, Jeanie/	Development/Advancement Spec	33,990	40,000	6,010	salary	Internal promotion to Assistant Director responsibilities
Galbraith, Aysa/Lamia	Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Gamble, James/S.	Instructor	31,212	32,000	788	salary	Increase salary to new Instructor/Lecturer base of \$32K
Gingras, Jeffrey/P.	Instructor	30,600	32,000	1,400	salary	Increase salary to new Instructor/Lecturer base of \$32K
Grignard, Sylvie/	Lecturer	30,600	32,000	1,400	salary	Increase salary to new Instructor/Lecturer base of \$32K
Higinbothom, Trisha/	Development/Advancement Spec	45,000	50,000	5,000	salary	Internal promotion to Associate Director to reflect increase in duties.
Hinds, Heather/R.	Lecturer	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K

Employee Name	Title	Salary prior to May 1, 2011	Salary after May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Hogue, Erin/Turner	Major Gift Development Officer	45,423	50,000	4,577	salary	Internal promotion to Assoc. Director of Development to reflect increase in job duties
Hoyer, Jennifer/M.	Assistant Professor	47,328	47,828	500	salary	Master Teacher Award
Huber, Jeffrey/E.	Project/Program Specialist	53,530	54,530	1,000	salary	Raise due to obtaining professional licensure;
Ivey, David/Mack	Assoc Professor	59,975	60,475	500	salary	Outstanding Advisor Award
Jacobs, Laura/H.	Dir of University Relations	61,384	67,384	6,000	salary	Internal promotion to Sr. Dir. of Strategic Commun to reflect new duties
Kamiya, Miyuki/	Lecturer	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Kissinger, Daniel/Brian	Assoc Professor	58,000	61,000	3,000	salary	Increase to match FY12 Workload
Leftwich, Gail/	Lecturer	29,189	32,000	2,811	salary	Increase salary to new Instructor/Lecturer base of \$32K
Lewis, Jacob/C.	Visiting Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Luoni, Stephen/D.	Dir. of Community Design Ctr.	143,420	147,733	4,313	salary	Promotion to Distinguished Professor while holding Director title
Madison, Karen/Lentz	Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Madison, Robert/Durwood	Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Margulis, Elizabeth/	Assoc Professor	61,188	68,000	6,812	salary	Counter Offer - \$6,812 increase
McGee-Anderson, Starlyn/Yvette	Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
McMullin, Irene/	Assistant Professor	46,308	55,000	8,692	salary	Counter Offer - \$8,692 increase
Miles, Rebecca/S.	Adjunct Instructor	52,000	60,000	8,000	salary	Increased responsibilities in Sustainability Consortium
Miller, Douglas/James	Lecturer	30,600	32,000	1,400	salary	Increase salary to new Instructor/Lecturer base of \$32K
Miller, Mayo/L.	Instructor	2,100	3,600	1,500	summer teaching salary	Increase for Summer Session I only due to inavailability of instructors
Milner, Joanne/A	Lecturer	30,600	32,000	1,400	salary	Increase salary to new Instructor/Lecturer base of \$32K
Mink, Ed/	Project/Program Manager	63,602	66,464	2,862	salary	Raise required for retention, external jobs paying higher for comparable work
Morris, Noel/	Instructor	32,000	40,000	8,000	salary	08/15/2011-05/13/2012; 4/4 course load + additional service activities
Oxford, Angela/F.	Student Development Specialist	37,852	43,926	6,074	salary	Increase as agreed upon for increase in responsibilities.
Parry, Janine/A.	Professor	72,871	77,871	5,000	salary	Chair - \$5K increase to base salary as prior committment
Pijanowski, John/C.	Assoc Professor	76,928	85,000	8,072	salary	Increase to match FY12 workload
Plavcan, Joseph/M.	Professor	75,217	75,717	500	salary	Master Researcher Award
Prosandeev, Sergey/	Assoc Professor	42,000	43,260	1,260	salary	grant proposal accepted with provision for 3% salary increase; provost approved.
Pryor, Leigh/	Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Rausch, Susan/	Project/Program Specialist	44,162	46,149	1,987	salary	Raise required for retention, external jobs paying higher for comparable work

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Rickard, Brian/S.	Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Ridge, Sam/Douglas	Project/Program Specialist	37,750	40,000	2,250	salary	Raise tied to promotion of employee/combination of two positions
Riley, Marie/	Project/Program Manager	66,425	73,925	7,500	salary	Increase in duties to add management of Fulbright Information Technology
Rudzinski, Russell/D.	Assistant Professor	50,000	52,500	2,500	salary	promoted from Visiting to Clinical Assistant Professor
Salonen, Rick/	Instructor	25,500	32,000	6,500	salary	Increase salary to new Instructor/Lecturer base of \$32K
Salov, Amanda/	Lecturer	21,000	32,000	11,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Schweiger, Beth/B.	Assoc Professor	65,657	66,157	500	salary	Master Teacher Award
Shchegoleva, Natalia/Borisovna	Instructor	31,110	32,000	890	salary	Increase salary to new Instructor/Lecturer base of \$32K
Shields, Todd/G.	Dean	158,296	165,000	6,704	salary	Blair Center director duties added
Sibley, Clinnesha/Dillon	Assistant Professor	30,000	60,000	30,000	salary	New tenure-track faculty effective 8/15/11. (was visiting asst professor)
Skattebo, Steven/C.	Lecturer	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Snow, Ned/	Assoc Professor-Law	101,527	106,603	5,076	salary	5% increase per Dean Leeds for promotion to Associate Dean of Law.
Sprandel, Heather/	Dir of Business Career Dev	70,000	76,000	6,000	salary	Increased responsibilities
Stewart, Lynn/	Asst Dean	69,173	81,000	11,827	salary	Salary adjustment per Dean Leeds to prevent accepting other position.
Sullivan, Elizabeth/Ann	Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Sullivan, Patty/	Instructor	31,000	32,000	1,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Tanaka, Nozomi/	Instructor	30,600	32,000	1,400	salary	Increase salary to new Instructor/Lecturer base of \$32K
Tchakalian, Jak/	Assoc Professor	82,000	82,500	500	salary	Master Researcher Award
Tucker, Jenifer/S.	Sr. Project/Program Director	79,560	87,516	7,956	salary	Increase reflects interim co-director status.
Tuychiev, Hayot/A.	Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Walker, Karen/A.	Visiting Instructor	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Webster, Jim/	Instructor	50,000	60,000	10,000	salary	Changes to reflect Fall 2011 course load and Assistant Department Chair
Westeen, Kelly/S.	Project/Program Manager	38,000	43,000	5,000	salary	Moving to permanent position per Assistant Dean
Williams, Emily/C.	Development/Advancement Spec	47,277	52,277	5,000	salary	Internal promotion to Associate Director of Development responsibilities
Wilson, John/Morgan	Research Assistant	52,004	60,000	7,996	salary	New salary due to increase in job duties.
Wong, Christopher/William	Lecturer	30,000	32,000	2,000	salary	Increase salary to new Instructor/Lecturer base of \$32K
Wood, Danielle/L.	Asst Dir of Affirmative Action	49,419	57,848	401	Difference in 12 days pay 07/01-07	Budget Processs related to completion of her EdD in 2009
Wood, Danielle/L.	Asst Dir of Affirmative Action	57,848	63,632	5,784	salary	Salary increase to reflect interim co-director position.

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Wood, Dina/C.	Major Gift Development Officer	93,636	98,636	5,000	salary	Promotion to Sr. Dir. of Development and External Relations.
Wyandt-Hiebert, Mary/A.	Project/Program Specialist	47,417	49,551	2,134	salary	Raise required for retention, external jobs paying higher for comparable work
Yingling, Leslie/May	Research Assistant	54,500	56,800	2,300	salary	Salary adjustment for equity with fellow director.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas - AUX

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Abel, Troy/L	Institutional Service Asst.	19,934	20,233	299	salary	Classified Merit Increase based on performance
Albright, Adam/	Shipping & Receiving Clerk	19,161	19,448	287	salary	Classified Merit Increase based on performance
Alderson, Jo/Ella	Fiscal Support Specialist	30,529	30,987	458	salary	Classified Merit Increase based on performance
Allen, Alisa/Michelle	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Allen, Betsy/	Administrative Supp.Supervisor	28,728	29,159	431	salary	Classified Merit Increase based on performance
Allen, Diane/S.	Administrative Specialist I	19,263	19,552	289	salary	Classified Merit Increase based on performance
Artiga, Marixa/Elizabeth	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Austin, Don/	Transit Operations Supervisor	40,127	40,729	602	salary	Classified Merit Increase based on performance
Baker, Karen/F.	Fiscal Support Specialist	31,343	31,578	235	salary	Classified Merit Increase based on performance
Baldwin, Paul/Aaron	Maintenance Assistant	21,204	21,363	159	salary	Classified Merit Increase based on performance
Barker, James/Sidney	Skilled Tradesman	40,904	41,518	614	salary	Classified Merit Increase based on performance
Barker, Laurie/Ann	Fiscal Support Specialist	43,565	43,892	327	salary	Classified Merit Increase based on performance
Barnett, John/D.	Institutional Bus Driver	26,726	26,926	200	salary	Classified Merit Increase based on performance
Bartz, Beverly/A.	Institutional Service Asst.	19,581	20,022	441	salary	Classified Merit Increase based on performance
Bear, Halyna/Ivanovna	Fiscal Support Specialist	25,773	26,160	387	salary	Classified Merit Increase based on performance
Behnia, Tiffany/Nicole	Licensed Practical Nurse	32,102	32,584	482	salary	Classified Merit Increase based on performance
Bell, Diana/Lynn	Administrative Specialist III	25,773	25,966	193	salary	Classified Merit Increase based on performance
Bellard, A. J./	Logistics Manager	31,964	32,683	719	salary	Classified Merit Increase based on performance
Binford, Billie/Joe	Institutional Service Asst.	18,201	18,474	273	salary	Classified Merit Increase based on performance
Bingham, Ned/R.	Computer Support Specialist	42,553	43,510	957	salary	Classified Merit Increase based on performance
Blackard, Louis/E.	Printer	36,665	36,940	275	salary	Classified Merit Increase based on performance
Blakney, Andrea/Kay	Administrative Specialist III	27,360	27,976	616	salary	Classified Merit Increase based on performance
Blevins, Jeff/	Purchasing Assistant	21,015	21,488	473	salary	Classified Merit Increase based on performance
Blomberg, Betty/A.	Computer Support Technician	36,768	37,044	276	salary	Classified Merit Increase based on performance
Boatright, James/C.	Printer	27,217	27,421	204	salary	Classified Merit Increase based on performance
Bourke, Kevin/	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Bowerman, Danny/L.	Skilled Tradesman	29,836	30,284	448	salary	Classified Merit Increase based on performance
Boyd, Tony/Earl	Commerical Graphic Artist	35,337	35,867	530	salary	Classified Merit Increase based on performance
Bradford, Bobbi/	Storeroom Supervisor	26,057	26,448	391	salary	Classified Merit Increase based on performance
Branson, Shanda/R.	Purchasing Assistant	19,232	19,376	144	salary	Classified Merit Increase based on performance
Bratton, Melissa/J.	Fiscal Support Analyst	32,833	33,325	492	salary	Classified Merit Increase based on performance
Brochu, Renee/A.	Administrative Specialist I	19,232	19,665	433	salary	Classified Merit Increase based on performance
Brown, Natasha/Renae	Administrative Specialist II	23,634	23,811	177	salary	Classified Merit Increase based on performance
Browning, Bill/	Shipping & Receiving Clerk	20,286	20,590	304	salary	Classified Merit Increase based on performance
Bunch, Joel/W.	Fiscal Support Technician	21,204	21,522	318	salary	Classified Merit Increase based on performance
Burnside, Kirk/McMillan	Printer	26,057	26,252	195	salary	Classified Merit Increase based on performance
Bush, Jimmy/Louis	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Butler, Rhonda/Rae	Reproduction Equipment Oper.	21,413	21,574	161	salary	Classified Merit Increase based on performance
Cagle, Rachelle/Althea	Cashier	21,204	21,363	159	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Caldwell, Brandi/Michelle	Radiology Technician	36,792	37,344	552	salary	Classified Merit Increase based on performance
Carlson, Grant/C.	HEI Program Coordinator	34,048	34,559	511	salary	Classified Merit Increase based on performance
Carr, Clarinda/L	Administrative Supp.Supervisor	36,732	37,558	826	salary	Classified Merit Increase based on performance
Caudle, Samuel/E	Institutional Bus Driver	27,255	27,459	204	salary	Classified Merit Increase based on performance
Caya, Charles/Burke	Vehicle Facilities Coordinator	23,377	23,728	351	salary	Classified Merit Increase based on performance
Chadbourne, Gene/	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Clark, Angeedel/	Purchasing Assistant	22,323	22,658	335	salary	Classified Merit Increase based on performance
Clark, Becky/	Fiscal Support Specialist	25,773	25,966	193	salary	Classified Merit Increase based on performance
Clark, Blair/Rebecca	Administrative Specialist I	19,232	19,376	144	salary	Classified Merit Increase based on performance
Claypool, Shirley/	Administrative Specialist III	35,887	36,156	269	salary	Classified Merit Increase based on performance
Coker, Karen/Katherine	Institutional Service Super.	18,275	18,412	137	salary	Classified Merit Increase based on performance
Comer, Becky/Lynn	Institutional Service Asst.	16,614	16,863	249	salary	Classified Merit Increase based on performance
Conner, Michelle/	Institutional Service Asst.	20,091	20,392	301	salary	Classified Merit Increase based on performance
Cooper, Caleb/	Institutional Bus Driver	26,594	26,793	199	salary	Classified Merit Increase based on performance
Cornelius, John/Lee	Skilled Tradesman	37,087	37,365	278	salary	Classified Merit Increase based on performance
Couch, Melissa/	Print Shop Supervisor	39,878	40,476	598	salary	Classified Merit Increase based on performance
Counts, Bo/R.	Assoc. Bookstore Manager	31,640	36,087	4,447	salary	Classified Merit Increase based on performance
Cramer, Michael/	Skilled Trades Foreman	34,919	35,181	262	salary	Classified Merit Increase based on performance
Crouch, Jan/	Institutional Service Super.	20,397	20,703	306	salary	Classified Merit Increase based on performance
Cummings, Charles/A.	Institutional Bus Driver	26,726	26,926	200	salary	Classified Merit Increase based on performance
Curry, Amanda/Jeanne	Parking Control Officer	18,316	18,453	137	salary	Classified Merit Increase based on performance
Davis, Chaz/	Inventory Control Manager	27,062	27,468	406	salary	Classified Merit Increase based on performance
Davis, Cody/R.	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Davis, DeEtta/	Fiscal Support Specialist	34,971	35,233	262	salary	Classified Merit Increase based on performance
Day, Lawrence/D	Institutional Bus Driver	27,119	27,322	203	salary	Classified Merit Increase based on performance
Dickard, Sue/	Fiscal Support Specialist	30,077	30,754	677	salary	Classified Merit Increase based on performance
Dresher, Britney/Erin	Fiscal Support Specialist	25,773	26,353	580	salary	Classified Merit Increase based on performance
Dunn, David/A.	Skilled Trades Foreman	46,359	47,054	695	salary	Classified Merit Increase based on performance
Durrett, Carl/	Institutional Bus Driver	25,821	26,015	194	salary	Classified Merit Increase based on performance
Eagles, Beth/	Medical Diagnostic Analyst	30,511	30,969	458	salary	Classified Merit Increase based on performance
Eckman, Patricia/A	Institutional Service Asst.	20,486	20,947	461	salary	Classified Merit Increase based on performance
Edwards, Darcy/Lynn	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Elkins, Dustin/Lane	Parking Control Officer	18,316	18,591	275	salary	Classified Merit Increase based on performance
Elliott, William/L.	Equipment Operator	20,173	20,476	303	salary	Classified Merit Increase based on performance
Elsasser, Jackie/L.	Licensed Practical Nurse	34,423	34,939	516	salary	Classified Merit Increase based on performance
England, Aaron/D.	Const/Maintenance Coordinator	42,793	51,100	8,307	salary	Classified Merit Increase based on performance
England, Heather/Cullum	Administrative Specialist II	24,009	24,549	540	salary	Classified Merit Increase based on performance
Eubanks, Phillip/R.	Institutional Bus Driver	24,818	25,004	186	salary	Classified Merit Increase based on performance
Evans, Jerry/Dale	Skilled Trades Supervisor	43,548	44,201	653	salary	Classified Merit Increase based on performance
Farquharson, Lisa/Marie	Reproduction Equipment Oper.	21,413	21,574	161	salary	Classified Merit Increase based on performance
Farquharson, Tiffany/S.	Fiscal Support Specialist	25,773	26,353	580	salary	Classified Merit Increase based on performance
Fincher, Barbara/S.	Administrative Specialist I	25,207	25,774	567	salary	Classified Merit Increase based on performance
Finley, Bill/	Fiscal Support Analyst	33,992	34,502	510	salary	Classified Merit Increase based on performance
Flores, Edmond/Anthony	Skilled Tradesman	35,424	35,690	266	salary	Classified Merit Increase based on performance
Flores-Garcia, Sofia/Aurelia	Institutional Service Asst.	18,842	19,125	283	salary	Classified Merit Increase based on performance
Foster, Carla/S.	Logistics Manager	36,660	36,935	275	salary	Classified Merit Increase based on performance
Gage, Shannon/	Storeroom Supervisor	26,057	26,448	391	salary	Classified Merit Increase based on performance
Garcia, Ana/Laura Flores	Institutional Service Asst.	18,657	19,077	420	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Garcia, Sonia/Flores	Institutional Service Asst.	19,122	19,552	430	salary	Classified Merit Increase based on performance
Garr, Joe/	Storeroom Supervisor	25,398	25,779	381	salary	Classified Merit Increase based on performance
George, Katherine/R	Fiscal Support Specialist	27,457	27,663	206	salary	Classified Merit Increase based on performance
Gibson III, Andrew/Jackson	Computer Support Technician	29,836	30,060	224	salary	Classified Merit Increase based on performance
Gilbride, Andy/	Educ Instruction Specialist	31,327	31,562	235	salary	Classified Merit Increase based on performance
Gill, Douglas/Lee	Printer	31,902	32,620	718	salary	Classified Merit Increase based on performance
Gillming Jr., Dennis/G.	Institutional Service Asst.	18,842	19,125	283	salary	Classified Merit Increase based on performance
Gillow, Christopher/Lee	Institutional Bus Driver	25,821	26,015	194	salary	Classified Merit Increase based on performance
Gilmore, Jason/S.	Skilled Tradesman	40,088	40,389	301	salary	Classified Merit Increase based on performance
Gomez, Carminda/	Institutional Service Asst.	19,110	19,540	430	salary	Classified Merit Increase based on performance
Gomez, Pablo/	Institutional Service Asst.	16,614	16,988	374	salary	Classified Merit Increase based on performance
Gonzales, Johnny/Lara	Institutional Bus Driver	26,727	26,927	200	salary	Classified Merit Increase based on performance
Graves III, Trey/	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Green, Justin/Lee	Cashier	21,204	21,522	318	salary	Classified Merit Increase based on performance
Gregory, Dianna/	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Groom III, Will/	Institutional Bus Driver	22,264	22,431	167	salary	Classified Merit Increase based on performance
Grothaus, Maria/R.	HEI Program Coordinator	33,256	33,755	499	salary	Classified Merit Increase based on performance
Guess, Joyce/Mae	Institutional Service Asst.	18,935	19,219	284	salary	Classified Merit Increase based on performance
Guess, Nickoa/Lee	Institutional Service Asst.	18,936	19,078	142	salary	Classified Merit Increase based on performance
Guist, Marlin/D.	Institutional Service Asst.	19,640	19,787	147	salary	Classified Merit Increase based on performance
Haase, Stephanie/J.	Buyer	31,327	32,032	705	salary	Classified Merit Increase based on performance
Hadley, Norman/S.	Institutional Bus Driver	27,122	27,325	203	salary	Classified Merit Increase based on performance
Hammons III, Harold/Austin	Inventory Control Manager	38,830	41,777	2,947	salary	Classified Merit Increase based on performance
Harriman, Murlene/	Institutional Service Asst.	16,614	16,863	249	salary	Classified Merit Increase based on performance
Hart, Jeffrey/L.	Institutional Bus Driver	25,064	25,252	188	salary	Classified Merit Increase based on performance
Hernandez, Julie/Ann	Certified Nursing Assistant	22,264	22,598	334	salary	Classified Merit Increase based on performance
Hicks, Laurie/A.	Administrative Specialist III	25,773	26,353	580	salary	Classified Merit Increase based on performance
Hinsch, Kiley/	Administrative Specialist I	19,232	19,520	288	salary	Classified Merit Increase based on performance
Hirschey, Jeff/	Skilled Tradesman	38,117	38,975	858	salary	Classified Merit Increase based on performance
Hogan, Jason/Paul	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Holley, Gregory/Gene	Medical Technologist	38,397	38,973	576	salary	Classified Merit Increase based on performance
Holt, Beauniqu/K.	Certified Nursing Assistant	22,264	22,765	501	salary	Classified Merit Increase based on performance
Holt, Jeff/	Skilled Tradesman	35,232	35,496	264	salary	Classified Merit Increase based on performance
Hudson, Carrol/Gene	Skilled Tradesman	32,135	32,376	241	salary	Classified Merit Increase based on performance
Hudson, Debbie/	Administrative Specialist I	23,387	23,913	526	salary	Classified Merit Increase based on performance
Huffman, Charlotte/Jean	Institutional Service Asst.	18,291	18,565	274	salary	Classified Merit Increase based on performance
Jackson, Jonathan/Travis	Radio Dispatch Operator	20,194	20,497	303	salary	Classified Merit Increase based on performance
Jameson, Melissa/R.	Legal Support Specialist	26,542	27,139	597	salary	Classified Merit Increase based on performance
John, Barbara/Carol	Coordinator of Housekeeping	27,341	27,956	615	salary	Classified Merit Increase based on performance
Johnson, Madeline/Carol	Institutional Service Asst.	19,718	20,014	296	salary	Classified Merit Increase based on performance
Johnson, Ron/Dwayne	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Jones, Kevin/M.	Athletic Facilities Supervisor	34,616	35,135	519	salary	Classified Merit Increase based on performance
Jordan, Suzanne/	Institutional Service Asst.	19,429	19,575	146	salary	Classified Merit Increase based on performance
Jordon, Ed/	Institutional Service Asst.	18,842	18,983	141	salary	Classified Merit Increase based on performance
Kaiser, Steven/Louis	Skilled Tradesman	32,678	32,923	245	salary	Classified Merit Increase based on performance
Karney, Derek/Robert	Institutional Service Asst.	16,614	16,863	249	salary	Classified Merit Increase based on performance
Kendrick, Judy/L.	HEI Program Coordinator	33,582	40,398	6,816	salary	Classified Merit Increase based on performance
Key, Michelle/A.	Computer Support Technician	38,611	39,190	579	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
King, Rosalina/Lea	Institutional Service Asst.	18,982	19,124	142	salary	Classified Merit Increase based on performance
Kramer, Patricia/L.	Licensed Practical Nurse	33,946	34,201	255	salary	Classified Merit Increase based on performance
Kulish, Lee/C.	Institutional Bus Driver	27,255	27,459	204	salary	Classified Merit Increase based on performance
Kushmaul, Dustin/C.	Inventory Control Manager	27,062	27,468	406	salary	Classified Merit Increase based on performance
Kyle, Kenneth/C.	Institutional Service Asst.	16,614	16,863	249	salary	Classified Merit Increase based on performance
Kyle, Suzie/Deann	Commerical Graphic Artist	36,383	36,929	546	salary	Classified Merit Increase based on performance
Lacey, William/H.	Institutional Service Asst.	16,614	16,988	374	salary	Classified Merit Increase based on performance
Lacy, Jessika/Erin	Fiscal Support Specialist	25,268	25,458	190	salary	Classified Merit Increase based on performance
Lanning, Pattie/	Administrative Specialist III	25,268	25,837	569	salary	Classified Merit Increase based on performance
Lawson, Zach/D.	Coord Of Sports Information	34,343	35,116	773	salary	Classified Merit Increase based on performance
Layes, Henry/J	Inventory Control Manager	41,772	42,085	313	salary	Classified Merit Increase based on performance
Leder, Lance/Waylon	Athletic Equipment Supervisor	23,136	23,483	347	salary	Classified Merit Increase based on performance
Lee, Reta/A.	Administrative Supp.Supervisor	27,062	27,265	203	salary	Classified Merit Increase based on performance
Lemaster, Debbie/	Administrative Supp.Supervisor	31,111	31,578	467	salary	Classified Merit Increase based on performance
Lilze II, Danny/	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Lopshire, Doug/	Coordinator of Housekeeping	27,092	27,295	203	salary	Classified Merit Increase based on performance
Loren, Ranny/	Institutional Service Asst.	18,788	18,929	141	salary	Classified Merit Increase based on performance
Ludolph, Debbie/	Radio Dispatch Operator	20,194	20,345	151	salary	Classified Merit Increase based on performance
Maas, Kari/Alison	Institutional Bus Driver	24,330	24,512	182	salary	Classified Merit Increase based on performance
Magadan, Joel/Paul	Parking Control Officer	18,316	18,453	137	salary	Classified Merit Increase based on performance
Majors, Sharon/Kay	Administrative Specialist II	22,264	22,598	334	salary	Classified Merit Increase based on performance
Manz, Jonathan/W.	HEI Program Coordinator	31,506	31,979	473	salary	Classified Merit Increase based on performance
Martinez, Hilda/Macias	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Matthews, Barbara/A.	Administrative Specialist II	22,375	22,543	168	salary	Classified Merit Increase based on performance
Matthews, Phyllis/	Institutional Service Asst.	18,750	19,031	281	salary	Classified Merit Increase based on performance
May, Shelly/K.	Assistant Bookstore Manager	28,352	28,777	425	salary	Classified Merit Increase based on performance
McCain, W. C./	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
McCarty, Lewis/	Institutional Service Asst.	20,103	20,555	452	salary	Classified Merit Increase based on performance
McCawley Jr., Thomas/Edward	Institutional Bus Driver	22,264	22,431	167	salary	Classified Merit Increase based on performance
McClelland, Linda/	Administrative Specialist III	30,496	30,953	457	salary	Classified Merit Increase based on performance
McFeeters, Dawn/	Administrative Specialist II	22,264	22,431	167	salary	Classified Merit Increase based on performance
McLaughlin, Brian/C.	Athletic Equipment Supervisor	19,232	19,376	144	salary	Classified Merit Increase based on performance
McMillan, Zachary/C.	Institutional Service Asst.	18,842	18,983	141	salary	Classified Merit Increase based on performance
Medina, Mona/Gail	Institutional Service Asst.	18,291	18,428	137	salary	Classified Merit Increase based on performance
Mercer, Terry/	Administrative Specialist II	36,725	37,551	826	salary	Classified Merit Increase based on performance
Miller, Connie/J.	Administrative Supp.Supervisor	28,728	28,943	215	salary	Classified Merit Increase based on performance
Minor, Moon/Ei	Institutional Service Asst.	19,110	19,397	287	salary	Classified Merit Increase based on performance
Mitchell, Nancy/Carol	Institutional Service Asst.	16,614	16,988	374	salary	Classified Merit Increase based on performance
Mitchell, Roberta/Louise	Institutional Service Asst.	16,614	16,988	374	salary	Classified Merit Increase based on performance
Mize, Brad/	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Mojica, Maria/M.	Institutional Service Asst.	19,409	19,555	146	salary	Classified Merit Increase based on performance
Mojica, Valentina/	Institutional Service Asst.	18,201	18,474	273	salary	Classified Merit Increase based on performance
Moore, Dennis/Kay	Parking Control Officer	18,316	18,453	137	salary	Classified Merit Increase based on performance
Moore, Susan/K	Administrative Specialist II	34,967	35,754	787	salary	Classified Merit Increase based on performance
Mosley, Wade/	Athletic Facilities Supervisor	24,546	24,914	368	salary	Classified Merit Increase based on performance
Muckleroy, Jeff/	Skilled Tradesman	35,706	35,974	268	salary	Classified Merit Increase based on performance
Muckleroy, Juanita/K	Administrative Supp.Supervisor	29,754	30,200	446	salary	Classified Merit Increase based on performance
Munyon, Carla/	Reproduction Equipment Oper.	26,883	27,286	403	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Nieves, Sandy/K.	Assoc. Bookstore Manager	31,327	31,797	470	salary	Classified Merit Increase based on performance
Olszewski, Elizabeth/	Storeroom Supervisor	26,057	26,643	586	salary	Classified Merit Increase based on performance
Parks, Nile/D.	Institutional Bus Driver	25,821	26,015	194	salary	Classified Merit Increase based on performance
Paunova, Mira/	Institutional Service Asst.	19,504	19,943	439	salary	Classified Merit Increase based on performance
Peerbolte, Michael/Anthony	Administrative Specialist I	20,416	20,569	153	salary	Classified Merit Increase based on performance
Perkins, Karlyn/Spaulding	Fiscal Support Specialist	25,773	25,966	193	salary	Classified Merit Increase based on performance
Perkins, Michael/Blane	Printer	27,050	27,253	203	salary	Classified Merit Increase based on performance
Perrodin, Kent/Maurice	HEI Program Coordinator	38,940	39,524	584	salary	Classified Merit Increase based on performance
Phillips, Jay/	Institutional Bus Driver	26,594	26,793	199	salary	Classified Merit Increase based on performance
Phillips, Laura/	Legal Support Specialist	27,062	27,468	406	salary	Classified Merit Increase based on performance
Pitner, David/M.	Skilled Trades Foreman	32,894	33,141	247	salary	Classified Merit Increase based on performance
Porter, William/O.	Coordinator of Housekeeping	26,057	26,252	195	salary	Classified Merit Increase based on performance
Powell, Christopher/Lee	Institutional Service Asst.	19,122	19,409	287	salary	Classified Merit Increase based on performance
Power, Debbie/	Administrative Specialist I	19,232	19,520	288	salary	Classified Merit Increase based on performance
Powers, Robert/	Skilled Tradesman	39,632	39,929	297	salary	Classified Merit Increase based on performance
Prince, Georgan/	Administrative Specialist I	23,317	23,667	350	salary	Classified Merit Increase based on performance
Quinn, Elaine/R.	Administrative Specialist III	27,360	27,770	410	salary	Classified Merit Increase based on performance
Raborn, Ruth/E.	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Ralph, Karen/L.	Fiscal Support Analyst	34,830	35,614	784	salary	Classified Merit Increase based on performance
Ramsfield, Pamela/R.	Logistics Manager	29,934	30,383	449	salary	Classified Merit Increase based on performance
Redfeather, Jodi/Kathryn	Institutional Service Asst.	18,842	19,125	283	salary	Classified Merit Increase based on performance
Reed, Jenny/	Laboratory Technician	23,377	23,552	175	salary	Classified Merit Increase based on performance
Reed, Shellye/Dee	Parking Control Officer	18,316	18,453	137	salary	Classified Merit Increase based on performance
Riley, Randall/R.	Commerical Graphic Artist	36,028	36,568	540	salary	Classified Merit Increase based on performance
Riley, Rob/A.	Vehicle Facilities Coordinator	23,377	23,552	175	salary	Classified Merit Increase based on performance
Roach II, Steve/	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Roach, Darlene/	Administrative Specialist I	23,525	23,878	353	salary	Classified Merit Increase based on performance
Rochier, Amanda/N.	Medical Records Technician	25,773	26,160	387	salary	Classified Merit Increase based on performance
Romine, Robert/Lee	Institutional Service Asst.	16,998	17,125	127	salary	Classified Merit Increase based on performance
Rose, Matthew/David	Computer Support Specialist	38,307	38,882	575	salary	Classified Merit Increase based on performance
Rowe, Betty/L.	Fiscal Support Analyst	31,673	32,386	713	salary	Classified Merit Increase based on performance
Rowland, Bill/	Storeroom Supervisor	28,787	29,003	216	salary	Classified Merit Increase based on performance
Rust, Amanda/Kate	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Rust, Marvena/A	Coordinator of Housekeeping	28,161	28,795	634	salary	Classified Merit Increase based on performance
Salrin, Scott/William	Duplication Assistant	25,167	25,356	189	salary	Classified Merit Increase based on performance
Scott, James/	Printer	41,049	41,357	308	salary	Classified Merit Increase based on performance
Shelton, Darlene/	Cashier	22,509	23,015	506	salary	Classified Merit Increase based on performance
Sims, James/Dan	Institutional Service Asst.	18,750	19,031	281	salary	Classified Merit Increase based on performance
Sims, Theresa/G.	Athletic Facilities Supervisor	27,084	27,287	203	salary	Classified Merit Increase based on performance
Skagfjord, Eric/K.	Computer Support Technician	30,135	30,813	678	salary	Classified Merit Increase based on performance
Smith, Leon/A.	Skilled Tradesman	31,909	32,388	479	salary	Classified Merit Increase based on performance
Smith, Simone/J	Institutional Service Asst.	21,022	21,495	473	salary	Classified Merit Increase based on performance
Smith, Steve/	Skilled Tradesman	36,085	36,626	541	salary	Classified Merit Increase based on performance
Sohn, Carolyn/M.	Administrative Specialist III	28,986	31,186	2,200	salary	Classified Merit Increase based on performance
Sposato, Chris/	Computer Support Technician	36,034	36,304	270	salary	Classified Merit Increase based on performance
Stafford, Adam/P.	HEI Program Coordinator	31,506	31,979	473	salary	Classified Merit Increase based on performance
Stephens, Regina/Wrape	Administrative Supp.Supervisor	27,062	27,671	609	salary	Classified Merit Increase based on performance
Stinchcomb Jr., Ross/L.	Logistics Manager	29,920	30,144	224	salary	Classified Merit Increase based on performance

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Stufflebeam, Conan/Troy	Printer	26,057	26,252	195	salary	Classified Merit Increase based on performance
Sullivan, Gretchen/Renee	Institutional Service Asst.	18,750	18,891	141	salary	Classified Merit Increase based on performance
Sutton, Robert/William	Institutional Service Asst.	22,072	22,403	331	salary	Classified Merit Increase based on performance
Tackett, Wanda/J.	Coordinator of Housekeeping	28,438	29,078	640	salary	Classified Merit Increase based on performance
Tate, Jim/L.	Institutional Bus Driver	27,809	28,018	209	salary	Classified Merit Increase based on performance
Tate, Junior/	Logistics Manager	29,436	29,878	442	salary	Classified Merit Increase based on performance
Taylor, Patricia/Linn	UAF Asst Business Manager	40,424	41,334	910	salary	Classified Merit Increase based on performance
Thielen, Kathy/	Administrative Specialist I	23,525	24,054	529	salary	Classified Merit Increase based on performance
Tinsley, John/K.	Institutional Bus Driver	26,463	26,661	198	salary	Classified Merit Increase based on performance
Tocci, Kym/	Reproduction Equipment Oper.	19,200	19,488	288	salary	Classified Merit Increase based on performance
Todd, Keith/	Assistant Bookstore Manager	25,773	26,160	387	salary	Classified Merit Increase based on performance
Todd, Sacha/Andre	Institutional Service Asst.	18,841	19,124	283	salary	Classified Merit Increase based on performance
Van Becelaere, Mark/Allan	Skilled Tradesman	41,510	42,133	623	salary	Classified Merit Increase based on performance
Vazquez, Ana/Maria	Institutional Service Asst.	18,842	18,983	141	salary	Classified Merit Increase based on performance
Vizueth, Beatriz/	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Vizueth, Olive/	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Voorheis, Vincent/L.	Skilled Tradesman	29,836	30,060	224	salary	Classified Merit Increase based on performance
Waddell, Adam/	Logistics Manager	29,032	29,467	435	salary	Classified Merit Increase based on performance
Wages, Timothy/N.	Skilled Tradesman	43,513	44,166	653	salary	Classified Merit Increase based on performance
Walden, Patricia/D.	Institutional Service Super.	22,911	23,426	515	salary	Classified Merit Increase based on performance
Walker, Vince/Ladair	Institutional Service Asst.	16,614	16,739	125	salary	Classified Merit Increase based on performance
Ward, Tammy/D.	Institutional Service Asst.	18,888	19,030	142	salary	Classified Merit Increase based on performance
Watts, Raymond/J	Skilled Tradesman	35,950	36,220	270	salary	Classified Merit Increase based on performance
Webb, Tanya/Lynne	Fiscal Support Analyst	36,050	36,861	811	salary	Classified Merit Increase based on performance
Whatley, Chris/	Maintenance Assistant	21,204	21,363	159	salary	Classified Merit Increase based on performance
Whitfield, Victoria/M.	Cashier	21,204	21,363	159	salary	Classified Merit Increase based on performance
Whitney, Teena/Loyola	Cashier	21,204	21,363	159	salary	Classified Merit Increase based on performance
Wilkins, Angie/	Cashier	21,204	21,681	477	salary	Classified Merit Increase based on performance
Williams, Jackie/Lee	Medical Records Technician	25,773	26,353	580	salary	Classified Merit Increase based on performance
Williams, Lisa/Lynn	Institutional Service Asst.	18,201	18,338	137	salary	Classified Merit Increase based on performance
Wingert, Michael/E.	Shipping & Receiving Clerk	20,229	20,532	303	salary	Classified Merit Increase based on performance
Winn, Darlene/	Administrative Specialist II	34,057	34,312	255	salary	Classified Merit Increase based on performance
Winn, Trish/	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Wolfe, Matthew/A.	Media Specialist	31,327	32,032	705	salary	Classified Merit Increase based on performance
Wordlow, Tamika/Lashay	HEI Program Coordinator	31,194	31,662	468	salary	Classified Merit Increase based on performance
Young, Brandon/	Institutional Service Asst.	18,841	19,124	283	salary	Classified Merit Increase based on performance
Zweimueller, Gary/	Skilled Tradesman	29,836	30,284	448	salary	Classified Merit Increase based on performance
Collen, Tom/D.	Head Basketball Coach	388,052	401,634	13,582	salary	implemented in accordance with their employment agreements
Easter, Alisha/Dawn	Project/Program Specialist	40,750	44,825	4,075	salary	Interim responsibilities in Residence Life Education. Salary will revert to 40,750 at end
Poppell, Jeff/	Head Swimming Coach	105,729	115,000	9,271	salary	implemented in accordance with their employment agreements
Smith, Adrain/	Student Development Specialist	37,138	44,500	7,362	salary	Increase as agreed upon for additional responsibilities.
Thorne, Jason/Ty	Mental Health Clinician	38,000	46,000	8,000	salary	Initially hired for one year only. Raise when hired to work in CAPS full-time permanent.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas - Archeological Survey

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Alsobrook, Kathryn/Neill	Institutional Service Asst.	19,852	20,150	298	salary	Classified Merit Increase based on performance
Kellett, Jane/	Commerical Graphic Artist	45,911	46,944	1,033	salary	Classified Merit Increase based on performance
Scott, Barbara/Holland	Administrative Specialist III	25,773	26,160	387	salary	Classified Merit Increase based on performance
Evans, Michael/M	Survey Research Assist	33,210	34,210	1,000	salary	Salary Equity Raise per AR Archeological Survey Dir
Futch, Edna/Faye	Survey Research Assist	24,000	27,000	3,000	salary	Salary Equity Raise per AR Archeological Survey Dir
Howe, Jessica/R.	Survey Research Assist	24,000	28,000	4,000	salary	Salary Equity Raise per AR Archeological Survey Dir
Jenkins, Aden/G.	Survey Research Assist	17,472	20,472	3,000	salary	Salary Equity Raise per AR Archeological Survey Dir
Pebworth, Jared/Scott	Survey Research Assist	33,210	34,210	1,000	salary	Salary Equity Raise per AR Archeological Survey Dir
Porter, Larry/D.	Archaeological Assistant	26,381	30,381	4,000	salary	Salary Equity Raise per AR Archeological Survey Dir
Whitlow, Marilyn/J.	Archaeological Assistant	22,570	25,570	3,000	salary	Salary Equity Raise per AR Archeological Survey Dir

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas Division of Agriculture

Completed By: Jamie Bentley, HR Manager

Phone Number: 479-575-4746

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Robinson, Otis	Research Technologist	26901	35554	8653	salary	Promoted to title consistent with duties.
Osredker, Susan	Administrative Specialist III	23634	25997	2363	salary	Promoted to higher title based on additional duties
Foster, Tonya	Project/Program Specialist	39933	42000	2067	salary	Increase based on additional duties
Guerreiro, Michel	Project/Program Specialist	41675	46000	4325	salary	Increase based on increased levels of responsibility
Duncan, Michael	Project/Program Specialist	41850	46000	4150	salary	Increase based on increased levels of responsibility
Denger, Cosmo	Project/Program Specialist	42025	46000	3975	salary	Increase based on increased levels of responsibility
Algee, Paul	Project/Program Specialist	47000	54000	7000	salary	Increase based on increased levels of responsibility
Hanson, J. Elijah	Project/Program Specialist	46800	54000	7200	salary	Increase based on increased levels of responsibility
King, Charles Andrew	Project/Program Director	52015	55015	3000	salary	Increase based on additional duties
Nandy, Soumen	Post Doctoral Associate	31212	35838	4626	salary	Increase required by ISS for H1B Visa
Thomas, Jamie U.	Program Associate	30600	32000	1400	salary	Increase based on additional duties
Rodriguez, German	Program Associate	43772	46772	3000	salary	Increase based on additional duties
Wingfield, Clay	Program Technician	30600	33600	3000	salary	Increase based on increased levels of responsibility
Strain, Karen	Systems Analyst	41982	42612	630	salary	classified merit increase
Halleck, Gail	Editor	16448	16695	247	salary	classified merit increase
Kyle, Gail	Administrative Specialist II	23634	23989	355	salary	classified merit increase
Velie, Jeff	Systems Analyst	48707	49438	731	salary	classified merit increase
Whitmer, Mari	Administrative Specialist II	24950	25324	374	salary	classified merit increase
Kirby, Dale	Agriculture Lab Tech	21439	21761	322	salary	classified merit increase
Curtis, Shawn	Farm Foreman	31534	32007	473	salary	classified merit increase
Hoffman, Dustin	Agriculture Lab Tech	20556	20864	308	salary	classified merit increase
Adams, Floyd	Agriculture Lab Tech	22725	23066	341	salary	classified merit increase
Harris, Timothy	Agriculture Lab Tech	22725	23066	341	salary	classified merit increase
Marshall, Chris	Agriculture Lab Tech	24107	24469	362	salary	classified merit increase
McGee, Penny	Administrative Specialist II	22264	22598	334	salary	classified merit increase
Moore, Linda	Computer Operator	32184	32667	483	salary	classified merit increase
Ott, Jessica	Fiscal Support Specialist	27360	27770	410	salary	classified merit increase
Porter, Isaiah	Equipment Mechanic	27075	27481	406	salary	classified merit increase
Robinson, Otis	Research Technologist	35554	36087	533	salary	classified merit increase
Guest Jr., Barry	Equipment Mechanic	24817	25189	372	salary	classified merit increase
Pruitt, Howard	Skilled Tradesman	29836	30284	448	salary	classified merit increase
Goucher, Shelby	Fiscal Support Analyst	30792	31254	462	salary	classified merit increase
Osredker, Susan	Administrative Specialist III	25997	26387	390	salary	classified merit increase
Shen, Yong	Agriculture Lab Tech	23188	23536	348	salary	classified merit increase
Buck, Tralena	Research Field Technician	22680	23020	340	salary	classified merit increase
Ober, Dwain	Farm Foreman	28391	28817	426	salary	classified merit increase
Ridgeway, John	Research Field Technician	25304	25684	380	salary	classified merit increase
Lewis, Barbara	Administrative Specialist II	26060	26451	391	salary	classified merit increase
Moore, Jimmy	Farm Foreman	37802	38369	567	salary	classified merit increase

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Coles, James	Farm Foreman	28872	29305	433	salary	classified merit increase
Headley Sr., Henry	Equipment Mechanic	26118	26510	392	salary	classified merit increase
Rolins, Joe	Agriculture Lab Tech	23873	24231	358	salary	classified merit increase
Johnson, Ricky	Agriculture Farm Tech	30671	31131	460	salary	classified merit increase
Lancaster, Bobby	Agriculture Farm Tech	23890	24248	358	salary	classified merit increase
Milano, Melissa	Administrative Specialist III	29371	29812	441	salary	classified merit increase
Poag, Mark	Research Technician	29171	29609	438	salary	classified merit increase
Thomas, Mary	Administrative Specialist II	28425	28851	426	salary	classified merit increase
Bell, Carroll	Research Technician	26649	27049	400	salary	classified merit increase
Brooks, Debra	Administrative Specialist III	27360	27770	410	salary	classified merit increase
Glass, Virginia	Fiscal Support Analyst	37508	38071	563	salary	classified merit increase
Lester, Dennis	Research Technician	27837	28255	418	salary	classified merit increase
Reynolds, David	Research Technician	24629	24998	369	salary	classified merit increase
Silva, Lori	Research Technician	24750	25121	371	salary	classified merit increase
Tyree, Patty	Research Technologist	40791	41403	612	salary	classified merit increase
Washington, Janet	Research Technician	28468	28895	427	salary	classified merit increase
Wyles, Vicki	Fiscal Support Specialist	28560	28988	428	salary	classified merit increase
Wylie Jr., Gary	Agriculture Farm Tech	19232	19520	288	salary	classified merit increase
Boren Jr., Richard	Agriculture Lab Tech	23873	24231	358	salary	classified merit increase
Cummings, Arvin	Farm Foreman	32305	32790	485	salary	classified merit increase
Cummings, Linda	Accounting Technician	24961	25335	374	salary	classified merit increase
Cunningham Sr., Jody	Agriculture Lab Tech	22763	23104	341	salary	classified merit increase
Hamm, Gary	Equipment Mechanic	25376	25757	381	salary	classified merit increase
Kilgore, Wesley	Agriculture Lab Tech	19336	19626	290	salary	classified merit increase
McNair, Brian	Agriculture Lab Tech	23873	24231	358	salary	classified merit increase
Pugh, Lewis	Agriculture Lab Tech	21391	21712	321	salary	classified merit increase
Smith, Andy	Heavy Equipment Operator	24277	24641	364	salary	classified merit increase
Henderson, Demeytres	Administrative Specialist III	31852	32330	478	salary	classified merit increase
Humphries, Rhonda	Fiscal Support Specialist	27360	27770	410	salary	classified merit increase
Patterson, Suzanne	HEI Program Coordinator	37402	37963	561	salary	classified merit increase
Wood, Daniel	Greenhouse Technician	23634	23989	355	salary	classified merit increase
Larkin, Cheryl	Fiscal Support Analyst	31252	31721	469	salary	classified merit increase
Outlaw, Linda	Administrative Support Supervisor	39663	40258	595	salary	classified merit increase
Dye, Roosevelt	Farm Foreman	33107	33604	497	salary	classified merit increase
Hughes, Tanya	Fiscal Support Specialist	27360	27770	410	salary	classified merit increase
Capps, Patrick	Agriculture Lab Tech	27108	27515	407	salary	classified merit increase
Howard, Cathy	Research Assistant	31529	32002	473	salary	classified merit increase
Miller, Margie	Laboratory Technician	23377	23728	351	salary	classified merit increase
Nichols, Patricia	Agriculture Lab Tech	25027	25402	375	salary	classified merit increase
Overton, James	Agriculture Lab Tech	29996	30446	450	salary	classified merit increase
Pote, Sherri	Administrative Support Supervisor	29916	30365	449	salary	classified merit increase
Watkins, Dietra	Laboratory Technician	23377	23728	351	salary	classified merit increase
Watkins, Trish	Fiscal Support Analyst	38434	39299	865	salary	classified merit increase
Cole, Eloise	Fiscal Support Analyst	39029	39907	878	salary	classified merit increase
Phillips, Viola	Administrative Specialist II	22264	22765	501	salary	classified merit increase
Hornsby, Jeannie	Fiscal Support Specialist	29166	29822	656	salary	classified merit increase
Jones, Linda	Administrative Specialist II	23965	24504	539	salary	classified merit increase

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Kitz, Khalisa	Administrative Specialist II	22264	22765	501	salary	classified merit increase
Twilley, Hadley	HEI Program Coordinator	43081	44050	969	salary	classified merit increase
Watson, Dianna	Administrative Specialist II	26060	26646	586	salary	classified merit increase
Fletcher, Susan	Administrative Specialist III	16814	17192	378	salary	classified merit increase
Lafex, Diane	Research Technologist	46898	47953	1055	salary	classified merit increase
Malone, Teresa	Administrative Support Supervisor	31892	32610	718	salary	classified merit increase
Treat, Clayton	Farm Foreman	34684	35464	780	salary	classified merit increase
Piazza Jr., Virgil	Maintenance Specialist	27977	28606	629	salary	classified merit increase
Haney, Judith	Fiscal Support Analyst	39791	40686	895	salary	classified merit increase
Tharel, Connie	Administrative Specialist II	27994	28624	630	salary	classified merit increase
Gilmore, Martin	Research Technologist	46672	47722	1050	salary	classified merit increase
Hanshaw, Katie	Administrative Specialist III	25773	26353	580	salary	classified merit increase
Kuhns, Cindy	Administrative Support Supervisor	32442	33172	730	salary	classified merit increase
Salazar, Jo	Administrative Specialist II	26440	27035	595	salary	classified merit increase
St Clair, Shirl	Administrative Specialist II	25936	26520	584	salary	classified merit increase
McSpadden, Kathy	Fiscal Support Specialist	29166	29822	656	salary	classified merit increase
Wilson, Ricky	Agriculture Lab Tech	20556	21019	463	salary	classified merit increase
Atchley, Sam	Farm Foreman	38276	39137	861	salary	classified merit increase
Palmer, Billy	Auto/Diesel Mechanic	27360	27976	616	salary	classified merit increase
Poynor, Donna	Fiscal Support Analyst	39182	40064	882	salary	classified merit increase
Blankenship, Justin	Research Technologist	36265	37081	816	salary	classified merit increase
Brantley, Gary	Maintenance Coordinator	23430	23957	527	salary	classified merit increase
Pipkins, Emmett	Research Field Technician	25150	25716	566	salary	classified merit increase
Stubblefield, Roger	Maintenance Supervisor	48260	49346	1086	salary	classified merit increase
McCorkle, Mike	Laboratory Technician	39158	40039	881	salary	classified merit increase
Rowe, Patricia	Fiscal Support Analyst	34481	35257	776	salary	classified merit increase
Crabtree, Paula	Administrative Support Supervisor	34880	35665	785	salary	classified merit increase
Thornton, Loretta	Fiscal Support Specialist	30489	31175	686	salary	classified merit increase
Dunlap, Melinda	Administrative Specialist III	25773	25966	193	salary	classified merit increase
Minden, Alicia	Administrative Specialist II	28301	28513	212	salary	classified merit increase
Rhein, Robert	Research Field Technician	30178	30404	226	salary	classified merit increase
Walker, Amy	Fiscal Support Specialist	25773	25966	193	salary	classified merit increase
Hill, Brandi	Administrative Specialist I	21005	21163	158	salary	classified merit increase
Murdoch, Elizabeth	Research Technologist	44466	44799	333	salary	classified merit increase
Owens, Patricia	Research Field Technician	25129	25317	188	salary	classified merit increase
Turner, Lisa	Fiscal Support Specialist	27739	27947	208	salary	classified merit increase
Villines, Cheri	Research Technologist	39751	40049	298	salary	classified merit increase
Zamora-Coe, Raphaela	Administrative Specialist II	22264	22431	167	salary	classified merit increase
DeSalvo, Dina	Administrative Specialist I	20416	20569	153	salary	classified merit increase
Funk, Janet	Administrative Specialist III	23076	23249	173	salary	classified merit increase
Mitchell, David	Institutional Services Supervisor	19702	19850	148	salary	classified merit increase
Davis, Alan	Agriculture Lab Tech	22737	22908	171	salary	classified merit increase
Wages, Rickey	Agriculture Lab Tech	30449	30677	228	salary	classified merit increase
Hallett, Shirley	Administrative Specialist II	22264	22431	167	salary	classified merit increase
Mercer, Jerry	Agriculture Farm Tech	20832	20988	156	salary	classified merit increase
Warhurst, Johnny	Agriculture Farm Tech	31979	31994	15	salary	classified merit increase
Huey, Debbie	Administrative Specialist II	23634	23811	177	salary	classified merit increase

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Brandenburger, Helen	Administrative Specialist II	24957	25144	187	salary	classified merit increase
Chick, Laura	Research Technician	27038	27241	203	salary	classified merit increase
Chick, Thomas	Agriculture Farm Tech	19232	19376	144	salary	classified merit increase
Chick, Tom	Research Technician	27038	27241	203	salary	classified merit increase
Ferguson, Ralph	Agriculture Lab Tech	26731	26931	200	salary	classified merit increase
Kavalir, Amanda	Administrative Specialist III	25773	25966	193	salary	classified merit increase
Pruett, Annemarie	Research Technician	27042	27245	203	salary	classified merit increase
Pruett, John	Research Technician	27721	27929	208	salary	classified merit increase
Rogers, Burl/Jerry	Agriculture Lab Tech	22432	22600	168	salary	classified merit increase
Silva III, David	Agriculture Lab Tech	20416	20569	153	salary	classified merit increase
Tinsley, Donna	Administrative Specialist II	25795	25988	193	salary	classified merit increase
Villines, Kenny	Research Technician	27911	28120	209	salary	classified merit increase
Alsup, Jay	Agriculture Farm Tech	20416	20569	153	salary	classified merit increase
Curtis, Dana	Research Field Technician	23349	23524	175	salary	classified merit increase
Ellenburg, Helen	Research Field Technician	24310	24492	182	salary	classified merit increase
Griffith, Justin	Laboratory Technician	23377	23552	175	salary	classified merit increase
Hendrix, Gary	Research Field Technician	23928	24107	179	salary	classified merit increase
Hudson, Clinton	Research Field Technician	23496	23672	176	salary	classified merit increase
Richter, William	Skilled Tradesman	29836	30060	224	salary	classified merit increase
Rogula, Suson	Research Field Technician	22199	22365	166	salary	classified merit increase
Sells, Terry	Research Field Technician	22680	22850	170	salary	classified merit increase
Gamble, Kenneth	Farm Foreman	31786	32024	238	salary	classified merit increase
Spurlock, Randy	Agriculture Farm Tech	31989	31994	5	salary	classified merit increase
Loe, Josh	Agriculture Lab Tech	23525	23701	176	salary	classified merit increase
Harvey, Valerie	Fiscal Support Analyst	37281	37561	280	salary	classified merit increase
Wilson, Shana	Administrative Specialist II	23634	23811	177	salary	classified merit increase
McFarland, Michael	Agriculture Lab Tech	22653	22823	170	salary	classified merit increase
Noble, Joe	Equipment Mechanic	26340	26538	198	salary	classified merit increase
Rice, Kathryn	Administrative Support Supervisor	32049	32289	240	salary	classified merit increase
Smith, Doris	Fiscal Support Analyst	40510	40814	304	salary	classified merit increase
Gignac, James	Agriculture Lab Tech	20416	20569	153	salary	classified merit increase

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Arkansas School for Mathematics, Sciences and the Arts

Completed By: JaNan Abernathy

Phone Number: 501-622-5112

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Bill Currier	Dean of Students	\$67,958	\$70,000	\$2,042	Salary	Additional duties assigned 7/1/2011
Ashley Smith	Assoc Director of Finance	\$38,550	\$45,000	\$6,450	Salary	Title Change/Additional duties assigned 7/1/2011

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: U of A Cooperative Extension Service

Completed By: Nicholas Dudley

Phone Number: 501-671-2057

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Janie Garner	Program Assistant	37354	38186	832	Salary	Classified Merit Increase
Pamela Ferrill	Print Shop Manager	34583	35102	519	Salary	Classified Merit Increase
Janis Reginelli	Admin. Office Supervisor	27063	27469	406	Salary	Classified Merit Increase
Vickie Hale	Admin. Office Supervisor	30580	31039	459	Salary	Classified Merit Increase
JoAnn Faulkner	Secretary II	22265	22432	167	Salary	Classified Merit Increase
Ora Lee Yates	Admin. Office Supervisor	30645	31335	690	Salary	Classified Merit Increase
Lynne Wooten	Admin. Support Supervisor	31430	31666	236	Salary	Classified Merit Increase
Dianne Wolfe	Admin. Office Supervisor	27062	27468	406	Salary	Classified Merit Increase
Saundria Ash	Admin. Office Supervisor	32398	33127	729	Salary	Classified Merit Increase
Leigh Askins	Admin. Office Supervisor	32926	33420	494	Salary	Classified Merit Increase
Louise Williams	Admin. Office Supervisor	43728	44384	656	Salary	Classified Merit Increase
Joyce Bowie	Program Assistant	23045	23398	354	Salary	Classified Merit Increase
Cheryl Williams	Commercial Graphic Artist	43883	44212	329	Salary	Classified Merit Increase
Rickey Wiedower	Livestock News Reporter	47122	48182	1060	Salary	Classified Merit Increase
Wanda Barker	Secretary II	35160	35687	527	Salary	Classified Merit Increase
Sheila Whiteley	Admin. Office Supervisor	31451	31923	472	Salary	Classified Merit Increase
Louvenia Harris	Program Assistant	23710	24064	354	Salary	Classified Merit Increase
Janet Beck	Admin. Office Supervisor	27063	27469	406	Salary	Classified Merit Increase
Rebekah Beene	Admin. Office Supervisor	27063	27672	609	Salary	Classified Merit Increase
Joyce Bowlin	Admin. Office Supervisor	41142	42068	926	Salary	Classified Merit Increase
Martha Thorpe	Secretary II	35455	35721	266	Salary	Classified Merit Increase
Shirley Walker	Program Assistant	23918	24105	187	Salary	Classified Merit Increase
Carolyn Bryant	Graphic Artist II	39857	40455	598	Salary	Classified Merit Increase
Shelly Johnson	Admin. Office Supervisor	30939	31635	696	Salary	Classified Merit Increase
Barbara Collier	Program Assistant	11252	11418	166	Salary	Classified Merit Increase
Saundra Blocker	Admin. Office Supervisor	37863	38715	852	Salary	Classified Merit Increase
Mary Coor	Program Assistant	34567	34817	250	Salary	Classified Merit Increase
Ursula Crow	Plant Warehouse Asst Fore	27224	27632	408	Salary	Classified Merit Increase
Donna Crumpler	Admin. Office Supervisor	31753	32229	476	Salary	Classified Merit Increase
Beverly Cunningham	Admin. Office Supervisor	35082	35871	789	Salary	Classified Merit Increase
LaVetta Perkins	County Ext. Agent II	57576	59576	2000	Salary	Stipend for Interim Staff Chair duties
Wilma Dorn	Admin. Office Supervisor	38815	39688	873	Salary	Classified Merit Increase
Judy Drewrey	Secretary II	27757	28173	416	Salary	Classified Merit Increase
Dianne Hardgrave	Livestock News Reporter	26664	27264	600	Salary	Classified Merit Increase
Gloria Eubanks	Admin. Office Supervisor	40956	41878	922	Salary	Classified Merit Increase
Tammy Farnam	Admin. Office Supervisor	31117	31584	467	Salary	Classified Merit Increase
Jo Ann Fish	Purchasing Specialist	30346	31029	683	Salary	Classified Merit Increase

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Sharon Treat	Secretary I	30478	31164	686	Salary	Classified Merit Increase
Gail Torok	Admin. Office Supervisor	40893	41506	613	Salary	Classified Merit Increase
Jerry Foley	Livestock News Reporter	47035	48093	1058	Salary	Classified Merit Increase
Ocsie Barnes	Program Assistant	24251	24605	354	Salary	Classified Merit Increase
Sherry Funderburg	Payroll Services Specialist	44212	44875	663	Salary	Classified Merit Increase
Queen Thomason	Program Asst	24376	24563	187	Salary	Classified Merit Increase
Kelly Thomason	Admin. Office Supervisor	31765	32241	476	Salary	Classified Merit Increase
Nora Terry	Admin. Office Supervisor	36369	36915	546	Salary	Classified Merit Increase
Lillie Teel	Admin. Office Supervisor	44350	45015	665	Salary	Classified Merit Increase
Laura Goforth	Graphic Artist II	44524	45192	668	Salary	Classified Merit Increase
Gloria Taylor	Admin. Office Supervisor	29933	30382	449	Salary	Classified Merit Increase
Beverly Brown	Admin. Office Supervisor	28817	29465	648	Salary	Classified Merit Increase
Wanda Snyder	Admin. Office Supervisor	32030	32270	240	Salary	Classified Merit Increase
Janet Smallwood	Secretary II	24475	24842	367	Salary	Classified Merit Increase
Janet Slate	Administrative Secretary	27360	27770	410	Salary	Classified Merit Increase
Debra Schneider	Admin. Office Supervisor	41265	41884	619	Salary	Classified Merit Increase
Sandra Schlinker	Secretary I	22891	23234	343	Salary	Classified Merit Increase
Roxana Jones	Admin. Office Supervisor	27063	27672	609	Salary	Classified Merit Increase
Gail Kizer	Admin. Office Supervisor	43021	43989	968	Salary	Classified Merit Increase
Onita Watson	Admin. Office Supervisor	41492	42426	934	Salary	Classified Merit Increase
Laura Rooney	Admin. Office Supervisor	35984	36524	540	Salary	Classified Merit Increase
Anna Landrum	Admin. Office Supervisor	28728	28943	215	Salary	Classified Merit Increase
Sharon Lillard	Admin. Office Supervisor	30239	30693	454	Salary	Classified Merit Increase
Alta Lockley	Program Assistant	11252	11502	250	Salary	Classified Merit Increase
Dena Malone	Admin. Office Supervisor	28759	29406	647	Salary	Classified Merit Increase
Kathy Rawlingson	Admin. Office Supervisor	31292	31996	704	Salary	Classified Merit Increase
Paul Martin	Apprentice Tradesman	22127	22296	169	Salary	Classified Merit Increase
Gloria Mayhugh	Graphic Artist II	48531	49259	728	Salary	Classified Merit Increase
Belinda Miller	Admin. Office Supervisor	40042	40943	901	Salary	Classified Merit Increase
June Moody	Admin. Office Supervisor	27062	27265	203	Salary	Classified Merit Increase
Jane Mowry	AOS	32228	32953	725	Salary	Classified Merit Increase
Denise Murdoch	Secretary II	27391	28007	616	Salary	Classified Merit Increase
Mary Parker	Secretary I	10501	10742	241	Salary	Classified Merit Increase
Sandy Puckett	Secretary II	26513	26712	199	Salary	Classified Merit Increase
Christa Littlefield	Admin. Office Supervisor	28728	29374	646	Salary	Classified Merit Increase
Eva Johnson	Administrative Assistant II	32117	32840	723	Salary	Classified Merit Increase
Reba Hawkins	Adm. Ass II	44991	46003	1012	Salary	Classified Merit Increase
Susan James	Admin. Office Supervisor	32770	33262	492	Salary	Classified Merit Increase
Debbie Henry	Administrative Assistant II	31654	32366	712	Salary	Classified Merit Increase
Jan Rogers	Secretary II	25601	25985	384	Salary	Classified Merit Increase
Brenda Hawkins	Admin. Office Supervisor	42940	43906	966	Salary	Classified Merit Increase
Vickie Huddleston	Admin. Office Supervisor	41134	41751	617	Salary	Classified Merit Increase
Sharon High	Secretary II	38012	38582	570	Salary	Classified Merit Increase
Johnny Woodley	Shipping and Receiving Clerk	23387	23562	175	Salary	Classified Merit Increase
Sharon Colvin	Admin. Office Supervisor	27063	27469	406	Salary	Classified Merit Increase
Veda Thompson	Personnel Assistant II -Inst	35385	36181	796	Salary	Classified Merit Increase
Annette Williams	Program Assistant	24625	25000	374	Salary	Classified Merit Increase

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Nanette Webb	Program Assistant	22504	22670	166	Salary	Classified Merit Increase
Belinda Weaver	Secretary I	9621	9765	144	Salary	Classified Merit Increase
Mona Norris	Admin. Office Supervisor	28728	28943	215	Salary	Classified Merit Increase
Rin Morris	Secretary II	23634	24166	532	Salary	Classified Merit Increase
Gilbert Jones	Cust Supv II	27306	27511	205	Salary	Classified Merit Increase
Darlene Horne	Administrative Secretary	25774	25967	193	Salary	Classified Merit Increase
Dana Stringfellow	Admin. Office Supervisor	27063	27469	406	Salary	Classified Merit Increase
Robin Hollis	Admin. Office Supervisor	28728	29159	431	Salary	Classified Merit Increase
Debbie Loose	Campus Postmaster	25364	25554	190	Salary	Classified Merit Increase
Denise Roulhac	Admin. Support Supervisor	32763	33254	491	Salary	Classified Merit Increase
Tamieka Daniels	Admin. Office Supervisor	27063	27469	406	Salary	Classified Merit Increase
Taylor Smith	Printer II	28416	28842	426	Salary	Classified Merit Increase
Kelley Cochran	Fiscal Support Specialist	27360	27770	410	Salary	Classified Merit Increase
Mary Guiden	Program Assistant	22504	22670	166	Salary	Classified Merit Increase
Denise Frame	Administrative Specialist II	24761	24947	186	Salary	Classified Merit Increase
Bonita Mueller	Secretary II	23643	23820	177	Salary	Classified Merit Increase
Cecilia White	Admin. Office Supervisor	27063	27672	609	Salary	Classified Merit Increase
Sammy Cline	Livestock News Reporter	26114	26702	588	Salary	Classified Merit Increase
Wilma Lewis	Graphic Artist II	45317	45657	340	Salary	Classified Merit Increase
Barbara Tompkins	Program Assistant	12730	12917	187	Salary	Classified Merit Increase
Donelda Summers	Secretary I	10215	10368	153	Salary	Classified Merit Increase
Katie Reddick	Administrative Secretary	27360	27976	616	Salary	Classified Merit Increase
Pam Cannada	Program Assistant	16879	17254	374	Salary	Classified Merit Increase
Gwen Vaughn	Admin. Office Supervisor	27063	27469	406	Salary	Classified Merit Increase
Sheryl Gregory	Program Assistant	22504	22837	333	Salary	Classified Merit Increase
Shannon George	Admin. Support Supervisor	27063	27469	406	Salary	Classified Merit Increase
Bobby Graves	Food Preparation Tech-Pro	20811	20965	154	Salary	Classified Merit Increase
Lisa Bagley	Prov - Coord of Housekeep	26221	26414	193	Salary	Classified Merit Increase
LeAnna Hicks	Program Assistant	22504	22670	166	Salary	Classified Merit Increase
Felecia Cope	Secretary II	23650	24182	532	Salary	Classified Merit Increase
Jane Kriigel	Secretary II	23634	23989	355	Salary	Classified Merit Increase
Ione Daniel	Secretary II	23634	24166	532	Salary	Classified Merit Increase
Glenda McDonnell	Administrative Specialist I	20467	20774	307	Salary	Classified Merit Increase
LaDonna Turpin	Secretary II	22264	22598	334	Salary	Classified Merit Increase
Glenda Sutherland	Secretary II	23643	23998	355	Salary	Classified Merit Increase
Doris Thomas	Administrative Specialist I	12890	13083	193	Salary	Classified Merit Increase
Shadenna Rainbolt	Secretary II	23634	24166	532	Salary	Classified Merit Increase
Janice Jones	Prog.Assistant	21214	21381	166	Salary	Classified Merit Increase
Annette Brasel	Secretary II	23634	23989	355	Salary	Classified Merit Increase
LeVeda Tate	Secretary II	23634	24166	532	Salary	Classified Merit Increase
Patti Tucker	Admin. Support Supervisor	27062	27468	406	Salary	Classified Merit Increase
Robert Chastain	Skilled Trades Worker	29825	30491	666	Salary	Classified Merit Increase
Joyce Mendenhall	Secretary I	20749	21216	467	Salary	Classified Merit Increase
Veronica Jones	Prov - Cook II	18541	18677	136	Salary	Classified Merit Increase
Misty Wilson	Admin. Office Supervisor	27062	27671	609	Salary	Classified Merit Increase
Brenda Duggins	Admin. Office Supervisor	27063	27672	609	Salary	Classified Merit Increase
Vhonda Davidson	Clerical Assistant	10607	10690	83	Salary	Classified Merit Increase

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Glenda Parker	Program Assistant	22525	23024	499	Salary	Classified Merit Increase
Jerry Jo Hamm	Program Assistant	21194	21360	166	Salary	Classified Merit Increase
Sherry Kaufman	Secretary II	22264	22765	501	Salary	Classified Merit Increase
Terilyn Maize	Admin. Office Supervisor	29793	30463	670	Salary	Classified Merit Increase
Kirby Owens	Apprentice Tradesman	26853	27054	201	Salary	Classified Merit Increase
Zach Hallum	Program Assistant -Prov	21194	21505	312	Salary	Classified Merit Increase
Tracy Easterling	Secretary II	22265	22432	167	Salary	Classified Merit Increase
Herb Ginn	County Ext. Agent I	40193	48193	8000	Salary	Completion of Master's
Larry Jernigan	Program Assistant	12717	12817	100	Salary	Classified Merit Increase
Trina Jackson	Secretary II	24151	24332	181	Salary	Classified Merit Increase
Reyna Alvarez	Prov - Program Assistant	21214	21526	312	Salary	Classified Merit Increase
Vicki Shadell	Program Assistant	21194	21672	478	Salary	Classified Merit Increase
Ann Berry	Secretary II	22275	22609	334	Salary	Classified Merit Increase
Sue Oglesby	Administrative Specialist II	22264	22431	167	Salary	Classified Merit Increase
Gary Shepard	Prov - Skilled Trades Wker	29849	30297	448	Salary	Classified Merit Increase
Robbie Rye	Program Assistant	21194	21672	478	Salary	Classified Merit Increase
Mary Jane Callahan	Clerical Assistant	10597	10836	239	Salary	Classified Merit Increase
Dena Childs	Employment Assistant	30462	30919	457	Salary	Classified Merit Increase
KeriJo Halpine	Admin. Office Supervisor	27062	27265	203	Salary	Classified Merit Increase
Jennifer Carthron-Johnson	Fiscal Support Specialist	28916	29133	217	Salary	Classified Merit Increase
Marcia Shepard	Prov- Special Eve Supv	24821	25193	372	Salary	Classified Merit Increase
Austin Veasley	Landscape Supervisor I	24817	25189	372	Salary	Classified Merit Increase
Pat Bryant	Custodial Worker II	17888	18022	134	Salary	Classified Merit Increase
Paula Long	Admin. Office Super	28728	29159	431	Salary	Classified Merit Increase
Jackie ODonnell	Admin. Office Supervisor	27063	27266	203	Salary	Classified Merit Increase
Torya Fields	Program Assistant	21194	21672	478	Salary	Classified Merit Increase
Leta Lampkin	Secretary II	22265	22432	167	Salary	Classified Merit Increase
Jamie Foster	Program Assistant	21214	21526	312	Salary	Classified Merit Increase
Meegan Houston	Secretary I	19232	19376	144	Salary	Classified Merit Increase
Sandra Guzman	Program Assistant	22504	23003	499	Salary	Classified Merit Increase
Tyniece Thomas	Admin. Support Supervisor	27062	27468	406	Salary	Classified Merit Increase
Phyllis McQuany	Admin. Office Supervisor	27062	27468	406	Salary	Classified Merit Increase
Denyse Hensley	Program Assistant CES	21194	21505	312	Salary	Classified Merit Increase
Chris Russell	Secretary II	23634	23811	177	Salary	Classified Merit Increase
Priscilla Seal	Secretary I	11546	11719	173	Salary	Classified Merit Increase
Cindy Minton	Program Assistant	21214	21381	166	Salary	Classified Merit Increase
Rona Bullard	Fiscal Support Specialist	25774	25967	193	Salary	Classified Merit Increase
Cindy Smith	Admin. Office Supervisor	27062	27265	203	Salary	Classified Merit Increase
Shirley Osburn	Food Production Supv-Prov	24064	24417	354	Salary	Classified Merit Increase
Sharon Lowery	County Ext. Agent I	31478	39478	8000	Salary	Completion of Master's
Whitney Gordon	Program Assistant	21194	21505	312	Salary	Classified Merit Increase
Judy Belle	Secretary II	22265	22599	334	Salary	Classified Merit Increase
Holly Berry	Secretary II	22904	23419	515	Salary	Classified Merit Increase
Rob Kennedy	Prov-Apprentice Tradesma	18329	18604	275	Salary	Classified Merit Increase
Ashley Carroll	County Ext. Agent I	33026	41026	8000	Salary	Completion of Master's
Linda Stegall	Program Assistant	10607	10763	156	Salary	Classified Merit Increase
Kathy Reece	Admin. Office Sup	27062	27265	203	Salary	Classified Merit Increase

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Michelle Mobley	County Ext. Agent I	49857	50857	1000	Salary	Stipend for Interim Staff Chair duties
Lisa Collins	CES Program Assistant	20778	20923	146	Salary	Classified Merit Increase
Richard Evans	Program Coord.-Prov	38804	39095	291	Salary	Classified Merit Increase
Linda Simpson	Clerical Assistant	10597	10753	156	Salary	Classified Merit Increase
Lisa Wynne	CES Program Assistant	21194	21360	166	Salary	Classified Merit Increase
Estela Saenz-Rodriguez	Program Assistant	21194	21672	478	Salary	Classified Merit Increase
Alisha Green	Clerical Assistant	10597	10753	156	Salary	Classified Merit Increase
Michelle Freels	Fiscal Support Specialist	25774	26161	387	Salary	Classified Merit Increase
Nicki Taillon	Program Technician	29575	34575	5000	Salary	Assuming Safety and Maintenance Coordinator responsibilities
Sherry Ream	Program Assistant	21194	21505	312	Salary	Classified Merit Increase
Holly Beason	AOS	28728	29374	646	Salary	Classified Merit Increase
Terrie Martin	Food Preparation Tech-Pro	16639	16764	125	Salary	Classified Merit Increase
Vicki Greenway	Prov - Cook II	17587	17720	133	Salary	Classified Merit Increase
Amy Hawks	Prov - Custodial Wker II	16611	16743	132	Salary	Classified Merit Increase
Carla McGowan	Secretary II	22581	22750	169	Salary	Classified Merit Increase
Judy Fenton	Secretary II	22264	22765	501	Salary	Classified Merit Increase
Cecilia Taylor	Secretary II	22264	22598	334	Salary	Classified Merit Increase
Crystal Ingle	Secretary II	22264	22765	501	Salary	Classified Merit Increase
Kim Palmer	Secretary II	22264	22431	167	Salary	Classified Merit Increase
Cally Shore	Program Assistant	21194	21505	312	Salary	Classified Merit Increase
Noelle Hayes	Admin. Support Supervisor	26531	27128	597	Salary	Classified Merit Increase
Shanna Cunningham	Secretary II	22264	22598	334	Salary	Classified Merit Increase
Aly Signorelli	Secretary II	22264	22598	334	Salary	Classified Merit Increase
Regina Hodge	Administrative Specialist I	19232	19520	288	Salary	Classified Merit Increase
Ann Massey	Administrative Specialist II	22264	22431	167	Salary	Classified Merit Increase
Kimberly Harrington	Program Assistant	10597	10680	83	Salary	Classified Merit Increase
Mindy Clark	Program Assistant	10597	10680	83	Salary	Classified Merit Increase
Rose Dearin	Secretary II	22264	22598	334	Salary	Classified Merit Increase
Janice Stennis	Fiscal Support Specialist	25773	26160	387	Salary	Classified Merit Increase
Sandra McGinnis	Administrative Specialist II	22264	22598	334	Salary	Classified Merit Increase
Kay Stokes	Admin. Support Supervisor	27062	27468	406	Salary	Classified Merit Increase
Lindsey White	Program Assistant	21194	21360	166	Salary	Classified Merit Increase
Vicki Brakefield	Admin Specialist II	22264	22765	501	Salary	Classified Merit Increase
Jill Pennington	Secretary II	22264	22431	167	Salary	Classified Merit Increase
Amanda Watson	Program Assistant	10597	10753	156	Salary	Classified Merit Increase
Aalesha Cartner	CES Program Assistant	10597	10680	83	Salary	Classified Merit Increase
Genean Riddick	Admin. Support Supervisor	27062	27671	609	Salary	Classified Merit Increase
Annie Lester	CES Program Assistant	21194	21360	166	Salary	Classified Merit Increase
Melody Curtis	Administrative Specialist II	11132	11215	83	Salary	Classified Merit Increase
Karen Withers	Admin. Support Supervisor	27062	27671	609	Salary	Classified Merit Increase
Monica Betts	Admin. Specialist II-prov	22264	22431	167	Salary	Classified Merit Increase
Barbara Rolax	Inst. Services Assistant	16614	16739	125	Salary	Classified Merit Increase
Tammy Keeler	CES Program Assistant	21194	21360	166	Salary	Classified Merit Increase
Jan Hammond	Administrative Specialist I	9617	9689	72	Salary	Classified Merit Increase
Gail Lindsey	Administrative Specialist II	22264	22431	167	Salary	Classified Merit Increase

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: UA Criminal Justice Institute

Completed By: Margaret Cotton--Assistant Director--Finance and Administration

Phone Number: 501-570-8048

Employee Name	Title	Salary prior to May 1, 2011	Salary after June 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Judy Johnson	FSCED Program Specialist	\$32,260	\$34,750	\$2,490	Salary	Additional duties assigned 6/1/2011 Changed from FSCED Project Assistant to FSCED Program Specialist

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas - SYS

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Bertram, Lynda/	Administrative Specialist III	28,576	29,005	429	salary	Classified Merit Increase based on performance
Harriman, Kim/	Administrative Analyst	33,797	34,557	760	salary	Classified Merit Increase based on performance
Nall, Charlie/	Maintenance Supervisor	29,836	30,507	671	salary	Classified Merit Increase based on performance
Shirley, Rose/	Legal Support Specialist	28,728	29,159	431	salary	Classified Merit Increase based on performance
White, Sylvia/	Research Associate	57,528	59,280	1,752	salary	Salary increase from restricted funds effective 7/1/11 per Alan Sugg, UofA System President.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation).

Note that for this request, do not consider a COLA an increase

Institution: University of Arkansas - Fort Smith

Completed By: Bev McLendon

Phone Number: 479-788-7839

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Increase (salary, including housing,	Reasoning/Notes
Curllett, Mark	Head Coach, Men's & Women's Golf	\$43,220	\$47,220	\$4,000	Salary	Duty changes due to move to Division II
Devero, Susan	Executive Assistant	\$42,210	\$50,490	\$8,280	Salary	Title/duties change
Hankins, Carolyn	Sr. Executive Assistant, Chancellor's Office	\$62,612	\$67,612	\$5,000	Salary	Title/duties change
Harmon, Bonnie	Sr. Executive Assistant, Provost's Office	\$57,461	\$60,461	\$3,000	Salary	Title/duties change
Jennings-Davis, Jennifer	Director of Planned Giving	\$66,450	\$70,000	\$3,550	Salary	Completed master's degree
Jones, Kenda	Fiscal Support Supervisor	\$37,454	\$42,248	\$4,794	Salary	Salary adj. to level of other Finance employees w/ same credential & responsibilities
Jones, Kevin	Assistant Professor, English Education	\$44,230	\$47,230	\$3,000	Salary	Completed doctorate
Jones, Stacey	Associate Vice Chancellor, Campus and Comm	\$88,670	\$105,000	\$16,330	Salary	Additional duties assigned
Jordan, Amy	Assistant Professor, Organizational Leadership	\$47,260	\$50,260	\$3,000	Salary	Salary adjusted to be more in-line with other faculty in department
Killough, Lance	Financial Aid Advisor/Coordinator	\$31,706	\$34,128	\$2,422	Salary	Salary adjusted to equal entry-level advisors with master's degree
Kratzberg, Kathryn	Student & Young Alumni Coordinator	\$34,130	\$36,000	\$1,870	Salary	Completed master's degree
Krehbiel, Lee	Vice Chancellor for Student Affairs	\$127,050	\$132,000	\$4,950	Salary	Additional duties assigned
Krepps, Robert	HVAC Skilled Tradesman	\$29,251	\$35,000	\$5,749	Salary	Market-based equity adjustment
Langley, Zachariah	Financial Aid Advisor	\$31,100	\$33,000	\$1,900	Salary	Salary adjusted to equal entry-level advisors with master's degree
Lloyd, Mark	Director of Admissions	\$51,300	\$56,300	\$5,000	Salary	Market-based equity adjustment
Loyd, Marta	Vice Chancellor for University Advancement	\$127,050	\$140,000	\$12,950	Salary	Completed doctorate & add'l duties (Marketing & Communications)
McClendon, Beverly	Director of Human Resources/EEO Officer	\$95,369	\$98,869	\$3,500	Salary	Additional duties assigned; market-based adjustment
Parker, Kyle	Vice Chancellor for Operations	\$132,100	\$150,000	\$17,900	Salary	Job change (from IT only to Operations, add'tl duties)
Payne, Diana	Assistant Professor, Accounting	\$50,049	\$65,130	\$15,081	Salary	Salary adjusted in recognition of becoming AACSB qualified, equal to other faculty
Ross, Brenda	Assistant Professor, World Languages	\$44,068	\$47,068	\$3,000	Salary	Completed doctorate
Sargent, Jane	Head Coach Volleyball	\$59,297	\$65,000	\$5,703	Salary	Completed master's degree & Equity adjustment
Severino, Daniel	Financial Aid Advisor	\$31,100	\$33,000	\$1,900	Salary	Salary adjusted to equal entry-level advisors with master's degree
Stevens, Jeanne	HR Manager	\$63,632	\$66,632	\$3,000	Salary	Job change to add duties as Coord for International Employees
Utz, Matthew	Instructor, Mathematics	\$46,028	\$49,000	\$2,972	Salary	Adjustment to meet salary offered by another institution
Williams, Christy	Director, Donor Relations	\$41,200	\$44,000	\$2,800	Salary	Completed master's degree
Yates, Bill	Director, Learning Assistant Center	\$34,797	\$46,797	\$12,000	Salary	Salary adjusted to equal other directors
Zimmer, Staci	Compensation Specialist	\$41,766	\$43,000	\$1,234	Salary	Salary adjusted to level of new hire (equity)

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas at Little Rock

Completed By: Dr. Robert Adams

Phone Number: 569-3202

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Dedner, Cynthia	Fiscal Support Analyst	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Mayfield, Marty, N	Fiscal Support Analyst	31,673	31,911	238	Salary	Increase based on performance. Approved by BOT
Hinkson, Kevin, W	Computer Lab Tech - Inst	23,377	23,552	175	Salary	Increase based on performance. Approved by BOT
Walker, Georgette, D	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Burks, Sandy, R	Higher Ed. Instit. Prog. Coord	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Jones, Tangie, L	Higher Ed. Instit. Prog. Coord	33,256	33,755	499	Salary	Increase based on performance. Approved by BOT
Davis, Tiffany, M	Inst Prog Coord Men Basketball	31,663	31,900	237	Salary	Increase based on performance. Approved by BOT
Hamilton, Christopher, L	Fiscal Support Analyst	31,098	31,798	700	Salary	Increase based on performance. Approved by BOT
Prior, Janette, E	Administrative Analyst	45,328	45,668	340	Salary	Increase based on performance. Approved by BOT
Whitfield, Dierdre	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Hood, Carolyn, R	HE Institution Program Coord.	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Johnson, Wendy, R	Admin. Specialist III	30,514	31,201	687	Salary	Increase based on performance. Approved by BOT
Jackson, Bernice	Administrative Specialist III	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Jones, Crystal, D	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Myers, Carol, A	Education & Instruction Spec.	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Watson, Robert, B	Research Project Analyst	32,894	33,141	247	Salary	Increase based on performance. Approved by BOT
Wilkerson, Eugene, R	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Colvin, Robert, D	Assistant Registrar	29,836	30,284	448	Salary	Increase based on performance. Approved by BOT
Conley, Adrienne, C	Education Counselor	36,265	36,537	272	Salary	Increase based on performance. Approved by BOT
Worsham, Marilyn	Administrative Specialist III	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Rashad, Donna, B	Education Counselor	36,265	36,537	272	Salary	Increase based on performance. Approved by BOT
Simelton, Anthony, C	Computer Support Spec	39,584	39,881	297	Salary	Increase based on performance. Approved by BOT
Berry, Anita, J	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Clubb, Sheila, A	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Phillips-Lewis, Marlana, R	Administrative Specialist III	30,485	30,714	229	Salary	Increase based on performance. Approved by BOT
Ashley, Tawana, N	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Tatum, Elizabeth, A	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Pierson Bates, Margaret, A	Research Project Analyst	32,894	33,141	247	Salary	Increase based on performance. Approved by BOT
Hamilton, Jonathan, A	Budget Specialist	32,894	33,387	493	Salary	Increase based on performance. Approved by BOT
Czirr, Robert, L	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Thomas, Jeffery, D	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Clark, Karen, M	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Burnett, Larry	Institutional Services Assist.	18,316	18,453	137	Salary	Increase based on performance. Approved by BOT
Hayes, Dorothy, A	Instit. Services Assistant	20,313	20,465	152	Salary	Increase based on performance. Approved by BOT
Reese, Gregory, L	Instit. Services Assistant	17,803	17,937	134	Salary	Increase based on performance. Approved by BOT
Ukadike, Joachin, E	Institutional Services Assist.	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT
Watson, Luther	Assist. Director Student Union	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Smittie, Fred, T	Institutional Services Assist.	18,797	18,938	141	Salary	Increase based on performance. Approved by BOT
Ukadike, Francisca, C	Institutional Services Assist.	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Harris, Terrence, L	Student Union Section Mgr	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Hoffman, Robert, E	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Hyde, Nancy, J	Admin. Specialist III	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Toler, Linda, J	Administrative Specialist II	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Oakes, James, L	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Rideout, Curtis, L	Institutional Services Asst.	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT
Fleming, Verna, J	Admin. Specialist I	21,766	21,929	163	Salary	Increase based on performance. Approved by BOT
Murdock, Harry, L	Apprentice Tradesman	18,316	18,453	137	Salary	Increase based on performance. Approved by BOT
White, Charles, A	Institutional Services Assist.	17,815	17,949	134	Salary	Increase based on performance. Approved by BOT
Reed, William	Maintenance Assistant	21,384	21,544	160	Salary	Increase based on performance. Approved by BOT
Corolis, Yuliana, M	Administrative Specialist III	29,379	29,820	441	Salary	Increase based on performance. Approved by BOT
Drombetta, Stephanie, R	Educ & Instruction Specialist	31,327	32,032	705	Salary	Increase based on performance. Approved by BOT
Bryant, Jane, A	Education & Instruction Spec.	31,327	32,032	705	Salary	Increase based on performance. Approved by BOT
Pearce, Mildred, A	Administrative Specialist III	30,713	31,404	691	Salary	Increase based on performance. Approved by BOT
Wilson, Kweilin, A	Education&Instruction Spec.	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Jackson, Cheryl, L	Educ. & Instruction Specialist	31,327	31,797	470	Salary	Increase based on performance. Approved by BOT
Walker, Tamarha, M	Human Resource Specialist	27,197	27,401	204	Salary	Increase based on performance. Approved by BOT
Evans, Cynthia, G	Administrative Specialist III	19,330	19,475	145	Salary	Increase based on performance. Approved by BOT
Welch, Corey, D	Human Resource Specialist	29,814	30,038	224	Salary	Increase based on performance. Approved by BOT
Poe, Alice, M	Human Resource Specialist	27,197	27,401	204	Salary	Increase based on performance. Approved by BOT
Jesse, Herta, R	Administrative Specialist III	27,509	27,715	206	Salary	Increase based on performance. Approved by BOT
Raino, Kendrick, M	Administrative Specialist III	25,268	25,458	190	Salary	Increase based on performance. Approved by BOT
Harper, Michael, L	Instit. Services Supervisor	19,573	19,720	147	Salary	Increase based on performance. Approved by BOT
Clark, Shirley, A	Instit. Services Supervisor	20,522	20,676	154	Salary	Increase based on performance. Approved by BOT
Turner, Lenzo	Instit. Services Supervisor	22,433	22,601	168	Salary	Increase based on performance. Approved by BOT
Moore, Edwin, E	Maintenance Coordinator	35,815	36,084	269	Salary	Increase based on performance. Approved by BOT
Wallace, Betty, I	Instit. Services Assistant	18,316	18,453	137	Salary	Increase based on performance. Approved by BOT
Dickerson, Shelia, R	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Oswalt, Ernest, M	Instit. Services Assistant	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT
McKenzie, David, L	Instit. Services Assistant	18,950	19,092	142	Salary	Increase based on performance. Approved by BOT
Phillips, Levi	Institutional Services Assist.	19,005	19,148	143	Salary	Increase based on performance. Approved by BOT
Anderson, Johneta, J	Instit. Services Assistant	18,836	18,977	141	Salary	Increase based on performance. Approved by BOT
Robinson, Brenda, K	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Harris, Clark, A	Institutional Services Assist.	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT
Brady, Martin, R	Institutional Services Assist.	17,965	18,100	135	Salary	Increase based on performance. Approved by BOT
Johnson, Barbara	Instit. Services Assistant	17,921	18,055	134	Salary	Increase based on performance. Approved by BOT
Poe, Larry, J	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Lewis, Doris, A	Institutional Services Assist.	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT
Johnson, Angela, L	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Cooks, Donald, R	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Lloyd, Yvonne, R	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Royal, Raven, S	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Value, Donald, W	Institutional Services Asst	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT
Alexander, Betty, J	Institutional Services Assist.	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT
Nelson, Tia, L	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
McCoy-Gomillion, JoAnn, Y	Instit. Services Assistant	18,010	18,145	135	Salary	Increase based on performance. Approved by BOT
Walker, Larry, L	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Westbrook, Verna, M	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Brown, Sherry, A	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Finley, Lover, J	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Price, James, D	Instit. Services Assistant	18,055	18,190	135	Salary	Increase based on performance. Approved by BOT
Sanders, Gay, E	Institutional Services Assist.	17,661	17,793	132	Salary	Increase based on performance. Approved by BOT
Coleman, Dianne, R	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Owens, Demetrius, L	Institutional Service Asst.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Beene, Tina, L	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Ashford, Nichole, L	Instit. Services Assistant	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Lawson, Amelia	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Cunning, David, L	Institutional Svcs. Asst.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Sanders, Roger, L	Instit. Services Assistant	17,878	18,012	134	Salary	Increase based on performance. Approved by BOT
Cotton, Candice	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Kenney, Kimberly, L	Instit. Services Assistant	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Hall, Tanel, A	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Jackson, Alberta	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
McCoy, Wanda, D	Institutional Services Assist.	17,637	17,769	132	Salary	Increase based on performance. Approved by BOT
Clark, Tamala, C	Institutional Services Asst.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Benningfield, King, W	Instit. Services Assistant	18,099	18,235	136	Salary	Increase based on performance. Approved by BOT
Johnson, Miguel, C	Custodial Worker I	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Williamson, Shirley, M	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Newman, Tommy, L	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Alexander, Brenda, L	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Washington, Vincent, R	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Porter, Doris, M	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Bankston, Kabias, D	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Robinson, Willie, M	Institutional Servs Supervisor	18,518	18,657	139	Salary	Increase based on performance. Approved by BOT
Golatt, Kenneth, D	Institutional Services Supv	17,444	17,575	131	Salary	Increase based on performance. Approved by BOT
Williamson, Darren, L	Institutional Services Asst	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
McClinton, Earnestine	Institutional Services Assist.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
McClina, Anita, C	Institutional Services Asst.	16,614	16,739	125	Salary	Increase based on performance. Approved by BOT
Moore, Daniel, P	Skilled Tradesman	35,619	35,886	267	Salary	Increase based on performance. Approved by BOT
Owens, Geoffery, L	Skilled Tradesman	31,958	32,198	240	Salary	Increase based on performance. Approved by BOT
Layton, James, S	Skilled Tradesman	31,800	32,039	239	Salary	Increase based on performance. Approved by BOT
Barnhill, Patrick, W	Skilled Tradesman	31,673	31,911	238	Salary	Increase based on performance. Approved by BOT
Stringfellow, Curtis, B	Campus Maitenance Suprvvisor	45,632	45,974	342	Salary	Increase based on performance. Approved by BOT
Rogers, Eric, A	Skilled Tradesman	35,619	35,886	267	Salary	Increase based on performance. Approved by BOT
Morris, Shanna, E	Computer Support Specialist	43,716	44,044	328	Salary	Increase based on performance. Approved by BOT
Baldwin, Joey, V	Skilled Tradesman	29,836	30,284	448	Salary	Increase based on performance. Approved by BOT
Williams, Alan, O	Maintenance Supervisor	43,617	43,944	327	Salary	Increase based on performance. Approved by BOT
Hester, Carroll, C	Landscape Specialist	24,817	25,003	186	Salary	Increase based on performance. Approved by BOT
Doster, Jay, M	Maintenance Assistant	21,204	21,363	159	Salary	Increase based on performance. Approved by BOT
Ruston, Otta	Maintenance Assistant	21,204	21,363	159	Salary	Increase based on performance. Approved by BOT
Dunbar, Christopher, L	Maintenance Assistant	21,204	21,363	159	Salary	Increase based on performance. Approved by BOT
Laws, Michael, J	Maintenance Assistant	21,204	21,363	159	Salary	Increase based on performance. Approved by BOT
Gatlin, Billy, H	Maintenance Assistant	21,204	21,363	159	Salary	Increase based on performance. Approved by BOT
Fiser, David, W	Maintenance Assistant	21,204	21,363	159	Salary	Increase based on performance. Approved by BOT
Tarver, Joseph, P	Landscape Supervisor	27,062	27,265	203	Salary	Increase based on performance. Approved by BOT
Terry, Clinton, T	Maintenance Assistant	21,204	21,363	159	Salary	Increase based on performance. Approved by BOT
Farler, Thomas, W	Skilled Trades Supervisor	45,222	45,561	339	Salary	Increase based on performance. Approved by BOT
Lattin, James, L	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Roachell, Shawn, M	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
White, Robert, D	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Smith, Phillip, R	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Haynes, Danny, L	Skilled Tradesman	32,934	33,181	247	Salary	Increase based on performance. Approved by BOT
Hewett, Robert, W	Stationary Engineer	30,164	30,390	226	Salary	Increase based on performance. Approved by BOT
Abbate, Joseph, F	Skilled Trades Supervisor	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Reed, William, R	Skilled Tradesman	33,096	33,344	248	Salary	Increase based on performance. Approved by BOT
Felder, Andrew, H	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Spann, Alton, W	Stationary Engineer	30,164	30,390	226	Salary	Increase based on performance. Approved by BOT
Lewis, Roy, A	Stationary Engineer	32,202	32,444	242	Salary	Increase based on performance. Approved by BOT
High, William, R	Stationary Engineer	30,164	30,390	226	Salary	Increase based on performance. Approved by BOT
Crow, Jeffrey, R	Stationary Engineer	28,415	28,628	213	Salary	Increase based on performance. Approved by BOT
Walton, Kenneth, A	Stationary Engineer	30,647	30,877	230	Salary	Increase based on performance. Approved by BOT
Dick, Tony, C	Stationary Engineer	28,415	28,628	213	Salary	Increase based on performance. Approved by BOT
Negual, Gloria, J	Administrative Specialist III	27,103	27,306	203	Salary	Increase based on performance. Approved by BOT
Dawson, Karen, A	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Strayhorn, Tricia, D	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Mallory, Johnnie, J	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Brunet, James, L	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Rodgers, Larry, W	Skilled Trades Supervisor	34,801	35,062	261	Salary	Increase based on performance. Approved by BOT
Anderson, Richard, S	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Lewis Sr, Joseph, A	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Porter, Timothy, C	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Stivers, Danny, J	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Crossett, Randy, L	Skilled Tradesman	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Watson, Phillip	Skilled Tradesman	33,436	33,687	251	Salary	Increase based on performance. Approved by BOT
Carson, Victor, K	Skilled Tradesman	32,535	32,779	244	Salary	Increase based on performance. Approved by BOT
Lee, Akaya	Fiscal Support Specialist	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Davis, Robert, L	Warehouse Manager	28,415	28,628	213	Salary	Increase based on performance. Approved by BOT
Willis, Marlon, D	Shipping & Receiving Clerk	19,444	19,590	146	Salary	Increase based on performance. Approved by BOT
Moen, Maurine, C	Fiscal Support Analyst	33,751	34,004	253	Salary	Increase based on performance. Approved by BOT
Smith, Johnny, D	HE Public Safety Commander I	40,424	40,727	303	Salary	Increase based on performance. Approved by BOT
Bailey, Jerome, F	HE Public Safety Commander I	40,424	40,727	303	Salary	Increase based on performance. Approved by BOT
Davison, Justin, M	Public Safety Officer	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Webb, Joshua, J	Public Safety Officer	33,816	34,323	507	Salary	Increase based on performance. Approved by BOT
Hoolapa, William, A	Public Safety Officer	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Webb, Justin, M	HE Public Safety Supervisor	36,581	37,130	549	Salary	Increase based on performance. Approved by BOT
Gonzales, Johnny, A	Public Safety Officer	33,406	33,657	251	Salary	Increase based on performance. Approved by BOT
Bowles, Sharon, L	Public Safety Officer	35,078	35,604	526	Salary	Increase based on performance. Approved by BOT
Barrow, Tyrone	Public Safety Officer	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Jones, Cody, R	Public Safety Officer	31,327	31,797	470	Salary	Increase based on performance. Approved by BOT
Soule, Tonya, L	Public Safety Officer	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Adams, Barbara, L	Public Safety Officer	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Peck, Tanner, W	Public Safety Officer	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Benjamin, Rommel, S	HE Public Safety Supervisor	35,411	35,677	266	Salary	Increase based on performance. Approved by BOT
Boyd, Matthew, R	Public Safety Officer	33,256	33,755	499	Salary	Increase based on performance. Approved by BOT
Birmingham, Aaron, J	Public Safety Officer	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Thompson, Marilyn, F	Public Safety Officer	33,655	33,907	252	Salary	Increase based on performance. Approved by BOT
Bass, Steven, T	HE Public Safety Dispatcher	20,295	20,447	152	Salary	Increase based on performance. Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Davis, Wilma, J	HE Public Safety Dispatcher	23,699	23,877	178	Salary	Increase based on performance. Approved by BOT
Snow, Tiffany, E	HE Public Safety Dispatcher	23,389	23,564	175	Salary	Increase based on performance. Approved by BOT
Nolan, Megan, R	HE Public Safety Dispatcher	20,194	20,345	151	Salary	Increase based on performance. Approved by BOT
Hicks, Bobby, D	HE Public Safety Supervisor	35,938	36,477	539	Salary	Increase based on performance. Approved by BOT
Haygood, Jennifer, L	HE Public Safety Dispatcher	21,437	21,598	161	Salary	Increase based on performance. Approved by BOT
Childers, Randy, A	HE Public Safety Dispatcher	21,437	21,598	161	Salary	Increase based on performance. Approved by BOT
Siegler, Blake, J	HE Public Safety Dispatcher	20,295	20,447	152	Salary	Increase based on performance. Approved by BOT
Bevill, Jason, C	HE Public Safety Dispatcher	20,194	20,345	151	Salary	Increase based on performance. Approved by BOT
Smith, Coral, L	HE Public Safety Dispatcher	20,194	20,345	151	Salary	Increase based on performance. Approved by BOT
Heath, James, L	Director of Public Safety I	44,567	44,901	334	Salary	Increase based on performance. Approved by BOT
Reardon, William, C	Computer Support Technician	34,997	35,522	525	Salary	Increase based on performance. Approved by BOT
Harp, Daniel, J	HE Public Safety Dispatcher	20,194	20,345	151	Salary	Increase based on performance. Approved by BOT
Mulligan, Matthew, B	HE Public Safety Dispatcher	20,194	20,345	151	Salary	Increase based on performance. Approved by BOT
Ross, Kaitlyn, C	HE Public Safety Dispatcher	20,194	20,345	151	Salary	Increase based on performance. Approved by BOT
King, Gloria, D	HE Inst Program Coordinator	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Wilburn, Benjamin, D	Fiscal Support Analyst	32,679	32,924	245	Salary	Increase based on performance. Approved by BOT
Gentle, Emily, R	Fiscal Support Analyst	32,679	32,924	245	Salary	Increase based on performance. Approved by BOT
Drilling, Catherine, C	Fiscal Support Analyst	43,133	43,780	647	Salary	Increase based on performance. Approved by BOT
Shepherd, Lanita, M	Fiscal Support Analyst	32,679	32,924	245	Salary	Increase based on performance. Approved by BOT
Sako, Thierno, C	Fiscal Support Analyst	31,673	32,386	713	Salary	Increase based on performance. Approved by BOT
Williams, Cassandra, D	Fiscal Support Analyst	31,253	31,722	469	Salary	Increase based on performance. Approved by BOT
Graham, Karissa, M	Financial Support Specialist	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Weed, Edward, A	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Linz, Sharon, L	Fiscal Support Analyst	33,330	33,580	250	Salary	Increase based on performance. Approved by BOT
Lockhart, Armenta, E	Financial Support Analyst	31,673	32,148	475	Salary	Increase based on performance. Approved by BOT
Miles, Lashanda, L	Assistant Personnel Manager	35,068	35,331	263	Salary	Increase based on performance. Approved by BOT
Anderson, Clarice, G	Buyer	31,327	31,797	470	Salary	Increase based on performance. Approved by BOT
Colwell, Lavonne, M	Buyer	36,345	36,890	545	Salary	Increase based on performance. Approved by BOT
Hood, Pamela, G	Buyer	33,256	34,004	748	Salary	Increase based on performance. Approved by BOT
Worthy, Mary, D	Buyer	31,327	32,032	705	Salary	Increase based on performance. Approved by BOT
Clark, Joy, M	Admin. Support Supervisor	27,062	27,265	203	Salary	Increase based on performance. Approved by BOT
Bunt, Darlene, R	Fiscal Support Analyst	35,637	35,904	267	Salary	Increase based on performance. Approved by BOT
Wilson-Walden, Vicky	Fiscal Support Analyst	32,760	33,006	246	Salary	Increase based on performance. Approved by BOT
Platt, Carol	Fiscal Support Specialist	28,375	28,588	213	Salary	Increase based on performance. Approved by BOT
Babineau, Mary, G	Fiscal Support Specialist	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Kennerly, Brian, L	Fiscal Support Specialist	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Ott, Sandra, C	Fiscal Support Analyst	31,673	31,911	238	Salary	Increase based on performance. Approved by BOT
Rawlings, Neal, A	Logistics Manager	32,248	32,490	242	Salary	Increase based on performance. Approved by BOT
Greenwood, Jeremy, D	Shipping/Receiving Clerk	19,444	19,590	146	Salary	Increase based on performance. Approved by BOT
Greenwood, Cliff	Mail Services Assistant	18,802	18,943	141	Salary	Increase based on performance. Approved by BOT
Rodriguez, Rogelia	Mail Services Assistant	18,316	18,453	137	Salary	Increase based on performance. Approved by BOT
Lunnie, Tammie, G	Mail Services Assistant	18,408	18,546	138	Salary	Increase based on performance. Approved by BOT
Pitts, Deborah, L	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
High, Rhonda, L	Administrative Specialist II	22,264	22,598	334	Salary	Increase based on performance. Approved by BOT
Eley, John, R	Print Shop Manager	37,190	37,469	279	Salary	Increase based on performance. Approved by BOT
Smith, Mike, D	Printer	26,057	26,252	195	Salary	Increase based on performance. Approved by BOT
Battershell, George, E	Printer	24,669	24,854	185	Salary	Increase based on performance. Approved by BOT
Liemke, Tony	Printer	24,669	24,854	185	Salary	Increase based on performance. Approved by BOT
Littlefield, Robert, G	Reproduction Equip Oper	19,880	20,029	149	Salary	Increase based on performance. Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Miller, Roger, A	Printer	24,669	24,854	185	Salary	Increase based on performance. Approved by BOT
Grimmett, William, T	Print Shop Manager	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Cochran, Brandy, C	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Milliorn, Meaghan, K	Administrative Assistant II	26,961	27,365	404	Salary	Increase based on performance. Approved by BOT
Middleton, Frances, T	Computer Support Technician	31,758	31,996	238	Salary	Increase based on performance. Approved by BOT
Hall, Dominic	Computer Support Specialist	36,265	36,537	272	Salary	Increase based on performance. Approved by BOT
Dilbeck, Debra, K	Computer Support Coord.	50,642	51,022	380	Salary	Increase based on performance. Approved by BOT
Doss, Patricia, G	Computer Support Technician	33,003	33,251	248	Salary	Increase based on performance. Approved by BOT
Wilkerson, Clyde	Computer Operator	28,415	28,628	213	Salary	Increase based on performance. Approved by BOT
Green, Kimble, L	Media Specialist	34,013	34,268	255	Salary	Increase based on performance. Approved by BOT
Harris, Forrest, D	Media Specialist	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Russell, Secillia, E	Computer Support Technician	29,836	30,060	224	Salary	Increase based on performance. Approved by BOT
Lemons, Garry, W	Computer Support Technician	37,146	37,425	279	Salary	Increase based on performance. Approved by BOT
Golatt, II Kenneth D	Computer Support Specialist	38,498	38,787	289	Salary	Increase based on performance. Approved by BOT
Person, Steven, G	Computer Support Specialist	42,525	42,844	319	Salary	Increase based on performance. Approved by BOT
Sexton, David, W	Computer Support Specialist	45,258	45,597	339	Salary	Increase based on performance. Approved by BOT
Randolph, Timothy	Computer Support Spec	38,562	38,851	289	Salary	Increase based on performance. Approved by BOT
Francis, Robert, C	Computer Support Specialist	36,447	36,720	273	Salary	Increase based on performance. Approved by BOT
Baxley, Mary, B	Admin. Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Payne, Marian, H	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Sampson, Janice	Admin. Specialist III	29,036	29,472	436	Salary	Increase based on performance. Approved by BOT
Plant, Vicki, L	Admin. Support Supervisor	27,062	27,265	203	Salary	Increase based on performance. Approved by BOT
Wolford, Anne, K	Administrative Specialist III	28,350	28,775	425	Salary	Increase based on performance. Approved by BOT
Nix, Michael, A	Admin Support Supervisor	28,351	28,564	213	Salary	Increase based on performance. Approved by BOT
McBryde, Mary, L	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Harris, Karen, E	Administrative Specialist III	27,360	27,976	616	Salary	Increase based on performance. Approved by BOT
Moreno, Gabriela	Admin Support Supervisor	27,062	27,265	203	Salary	Increase based on performance. Approved by BOT
Tipton, Tina, K	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Simmons, Kimberly	Admin. Specialist III	31,711	31,949	238	Salary	Increase based on performance. Approved by BOT
McClellan, Laura, C	Administrative Support Superv.	27,062	27,265	203	Salary	Increase based on performance. Approved by BOT
Jones, Karin, L	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Palmer, Karen, L	Administrative Specialist III	29,142	29,798	656	Salary	Increase based on performance. Approved by BOT
McKinney, Eva, M	Admin. Specialist III	28,239	28,451	212	Salary	Increase based on performance. Approved by BOT
Royce, Joseph, E	Network Analyst	30,164	30,616	452	Salary	Increase based on performance. Approved by BOT
Caple, Tena, M	Administrative Specialist III	25,773	26,353	580	Salary	Increase based on performance. Approved by BOT
Boyer, Elizabeth, S	Admin. Specialist III	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Carson, Jo, D	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Larkin, Terrie, A	Admin. Specialist III	32,024	32,264	240	Salary	Increase based on performance. Approved by BOT
Phillips, Sandra, D	Fiscal Support Specialist	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Farr-Onuora, Carolyn	Administrative Specialist III	29,052	29,270	218	Salary	Increase based on performance. Approved by BOT
Turner-Dooley, Janet, D	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Maxwell, Jennifer, L	Admin. Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Gaines, Kamika, C	Administrative Specialist III	27,360	27,770	410	Salary	Increase based on performance. Approved by BOT
Coakley, Tammi, T	Program Coordinator	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Carson, Jessica, V	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Kessler, Timothy, L	Program Coordinator	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Willis, Jacqueline, M	Higher Ed. Instit. Prog. Coord	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Wilcox, Lynna, C	Administrative Specialist III	30,610	30,840	230	Salary	Increase based on performance. Approved by BOT
Tillman, Mary, J	Administrative Specialist III	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Frazier, Frances, J	Admin. Specialist III	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Edison, Paulette, M	Administrative Specialist III	33,497	34,251	754	Salary	Increase based on performance. Approved by BOT
Smith, Krista, M	Administrative Specialist III	27,103	27,713	610	Salary	Increase based on performance. Approved by BOT
White, Vacresha, A	Admin. Specialist III	25,773	26,353	580	Salary	Increase based on performance. Approved by BOT
Wayne, Obreona, M	Administrative Assit III	29,301	29,521	220	Salary	Increase based on performance. Approved by BOT
Tracy, Rachelle, A	Administrative Specialist II	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Darling, Janet, L	HE Inst Program Coordinator	33,256	33,755	499	Salary	Increase based on performance. Approved by BOT
Goldman, Lori, A	HE Inst Program Coordinator	20,886	21,199	313	Salary	Increase based on performance. Approved by BOT
Frets, Amy, M	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Johnson-Brown, Toni, R	Admin. Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Jackson, Billie, J	Budget Specialist III	34,919	35,705	786	Salary	Increase based on performance. Approved by BOT
Hiett, Carolyn, S	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Rhodes, Larry, J	Administrative Specialist III	25,773	26,353	580	Salary	Increase based on performance. Approved by BOT
Crittenden, Lisa, A	HEI Program Coordinator	32,654	32,899	245	Salary	Increase based on performance. Approved by BOT
Norwood, Benita, K	Admin. Specialist III	28,332	28,757	425	Salary	Increase based on performance. Approved by BOT
Mitchell, Dianna, D	Administrative Specialist II	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Skinner, Jason, C	Administrative Spec II	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Kazi, Naima, Z	Administrative Specialist II	23,634	23,989	355	Salary	Increase based on performance. Approved by BOT
Iyoho, Karen, R	Administrative Specialist II	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Crump, Scott, L	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Roe, Nathaniel, C	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Norfolk, LaShonda, M	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Watson, Fleta, M	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Mack-Pettigrew, Edna, R	Higher Ed. Instit. Prog. Coord	33,302	34,051	749	Salary	Increase based on performance. Approved by BOT
Lorenson, Terrie, L	Admin. Specialist III	27,103	27,510	407	Salary	Increase based on performance. Approved by BOT
Cameron, Betty, A	Administrative Specialist III	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Stukenborg, Misty, D	Administrative Supp Supervisor	27,062	27,265	203	Salary	Increase based on performance. Approved by BOT
Heath, Darrell, R	Laboratory Technician	26,386	26,782	396	Salary	Increase based on performance. Approved by BOT
Andersen, Virginia, L	Admin. Specialist III	28,535	28,963	428	Salary	Increase based on performance. Approved by BOT
Walker, Whitney, A	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Reed, Joan, I	Higher Ed Instit Program Coord	33,256	34,004	748	Salary	Increase based on performance. Approved by BOT
Bailey, Lee, A	Administrative Specialist III	27,360	27,976	616	Salary	Increase based on performance. Approved by BOT
Kendrick, Lisa, F	Administrative Specialist III	27,360	27,565	205	Salary	Increase based on performance. Approved by BOT
Baker, Tiffany, A	Administrative Assistant I	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Quarles, Khala, P	Administrative Spec III	27,360	27,770	410	Salary	Increase based on performance. Approved by BOT
Harrison, Terry, A	HE Inst Program Coordinator	33,256	34,004	748	Salary	Increase based on performance. Approved by BOT
Harris, Gail, D	Admin. Specialist III	30,381	30,609	228	Salary	Increase based on performance. Approved by BOT
Bigelow, Cheryl, R	HE Inst Program Coordinator	33,256	34,004	748	Salary	Increase based on performance. Approved by BOT
McKinney, Cindy, L	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Allen, Glennis, M	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Powell, Heather, D	Administrative Specialist III	25,268	25,458	190	Salary	Increase based on performance. Approved by BOT
Bell, Tonya, R	Higher Ed. Instit. Prog. Coord	40,095	40,396	301	Salary	Increase based on performance. Approved by BOT
Mathiowetz, Judy, K	Higher Ed. Instit. Prog. Coord	41,555	41,867	312	Salary	Increase based on performance. Approved by BOT
Layman, Lisa, A	Administrative Specialist III	27,103	27,713	610	Salary	Increase based on performance. Approved by BOT
Berhiet, Vickie, L	Admin. Specialist III	27,785	28,410	625	Salary	Increase based on performance. Approved by BOT
Martin, Patsy, A	Education & Instruction Spec.	31,327	32,032	705	Salary	Increase based on performance. Approved by BOT
Alford, Gladys, L	Library Technician	27,125	27,328	203	Salary	Increase based on performance. Approved by BOT
Tippett, Brenda, L	Library Technician	32,575	33,064	489	Salary	Increase based on performance. Approved by BOT
Collins, AnTyonne, L	Library Technician	23,634	23,811	177	Salary	Increase based on performance. Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Ragan, Kathryn, B	Library Technician	26,968	27,170	202	Salary	Increase based on performance. Approved by BOT
Williams, Curtis, B	Library Technician	26,533	26,732	199	Salary	Increase based on performance. Approved by BOT
Ross, Olivia, K	Admin. Specialist III	29,357	29,577	220	Salary	Increase based on performance. Approved by BOT
Clark, Donna, K	Admin Support Supervisor	27,062	27,265	203	Salary	Increase based on performance. Approved by BOT
Smith, Nancy, B	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Slaughter, Sandra, K	Admin. Specialist III	33,345	33,595	250	Salary	Increase based on performance. Approved by BOT
Kelly, Ebony, C	Administrative Specialist III	25,773	26,353	580	Salary	Increase based on performance. Approved by BOT
Holimon, Devon, C	Administrative Specialist III	25,902	26,096	194	Salary	Increase based on performance. Approved by BOT
Rego, Natalie, C	Administrative Assist III	27,360	27,770	410	Salary	Increase based on performance. Approved by BOT
Hurst, James, N	HE Inst Program Coordinator	31,327	31,797	470	Salary	Increase based on performance. Approved by BOT
Roberson, Karen, L	Higher Ed. Instit. Prog. Coord	43,194	43,842	648	Salary	Increase based on performance. Approved by BOT
McNair, Marita, R	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Sukany, Lauren, K	Administrative Specialist III	25,902	26,291	389	Salary	Increase based on performance. Approved by BOT
Williams, Lyndsay, M	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Baker, Paula, E	Higher Ed. Instit. Prog. Coord	33,256	33,505	249	Salary	Increase based on performance. Approved by BOT
Brooks, Sheena, R	Higher Ed Instit Prog Coord	33,256	33,755	499	Salary	Increase based on performance. Approved by BOT
Walker, Minnie, O	Higher Ed. Instit. Prog. Coord	34,347	34,605	258	Salary	Increase based on performance. Approved by BOT
Johnson, Gwendolyn, J	Education & Instruction Spec.	31,327	31,562	235	Salary	Increase based on performance. Approved by BOT
Paladino, Angela, R	Administrative Specialist III	25,773	26,160	387	Salary	Increase based on performance. Approved by BOT
Lewis, Ellen, M	Assistant Registrar	29,836	30,284	448	Salary	Increase based on performance. Approved by BOT
Nelson, Minette, E	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Massey, Ashley, P	Editor	33,058	33,554	496	Salary	Increase based on performance. Approved by BOT
Amraji, Nitish	Network Support Analyst	34,538	35,056	518	Salary	Increase based on performance. Approved by BOT
Allison, Deborah, L	Fiscal Support Specialist	25,773	26,353	580	Salary	Increase based on performance. Approved by BOT
Spencer, Marissa, B	Library Technician	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Childs, Laroyce	Library Tech	22,264	22,598	334	Salary	Increase based on performance. Approved by BOT
Jackson, Brenda, A	Library Technician	27,802	28,428	626	Salary	Increase based on performance. Approved by BOT
Pritchard, Jean, A	Library Technician	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Davis, Veronica, L	Library Technician	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Warrick, John, R	Library Technician	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Foster, Tracy, J	Library Technician	22,264	22,598	334	Salary	Increase based on performance. Approved by BOT
Manis, Shawn, C	Library Technician	23,634	24,166	532	Salary	Increase based on performance. Approved by BOT
Sukany, Micah, E	Library Technician	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Lundgren, Kaye, M	Archival Assistant	28,415	28,628	213	Salary	Increase based on performance. Approved by BOT
Dannawi, Heyam	Library Technical	22,264	22,431	167	Salary	Increase based on performance. Approved by BOT
Rose, Tony, R	Administrative Specialist III	27,360	27,976	616	Salary	Increase based on performance. Approved by BOT
Rea, Nancy, E	Administrative Specialist III	17,582	17,714	132	Salary	Increase based on performance. Approved by BOT
Tenner, David, L	Administrative Specialist III	25,773	25,966	193	Salary	Increase based on performance. Approved by BOT
Dean, Robin, M	Fiscal Support Supervisor	36,665	36,940	275	Salary	Increase based on performance. Approved by BOT
Tucker, Carol	Admin Support Supervisor	27,062	27,265	203	Salary	Increase based on performance. Approved by BOT
Abuhalimeh, Ahmed	Asst Research/Ext Spec	48,960	53,856	4,896	Salary	Equity Adjustment
Allen, Barrett	Development Officer	54,384	56,384	2,000	Salary	Equity Adjustment
Anderson, Bruce	Research Assistant	50,555	54,500	3,945	Salary	Equity Adjustment
Angel, Amy	Instructor/MSW Internship oor	53,501	55,501	2,000	Salary	Equity Adjustment
Baker, Aaron	Institutional Assistant	51,889	59,889	8,000	Salary	Equity Adjustment
Baxley, Mary	Fiscal Support Analyst	25,553	29,251	3,698	Salary	Additional Job Duties Assumed
Bell, Patti L	Institutional Assistant	41,370	44,900	3,530	Salary	Equity Adjustment
Bennett, Laura	Development Officer	67,007	70,357	3,350	Salary	Equity Adjustment
Boaz, Mary	Director/Planned Giving	83,264	87,427	4,163	Salary	Equity Adjustment

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Bradford, Anne Taylor	Dir/Corp & Foundation Relations	80,210	88,231	8,021	Salary	Equity Adjustment
Breashears, Valerie	Academic Counselor	32,973	35,000	2,027	Salary	Equity Adjustment
Brown, Oliver	Student Development Specialist	43,062	47,500	4,438	Salary	Equity Adjustment
Bruhl, Win	Department Chairperson	83,703	93,000	9,297	Salary	Equity Adjustment
Bryan, Karen	Department Chairperson	87,720	93,480	5,760	Salary	Equity Adjustment
Burchfield, Jessie	Librarian/Professor	62,476	68,724	6,248	Salary	Equity Adjustment
Cartwright, Sylvester	Research Assistant	42,885	47,000	4,115	Salary	Equity Adjustment
Dodson, Jennifer	Student Dev Spec/Assoc Director	36,702	47,300	10,598	Salary	Equity Adjustment
Dorn, Linda	Professor	80,099	86,065	5,966	Salary	Equity Adjustment
Downs, Sharon	Director/Disability Resource Ctr	55,486	61,000	5,514	Salary	Equity Adjustment
Early, Kenneth	Student Development Specialist	50,789	55,800	5,011	Salary	Equity Adjustment
Elizandro, Angela	Research Associate/Dev Officer	53,883	59,707	5,824	Salary	Equity Adjustment
Elsalloukh, Hassan	Associate Professor	70,726	77,798	7,072	Salary	Equity Adjustment
Erwin, Shari	Research Assistant	43,860	47,860	4,000	Salary	Equity Adjustment
Finch, Jamie	Program/Project Specialist	51,510	55,510	4,000	Salary	Equity Adjustment
Franks, John	Program/Project Specialist	56,100	61,100	5,000	Salary	Equity Adjustment
Fry, Benjamin	Project Coordinator	54,183	59,601	5,418	Salary	Equity Adjustment
Gilberth, Marie	Research Assistant	26,427	27,748	1,321	Salary	Equity Adjustment
Givens, David	Research Assistant	41,463	45,150	3,687	Salary	Equity Adjustment
Golden, James	Professor	60,825	64,825	4,000	Salary	Equity Adjustment
Griffin, Carla	Student Development Specialist	33,863	35,000	1,137	Salary	Equity Adjustment
Hall, Tony	Interim Chair/Assoc Prof	80,000	82,859	2,859	Salary	Equity Adjustment
Hart, Elisabeth	Research Assistant	41,016	43,016	2,000	Salary	Equity Adjustment
Henderson, Brian	Research Assistant/Student Ser	40,900	44,900	4,000	Salary	Equity Adjustment
Hicks, Justin	Student Development Specialist	31,759	35,000	3,241	Salary	Equity Adjustment
Hill, John	Librarian/Assoc Professor	71,599	73,781	2,182	Salary	Equity Adjustment
Hubbell, Mark	Research Associate	49,980	54,500	4,520	Salary	Equity Adjustment
James, Raphael	Instructor	41,208	42,408	1,200	Salary	Equity Adjustment
Jensen, George	Department Chairperson	87,990	93,750	5,760	Salary	Equity Adjustment
Johnson, Linda	Research Assistant	50,096	54,500	4,404	Salary	Equity Adjustment
Jones, Kim	Professor	62,526	68,526	6,000	Salary	Equity Adjustment
Jordan, Meagan	Associate Professor	62,736	65,736	3,000	Salary	Equity Adjustment
Kaufman, Sharon	Research Assoc/Assist Dir	56,100	61,200	5,100	Salary	Equity Adjustment
Keith, Julie	Student Development Specialist	32,973	35,000	2,027	Salary	Equity Adjustment
Kyong-McClain, Jeffery	Assistant Professor	50,245	52,000	1,755	Salary	Equity Adjustment
Lancaster, Robin	Institutional Assistant	45,206	49,725	4,519	Salary	Equity Adjustment
Lee, Joni	Associate Vice Chancellor	93,228	94,228	1,000	Salary	Equity Adjustment
Lloyd, Elvon	Assistant Professor	47,859	49,559	1,700	Salary	Equity Adjustment
Martin, Cecilia	Research Associate	69,599	73,000	3,401	Salary	Equity Adjustment
McClellan, Steven	Associate Vice Chancellor	94,500	97,500	3,000	Salary	Equity Adjustment
McCord, Patricia	Student Development Specialist	41,309	45,500	4,191	Salary	Equity Adjustment
McGee, Darryl	Assoc Dean of Student/Asst VC-Jud Aff,Budget/Adm Svcs	63,503	70,000	6,497	Salary	Equity Adjustment
McMains, John	Project/Program Specialist	43,775	48,000	4,225	Salary	Equity Adjustment
McMains, Regina	Project/Program Specialist	43,739	55,000	11,261	Salary	Equity Adjustment
McMillian, Margaret	Associate Professor	58,622	64,484	5,862	Salary	Equity Adjustment
Mirivel, Julien	Assocaitte Professor	49,595	57,395	7,800	Salary	Equity Adjustment
Montague, David	Associate Professor	53,982	55,982	2,000	Salary	Equity Adjustment
Morton, Matthew	Institutional Assistant	37,329	40,000	2,671	Salary	Equity Adjustment
Nolan, Nathan	Associate Director	73,949	80,949	7,000	Salary	Equity Adjustment

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Nolen, Amanda	Associate Professor	49,583	51,583	2,000	Salary	Equity Adjustment
O'Neal, Kenneth C	Director of Alumni Giving	79,021	84,021	5,000	Salary	Equity Adjustment
Palmer, Yvette	Student Development Specialist	32,973	35,000	2,027	Salary	Equity Adjustment
Parker, Jay	Project/Program Specialist	75,720	80,720	5,000	Salary	Equity Adjustment
Payne, Forrest E	Instructor	39,422	41,385	1,963	Salary	Equity Adjustment
Porter, Jess	Assistant Professor	50,567	52,000	1,433	Salary	Equity Adjustment
Probst, Suzette	Business Manager	45,206	49,725	4,519	Salary	Equity Adjustment
Rexha, Glediana	Research Assistant	41,200	48,000	6,800	Salary	Equity Adjustment
Richards, Brittany	Research Assistant	37,080	38,880	1,800	Salary	Equity Adjustment
Richards, Daniel	Program/Project Manager	56,100	61,100	5,000	Salary	Equity Adjustment
Riegel, Robert R	Program/Project Specialist	48,935	58,935	10,000	Salary	Equity Adjustment
Rodgers, Sabrenna	Research Asst/Dir of Finance	40,800	44,880	4,080	Salary	Equity Adjustment
Rose, Samantha	Institutional Assistant	33,600	36,125	2,525	Salary	Equity Adjustment
Ross, Laurie A	Development Officer	53,833	59,707	5,874	Salary	Equity Adjustment
Scroggin, Benny	Student Development Specialist	37,909	41,700	3,791	Salary	Equity Adjustment
Seamon, Michael	Project/Program Specialist	56,661	58,350	1,689	Salary	Equity Adjustment
Serfass, Melissa	Librarian/Professor	68,311	70,250	1,939	Salary	Equity Adjustment
Seigar, Marcus	Assistant Professor	54,775	60,252	5,477	Salary	Equity Adjustment
Shelton, Grayson	Research Assistant	48,500	53,350	4,850	Salary	Equity Adjustment
Silverstein, Joshua	Associate Professor of Law	92,688	96,000	3,312	Salary	Equity Adjustment
Sims, Patrice	Institutional Assistant	32,750	36,025	3,275	Salary	Equity Adjustment
Smith, Alveno	Program/Project Manager	51,000	55,000	4,000	Salary	Equity Adjustment
Smith, Gregory	Instructor/MSW Admission Coord	50,300	52,300	2,000	Salary	Equity Adjustment
Smith, Jimmie	Project/Program Specialist	48,935	58,935	10,000	Salary	Equity Adjustment
Spencer, James	Research Assistant	36,030	41,030	5,000	Salary	Additional Duties
Steinbuch, Robert	Professor Law	96,175	98,825	2,650	Salary	Equity Adjustment
Stephens, William	Research Assistant	42,032	44,632	2,600	Salary	Equity Adjustment
Sterling, Rita	Developmen/Interim Director	22,880	70,000	47,120	Salary	Position from Parttime to full time as Interim Dir
Stoddard, Tim	Project/Program Director	75,720	80,720	5,000	Salary	Equity Adjustment
Stuckey, Peter	Associate Director	73,949	80,949	7,000	Salary	Equity Adjustment
Suter, Newton	Professor	61,075	66,075	5,000	Salary	Equity Adjustment
Tang, Fusheng	Associate Professor	57,986	61,046	3,060	Salary	Equity Adjustment
Taylor, Cynthia	Associate Professor	92,938	98,000	5,062	Salary	Equity Adjustment
Terrafranca, John	Research Associate	81,035	85,085	4,050	Salary	Equity Adjustment
Terry, Kelly	Associate Professor of Law	90,793	95,000	4,207	Salary	Equity Adjustment
Thombre, Avinash	Associate Professor	52,315	54,315	2,000	Salary	Equity Adjustment
Tozer, Klansee	Research Assistant	34,316	37,716	3,400	Salary	Equity Adjustment
Turner, Lonell	Student Development Specialist	35,058	38,500	3,442	Salary	Equity Adjustment
Ulmer, Robert	Professor and Chair	86,556	95,056	8,500	Salary	Equity Adjustment
Vaughn, Mark	Associate Director	75,025	80,205	5,180	Salary	Equity Adjustment
Walker, Howard	Development Officer	51,763	57,358	5,595	Salary	Equity Adjustment
Wall, Kenneth	Project/Program Specialist	40,650	45,150	4,500	Salary	Equity Adjustment
Wen, Wanhong	Librarian/Associate Professor	47,066	51,000	3,934	Salary	Equity Adjustment
Wright, Kristi	Research Assistant	28,560	31,416	2,856	Salary	Equity Adjustment
Ward, Chelsea	Assoc Director	40,975	45,000	4,025	Salary	Equity Adjustment
Wen, Andy	Associate Professor	52,261	54,800	2,539	Salary	Equity Adjustment
Xi, Jinxiang	Assistant Professor	73,400	75,400	2,000	Salary	Equity Adjustment
Ye, Cang	Associate Professor	74,252	78,252	4,000	Salary	Equity Adjustment

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including	Reasoning/Notes
Ye, Xiu	Professor	74,027	81,429	7,402	Salary	Equity Adjustment
Yoshigoe, Kenji	Associate Professor	77,023	79,023	2,000	Salary	Equity Adjustment
Zhao, Wei X	Professor	65,963	69,261	3,298	Salary	Equity Adjustment
Amrhein, Laura	Assoc Professor	50,941	52,000	1,059	Salary	Equity Adjustment
Hall, Maria	Assistant Professor	49,640	52,000	2,360	Salary	Equity Adjustment
Bunch, Clea	Assistant Professor	50,020	52,000	1,980	Salary	Equity Adjustment
Hakutani, Naoki	Assistant Professor	48,000	52,000	4,000	Salary	Equity Adjustment
Pendergraft, Stacy	Associate Professor	50,127	52,927	2,800	Salary	Equity Adjustment
Drummond, Andy	Assistant Professor	49,831	52,000	2,169	Salary	Equity Adjustment
Glazier, Rebecca	Assistant Professor	50,800	52,000	1,200	Salary	Equity Adjustment
Dorsey, Roger	Instructor	51,001	56,101	5,100	Salary	Equity Adjustment
Wood, Betty	Associate Professor	51,123	51,623	500	Salary	Equity Adjustment
Barrett Gregory	Associate Professor	50,872	51,372	500	Salary	Equity Adjustment
Burgin, John	Associate Professor	50,441	50,941	500	Salary	Equity Adjustment
Boateng, Kwasi	Assistant Professor	49,969	50,969	1,000	Salary	Equity Adjustment
Cui, Jungbiao	Assistant Professor	57,468	63,141	5,673	Salary	Equity Adjustment
Bouaynaya, Nidhal	Assistant Professor	73,420	76,420	3,000	Salary	Equity Adjustment
Babiceanu, Radu	Assistant Professor	73,644	76,145	2,501	Salary	Equity Adjustment
Huang, Guoling	Assitant Professor	74,282	79,082	4,800	Salary	Equity Adjustment
Biris, Alexandru	Director of Nano/Chief Scien/Assoc Prof	104,550	107,050	2,500	Salary	Equity Adjustment
Akhnoukh, Amin	Assistant Professor	69,360	71,360	2,000	Salary	Equity Adjustment
Oliverio, Kathryn	Institutional Assistant	36,355	51,355	15,000	Salary	Equity Adjustment and additional duties
Agarwal, Nitin	Assistant Professor	71,400	73,900	2,500	Salary	Equity Adjustment

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas at Monticello

Completed By: Jennifer Hargis, Personnel Manager

Phone Number: (870)460-1882

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Gerald Daugherty	Project / Program Specialist	\$55,548	\$61,102	\$5,554	Salary	Additional Duties and Responsibilities
Jay Hughes	VC for Student Affairs	\$81,600	\$92,000	\$10,400	Salary	Additional Duties and Responsibilities

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas at Pine Bluff

Completed By: Pauline Thomas/Gladys Benford

Phone Number: 870-575-8873/8405

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Lekita Goins	Proj/Prog Spec/Asst. Dir.	\$48,000	\$58,000	\$10,000	Salary	Current employee assigned additional responsibilities due to the combining of the day to day supervision of our KUAP Radio Station and UAPB-TV, the results is one full-time versus two full-time employees which will assist the university with our cost containment efforts. Effective July 1, 2011.
Ruthie Johnson	Proj/Prog Spec/Prog. Monitor	\$36,521	\$38,437	\$1,916	Salary	Additional responsibilities added to position to include program monitoring, organizing workshops and site visits, marketing and program promotion. Additional responsibilities assigned 07/01/2011.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Central Arkansas

Completed By: Valerie Nicholson

Phone Number: 501-450-5053

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Larry Burns	Director of Special Projects/Enrollment Services	\$35,788	\$45,788	\$10,000	Salary	5/1/11 - increase based on additional duties and responsibilities. Approved by BOT
Kathleen Carroll	Director of UCA Foundation Development	\$43,462	\$48,462	\$5,000	Salary	7/1/11 - increase based on additional duties and responsibilities. Approved by BOT
Maegan Dyson	Associate/Athletics	\$43,000	\$45,687	\$2,687	Salary	7/1/11 - increase based on additional duties and responsibilities. Approved by BOT
Arch Jones, Jr.	Program Manager/UCA PD	\$39,878	\$45,000	\$5,122	Salary	7/16/11 - increase based on additional duties and responsibilities. Approved by BOT
Steve East	Assistant for Media Relations/Athletics	\$45,498	\$47,500	\$2,002	Salary	7/1/11 - Dec 2010 salary adjustment correction omitted by administrative error. Approved by BOT
Adam Henderson	Dir of Environmental Health and Occupational Safety	\$37,000	\$57,000	\$20,000	Salary	8/16/11 - increase based on additional duties and responsibilities. Approved by BOT
Natalie Shock	Assistant Compliance Coordinator/Athletics	\$46,933	\$50,000	\$3,067	Salary	7/1/11 - Dec 2010 salary adjustment correction omitted by administrative error. Approved by BOT
Darrell Walsh	Associate Athletic Director	\$60,000	\$65,000	\$5,000	Salary	7/1/11 - Dec 2010 salary adjustment correction omitted by administrative error. Approved by BOT
Pam Massey	Director of Internal Audit	\$62,000	\$70,000	\$8,000	Salary	7/1/11 - Board of Trustees adjustment.
Catherine Acre	Assistant Professor/Occupational Therapy	\$65,097	\$81,371	\$16,274	Salary	6/6/11 - increase based on additional duties and responsibilities. Changed from 9 month to 12 month faculty. Approved by BOT
Veda Charlton	Assistant Director/Disability Support Services	\$25,500	\$30,500	\$5,000	Salary	7/15/11 - increase based on additional duties and responsibilities. Approved by BOT
Amanda Foreman	Assistant Director/Disability Support Services	\$28,681	\$31,000	\$2,319	Salary	7/1/11 - increase based on additional duties and responsibilities. Approved by BOT
Stephanie McBrayer	Director of Housing	\$53,125	\$55,125	\$2,000	Salary	7/1/11 - increase based on additional duties and responsibilities. Approved by BOT
Patricia Smith	Director of Student Engagement	\$35,987	\$42,695	\$6,708	Salary	7/1/11 - increase based on additional duties and responsibilities. Approved by BOT
Andrew Winkelman	Coordinator of New Student Programs/Leadership	\$30,000	\$32,000	\$2,000	Salary	7/1/11 - increase based on additional duties and responsibilities. Approved by BOT
Marilyn Osborne	Director of Sorority Life	\$30,000	\$31,500	\$1,500	Salary	7/1/11 - increase based on additional duties and responsibilities. Approved by BOT
Allen Meadors	President	\$9,000	\$12,000	\$3,000	Vehicle Allowance	7/1/11 - Approved by BOT.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Arkansas Northeastern College

Completed By: Carol Wilf

Phone Number: (870) 762-3121

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Natalie Bogue	Practical Nursing Inst.	\$48,550	\$52,172	\$3,622	Salary	Degree Completion
Judith Bynum	Office Technology Inst.	\$61,559	\$66,151	\$4,592	Salary	Degree Completion
Sarah Dearing	ADN Instructor	\$37,174	\$39,674	\$2,500	Salary	Additional Duties as Paragould ADN Coordinator
Donald Morris	Aviation Maint. Inst.	\$39,944	\$44,944	\$5,000	Salary	Additional Duties as Program Assistant Director
Kimberly Wallace	ADN Instructor	\$35,774	\$36,669	\$895	Salary	Degree Completion
Pauline Whaley	Dev. Education Inst.	\$59,307	\$60,790	\$1,483	Salary	Completion of Additional Hours toward Doctorate

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Arkansas State University - Beebe

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
NONE						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Arkansas State University - Mountain Home

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
NONE						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Arkansas State University - Newport

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
NONE						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Black River Technical College

Completed By: Loretta Williams

Phone Number: 870-248-4031

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
None						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: College of the Ouachitas

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
NONE						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Cossatot Community College of the University of Arkansas

Completed By: Lilly Bell-Johnson

Phone Number: 870-584-4471

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Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: East Arkansas Community College

Completed By: Yvonne R. Franklin

Phone Number: 870-633-4480 ext 282

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Boydston, Morris	VP for Business Affairs	\$102,118	\$108,118	\$6,000	salary	Additional duties assigned 7/1/2011
Cline, Cathy	*Chairperson	\$57,490	\$58,510	\$1,020	salary	faculty step increase
Dowell, KaTonya	*Faculty	\$35,455	\$36,179	\$724	salary	faculty step increase
Franks, Callie	*Faculty	\$37,627	\$38,351	\$724	salary	faculty step increase
Freligh, Tammy	*Faculty	\$52,703	\$53,515	\$812	salary	faculty step increase
Hodges, Dave	*Chairperson	\$56,092	\$56,896	\$804	salary	faculty step increase
Jones, Ashley	*Faculty	\$43,419	\$44,143	\$724	salary	faculty step increase
Kerr, Joshua	*Faculty	\$35,455	\$36,179	\$724	salary	faculty step increase
Koelling, Preston	*Faculty	\$53,667	\$54,435	\$768	salary	faculty step increase
Lewis, Don	*Chairperson	\$72,780	\$73,800	\$1,020	salary	faculty step increase
Lieblong, Janet	*Faculty	\$37,517	\$38,175	\$658	salary	faculty step increase
Ligon, Susan	*Faculty	\$48,643	\$49,455	\$812	salary	faculty step increase
McNeal, Maria	*Faculty	\$38,175	\$38,833	\$658	salary	faculty step increase
Millard, Dee	*Faculty	\$54,327	\$55,139	\$812	salary	faculty step increase
Sanders, Heath	*Faculty	\$35,455	\$38,219	\$2,764	salary	additional hours + step increase
Shaw, Lucinda	*Faculty	\$45,591	\$46,315	\$724	salary	faculty step increase
Smith, Dennis	*Faculty	\$51,891	\$52,703	\$812	salary	faculty step increase
Smith, Howard	*Faculty	\$38,087	\$38,899	\$812	salary	faculty step increase
Souheaver, Harold	*Faculty	\$52,089	\$52,923	\$834	salary	faculty step increase
Vowan, Ruth Ann	*Faculty	\$54,327	\$55,139	\$812	salary	faculty step increase
White, Christy	*Faculty	\$42,081	\$42,827	\$746	salary	faculty step increase
Williams, Vicki	*Faculty	\$46,315	\$47,039	\$724	salary	faculty step increase
Winfrey-Hull, Peggy	*Faculty	\$47,763	\$48,487	\$724	salary	faculty step increase

*The faculty members are on a board approved faculty salary schedule where step increases are given each year up to 30 years and schedule where step increases are given each year up to 30 years and additional increases at different levels of educational attainment.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Mid-South Community College

Completed By: Jackie Brubaker

Phone Number: 870-733-6741

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Increase (salary, including housing,	Reasoning/Notes
Anderson, Leslie	Registrar	\$ 55,157	\$ 57,657	\$2,500	Salary	Increase based on performance.
Davenport, Lechelle	Director, Financial Aid	\$42,500	45000	\$2,500	Salary	Increase based on performance.
Marshall, Phillip	Director of Information Technologies	\$81,500	86500	\$5,000	Salary	Additional duties assigned 7/1/2011
Morris, Sunny	ADTEC Director	\$84,048	91000	\$6,952	Salary	Increase based on performance.
Powers, Melissa	Coordinator, Instructional Technology	\$33,150	37500	\$4,350	Salary	Additional duties assigned 7/1/2011
Reece, Jeremy	Director, Enrollment Services	\$52,470	54970	\$2,500	Salary	Increase based on performance.
Tseng, Henry	Systems Network Manager	\$47,975	52975	\$5,000	Salary	Increase based on performance.
Webb, Deborah	Executive Assistant to the President	\$45,701	48201	\$2,500	Salary	Increase based on performance.
Webb, Randy	Director, Physical Plant	\$69,502	72002	\$2,500	Salary	Increase based on performance.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: National Park Community College

Completed By: Janet Brewer

Phone Number: 501-760-4221

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Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: North Arkansas College

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
NONE						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Northwest Arkansas Community College

Completed By: Heather Worley

Phone Number: 479-619-4296

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Ackerman, Rachel	Special Instructor (15)	\$57,743.00	63,756.00	\$6,013.00	Salary	Salary Adjustment
Aguilar, Bryan	Faculty Full-Time (207)	\$56,818.00	57,686.00	\$868.00	Salary	Renewal for new FY
Androes, Dixie	Faculty Full-Time (207)	\$45,528.00	46,284.00	\$756.00	Salary	Renewal for new FY
Bach, Lorraine	Faculty Full-Time (207)	\$46,284.00	47,046.00	\$762.00	Salary	Renewal for new FY
Baer, Mark	Special Instructor (15)	\$69,048.00	70,139.00	\$1,091.00	Salary	Renewal for new FY
Baker, Allen	Faculty Full-Time (207)	\$48,595.00	49,381.00	\$786.00	Salary	Renewal for new FY
Bates, Gary	Faculty Full-Time (207)	\$49,381.00	50,175.00	\$794.00	Salary	Renewal for new FY
Bensinger, Amy	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Billimek, Susan	Faculty Full-Time (207)	\$48,595.00	49,381.00	\$786.00	Salary	Renewal for new FY
Bock, Anna	Faculty Full-Time (207)	\$39,881.00	40,607.00	\$726.00	Salary	Renewal for new FY
Bolinder, Megan	Faculty Full-Time (207)	\$49,381.00	50,175.00	\$794.00	Salary	Renewal for new FY
Brown, April	Faculty Full-Time (207)	\$53,430.00	54,264.00	\$834.00	Salary	Renewal for new FY
Brunen, Meredith	Dir Major Gifts	\$64,260.00	64,260.00	\$0.00	Salary	Renewal for new FY
Brunen, Meredith	Dir Major Gifts	\$64,260.00	80,107.00	\$15,847.00	Salary	Salary Adjustment
Byrd, Scott	Special Instructor (15)	\$70,139.00	71,240.00	\$1,101.00	Salary	Renewal for new FY
Cash, Troy	Faculty Full-Time (207)	\$53,430.00	54,264.00	\$834.00	Salary	Renewal for new FY
Caudle, LeAnn	Faculty Full-Time (207)	\$53,430.00	54,264.00	\$834.00	Salary	Renewal for new FY
Chalfant, Victor	Faculty Full-Time (207)	\$55,958.00	56,818.00	\$860.00	Salary	Renewal for new FY
Chesne, Sabrina	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Chun, Lois	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	New Position
Clark, Alan	Special Instructor (15)	\$73,491.00	73,491.00	\$0.00	Salary	Renewal for new FY
Cooper, Carol	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Cox, Connie	Provisional Salary (80)	\$47,595.00	48,381.00	\$786.00	Salary	Renewal for new FY
Cox, Connie	Provisional Salary (80)	\$48,381.00	49,381.00	\$1,000.00	Salary	Degree Change
Cridler, Rhonda	Faculty Full-Time (207)	\$61,246.00	61,246.00	\$0.00	Salary	Renewal for new FY
DeGarmo, Judy	Faculty Full-Time (207)	\$57,686.00	57,686.00	\$0.00	Salary	Renewal for new FY
Duck, Pamela	Faculty Full-Time (207)	\$59,448.00	60,343.00	\$895.00	Salary	Renewal for new FY
Eddie, Sammi	Special Instructor (15)	\$60,461.00	61,489.00	\$1,028.00	Salary	Renewal for new FY
Eddie, Sammi	Special Instructor (15)	\$61,489.00	62,728.00	\$1,239.00	Salary	Degree Change
Edwards, Ashley	Faculty Full-Time (207)	\$47,046.00	47,817.00	\$771.00	Salary	Renewal for new FY
Elsa, April	Faculty Full-Time (207)	\$50,904.00	51,730.00	\$826.00	Salary	Renewal for new FY
Evans, Rebecca	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Fields, Greg	Faculty Full-Time (207)	\$45,528.00	46,284.00	\$756.00	Salary	Renewal for new FY
Fish, Miles	Faculty Full-Time (207)	\$52,604.00	53,430.00	\$826.00	Salary	Renewal for new FY
Forrester, Jami	Faculty Full-Time (207)	\$46,284.00	47,817.00	\$1,533.00	Salary	Renewal for new FY
Foster, Keith	Faculty Full-Time (207)	\$59,448.00	59,448.00	\$0.00	Salary	Renewal for new FY
Frazier, Michelle	Special Instructor (15)	\$60,461.00	61,489.00	\$1,028.00	Salary	Renewal for new FY
Gagliardi, Monte	Special Instructor (15)	\$80,457.00	81,661.00	\$1,204.00	Salary	Renewal for new FY
Hall, James	Dir Community & Gov Relations	\$69,725.00	69,725.00	\$0.00	Salary	Renewal for new FY
Hall, James	Dir Community & Gov Relations	\$69,725.00	87,584.00	\$17,859.00	Salary	Salary Adjustment
Hall, Audley	Faculty Full-Time (207)	\$61,246.00	61,246.00	\$0.00	Salary	Renewal for new FY

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Hamm, Dede	Faculty Full-Time (207)	\$45,528.00	46,284.00	\$756.00	Salary	Renewal for new FY
Hammack, William	Faculty Full-Time (207)	\$53,430.00	54,264.00	\$834.00	Salary	Renewal for new FY
Hammons, Cynthia	Faculty Full-Time (207)	\$58,563.00	59,448.00	\$885.00	Salary	Renewal for new FY
Harrell, Curtis	Faculty Full-Time (207)	\$57,686.00	58,563.00	\$877.00	Salary	Renewal for new FY
Hill, Jacques	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Hinterthuer, Burnetta	Faculty Full-Time (207)	\$59,448.00	60,343.00	\$895.00	Salary	Renewal for new FY
Holliday, Erica	Faculty Full-Time (207)	\$55,107.00	55,958.00	\$851.00	Salary	Renewal for new FY
Holloway, Ginger	Special Instructor (15)	\$65,841.00	66,900.00	\$1,059.00	Salary	Renewal for new FY
Holmes, Susan	Faculty Full-Time (207)	\$58,563.00	59,448.00	\$885.00	Salary	Renewal for new FY
Holtz, Amber	Faculty Full-Time (207)	\$45,528.00	46,284.00	\$756.00	Salary	Open Position
Hubbard, Mary	Faculty Full-Time (207)	\$61,246.00	61,246.00	\$0.00	Salary	Renewal for new FY
Huggard, Christopher	Faculty Full-Time (207)	\$58,563.00	59,448.00	\$885.00	Salary	Renewal for new FY
Humphrey, Janell	Special Instructor (15)	\$64,793.00	65,841.00	\$1,048.00	Salary	Renewal for new FY
Jackson, Jeffrey	Faculty Full-Time (207)	\$47,817.00	48,595.00	\$778.00	Salary	Renewal for new FY
Johnson, Vickie	Provisional Salary (80)	\$51,604.00	52,430.00	\$826.00	Salary	Renewal for new FY
Jones, Tina	Faculty Full-Time (207)	\$57,686.00	57,686.00	\$0.00	Salary	Renewal for new FY
Jones, Jacqueline	Faculty Full-Time (207)	\$43,307.00	44,040.00	\$733.00	Salary	Renewal for new FY
Jordan, Melissa	Faculty Full-Time (207)	\$56,818.00	56,818.00	\$0.00	Salary	Renewal for new FY
Karigomba, Wilbert	Faculty Full-Time (207)	\$49,381.00	50,175.00	\$794.00	Salary	Renewal for new FY
Kazmierczak, Art	Faculty Full-Time (207)	\$55,107.00	55,958.00	\$851.00	Salary	Renewal for new FY
Kelley, Beverly	Faculty Full-Time (207)	\$57,686.00	58,563.00	\$877.00	Salary	Renewal for new FY
King, Cynthia	Faculty Full-Time (207)	\$55,107.00	55,958.00	\$851.00	Salary	Renewal for new FY
Kiser, Greg	Faculty Full-Time (207)	\$59,448.00	60,343.00	\$895.00	Salary	Renewal for new FY
Koelling, Donald	Faculty Full-Time (207)	\$59,448.00	60,343.00	\$895.00	Salary	Renewal for new FY
Kolb-Selby, Abby	Faculty Full-Time (207)	\$52,604.00	53,430.00	\$826.00	Salary	Renewal for new FY
Krueger, Douglas	Faculty Full-Time (207)	\$52,604.00	53,430.00	\$826.00	Salary	Renewal for new FY
Kuefner, Michael	Faculty Full-Time (207)	\$45,346.00	46,117.00	\$771.00	Salary	Renewal for new FY
Lancaster, Daryl	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Lantz, Ralph	Faculty Full-Time (207)	\$49,381.00	50,175.00	\$794.00	Salary	Renewal for new FY
Laughton, James	Faculty Full-Time (207)	\$56,818.00	57,686.00	\$868.00	Salary	Renewal for new FY
Lee, Glenda	Faculty Full-Time (207)	\$53,258.00	54,118.00	\$860.00	Salary	Renewal for new FY
Lewis, Stephanie	Faculty Full-Time (207)	\$52,604.00	53,430.00	\$826.00	Salary	Renewal for new FY
Liles, Rebecca	Faculty Full-Time (207)	\$44,040.00	44,780.00	\$740.00	Salary	Renewal for new FY
Looney, Megan	Faculty Full-Time (207)	\$46,284.00	47,046.00	\$762.00	Salary	Renewal for new FY
Lord, Larry	Faculty Full-Time (207)	\$47,817.00	48,595.00	\$778.00	Salary	Renewal for new FY
Lovell, Linda	Faculty Full-Time (207)	\$61,246.00	61,246.00	\$0.00	Salary	Renewal for new FY
Lowe, Mary	Faculty Full-Time (207)	\$61,246.00	61,246.00	\$0.00	Salary	Renewal for new FY
Lowrey, Paul	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Mallow, Gloria	Faculty Full-Time (207)	\$47,817.00	48,595.00	\$778.00	Salary	Renewal for new FY
Marak, Cathy	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
McClendon, Victoria	Faculty Full-Time (207)	\$55,958.00	56,818.00	\$860.00	Salary	Renewal for new FY
McGinn, Timothy	Faculty Full-Time (207)	\$56,818.00	56,818.00	\$0.00	Salary	Renewal for new FY
Merrell, Don	Faculty Full-Time (207)	\$47,817.00	48,595.00	\$778.00	Salary	Renewal for new FY
Mocivnik, Patricia	Faculty Full-Time (207)	\$51,786.00	52,604.00	\$818.00	Salary	Renewal for new FY
Moore, Mary	Faculty Full-Time (207)	\$54,264.00	55,107.00	\$843.00	Salary	Renewal for new FY
Nagel, Diana	Faculty Full-Time (207)	\$60,699.12	61,246.00	\$546.88	Salary	Renewal for new FY
Nemec, Denise	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Noble, Kristi	Special Instructor (15)	\$72,143.00	73,277.00	\$1,134.00	Salary	Renewal for new FY
O'Brien, Teresa	Faculty Full-Time (207)	\$61,246.00	61,246.00	\$0.00	Salary	Renewal for new FY
Olson, Carol	Faculty Full-Time (207)	\$55,958.00	56,818.00	\$860.00	Salary	Renewal for new FY
Peace, Angela	Faculty Full-Time (207)	\$54,264.00	55,107.00	\$843.00	Salary	Renewal for new FY

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Phillips, Dianne	Faculty Full-Time (207)	\$48,595.00	49,381.00	\$786.00	Salary	Renewal for new FY
Pickett, Valor	Faculty Full-Time (207)	\$46,284.00	47,046.00	\$762.00	Salary	Renewal for new FY
Rademacher, Barbara	Faculty Full-Time (207)	\$49,381.00	50,175.00	\$794.00	Salary	Renewal for new FY
Reeves, Judy	Special Instructor (15)	\$65,841.00	66,900.00	\$1,059.00	Salary	Renewal for new FY
Rose, Jerry	Faculty Full-Time (207)	\$56,818.00	57,686.00	\$868.00	Salary	Renewal for new FY
Ruth, Janice	Faculty Full-Time (207)	\$67,968.00	69,048.00	\$1,080.00	Salary	Renewal for new FY
Scrivner, Tami	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Sever, Suzanne	Faculty Full-Time (207)	\$60,343.00	60,343.00	\$0.00	Salary	Renewal for new FY
Sheffield, Danny	Provisional Salary (80)	\$51,786.00	52,604.00	\$818.00	Salary	Renewal for new FY
Shores, Richard	Faculty Full-Time (207)	\$61,246.00	61,246.00	\$0.00	Salary	Renewal for new FY
Shrum, James	Faculty Full-Time (207)	\$51,786.00	52,604.00	\$818.00	Salary	Renewal for new FY
Slavik, Deirdre	Faculty Full-Time (207)	\$50,175.00	50,976.00	\$801.00	Salary	Renewal for new FY
Smith, Eric	Faculty Full-Time (207)	\$50,976.00	51,786.00	\$810.00	Salary	Renewal for new FY
Smith, Christina	Faculty Full-Time (207)	\$46,284.00	47,046.00	\$762.00	Salary	Renewal for new FY
Smith, Sheila	Faculty Full-Time (207)	\$49,381.00	50,175.00	\$794.00	Salary	Renewal for new FY
Sprott, Jeffrey	Faculty Full-Time (207)	\$71,209.00	72,344.00	\$1,135.00	Salary	Renewal for new FY
St Jean, Yanick	Faculty Full-Time (207)	\$53,430.00	54,264.00	\$834.00	Salary	Renewal for new FY
St Romain, Jo Ann	Provisional Salary (80)	\$67,968.00	69,048.00	\$1,080.00	Salary	Renewal for new FY
Stamps, Cristy	Faculty Full-Time (207)	\$50,175.00	50,973.00	\$798.00	Salary	Renewal for new FY
Stanberry, Lynn	Provisional Salary (80)	\$56,818.00	56,818.00	\$0.00	Salary	Renewal for new FY
Suchy, Valerian	Faculty Full-Time (207)	\$56,818.00	56,818.00	\$0.00	Salary	Renewal for new FY
Suggs, Evelene	Provisional Salary (80)	\$55,476.00	56,453.00	\$977.00	Salary	Renewal for new FY
Swango, Greg	Faculty Full-Time (207)	\$54,264.00	55,107.00	\$843.00	Salary	Renewal for new FY
Swisher, Gail	Faculty Full-Time (207)	\$56,818.00	56,818.00	\$0.00	Salary	Renewal for new FY
Tanner, George	Faculty Full-Time (207)	\$54,264.00	55,107.00	\$843.00	Salary	Renewal for new FY
Thomas, Melody	Faculty Full-Time (207)	\$48,595.00	49,381.00	\$786.00	Salary	Renewal for new FY
Tinker-Walker, Karen	Faculty Full-Time (207)	\$51,786.00	52,604.00	\$818.00	Salary	Renewal for new FY
Turner, Ellen	Faculty Full-Time (207)	\$53,430.00	54,264.00	\$834.00	Salary	Renewal for new FY
Turner, Marc	Faculty Full-Time (207)	\$49,381.00	50,175.00	\$794.00	Salary	Renewal for new FY
Vaughan, Tracy	Faculty Full-Time (207)	\$58,563.00	59,448.00	\$885.00	Salary	Renewal for new FY
Vincenzo, Jennifer	Faculty Full-Time (207)	\$60,704.00	61,712.00	\$1,008.00	Salary	Renewal for new FY
Vinzant, Gene	Faculty Full-Time (207)	\$51,978.00	52,604.00	\$626.00	Salary	Renewal for new FY
Washington, Natasha	Faculty Full-Time (207)	\$47,817.00	48,595.00	\$778.00	Salary	Renewal for new FY
Webb, Rebecca	Faculty Full-Time (207)	\$58,563.00	58,563.00	\$0.00	Salary	Renewal for new FY
Weber, Kerri	Provisional Salary (80)	\$55,120.00	56,106.00	\$986.00	Salary	Salary Adjustment
Weber, Kerri	Provisional Salary (80)	\$55,836.00	55,836.00	\$0.00	Salary	Renewal for new FY
Weeks, Karen	Faculty Full-Time (207)	\$61,246.00	61,246.00	\$0.00	Salary	Renewal for new FY
Whitmore, Marjorie	Faculty Full-Time (207)	\$55,958.00	56,818.00	\$860.00	Salary	Renewal for new FY
Willis, Darney	Faculty Full-Time (207)	\$57,686.00	58,563.00	\$877.00	Salary	Renewal for new FY
Wilson, Kendall	Provisional Salary (80)	\$42,840.00	42,840.00	\$0.00	Salary	Renewal for new FY
Wilson, Kendall	Provisional Salary (80)	\$42,840.00	47,124.00	\$4,284.00	Salary	Interim Duties

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Ozarka College

Completed By: Tina Wheelis

Phone Number: (870) 368-7371

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Ayers, Holly	Division Chairperson	\$51,485	\$54,388	\$2,903	Salary	Increase to adequately compensate for assigned duties. Approved by BOT.
Johnston, Ruby	Division Chairperson	\$57,956	\$61,956	\$4,000	Salary	Increase to adequately compensate for assigned duties. Approved by BOT.
Langston, Kathryn	Division Chairperson	\$48,960	\$52,960	\$4,000	Salary	Increase to adequately compensate for assigned duties. Approved by BOT.
Orf, Michael	Division Chairperson	\$50,388	\$54,388	\$4,000	Salary	Increase to adequately compensate for assigned duties. Approved by BOT.
Gray, Michelle	Business Manager	\$44,367	\$52,500	\$8,133	Salary	Increase to adequately compensate for assigned duties. Approved by BOT.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Phillips Community College

Completed By: Brenda G Gillogly

Phone Number: 870.338.6474 x 1230

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
None						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Pulaski Technical College

Completed By: Essie Cleveland

Phone Number: 812-2212

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Acree Glenn E	Full Time Faculty	\$59,215.00	\$59,715.00	\$500.00	Salary	Approved by BOT
Ames Byron Paul	Full Time Faculty	\$43,428.00	\$43,928.00	\$500.00	Salary	Approved by BOT
Anders Maribeth C	Full Time Faculty	\$44,408.00	\$44,908.00	\$500.00	Salary	Approved by BOT
Armstrong Jerry P.	Full Time Faculty	\$44,548.00	\$45,048.00	\$500.00	Salary	Approved by BOT
Armstrong Vondra O.	Full Time Faculty	\$57,273.00	\$57,773.00	\$500.00	Salary	Approved by BOT
Baldwin Amy G	Full Time Faculty	\$53,614.00	\$54,114.00	\$500.00	Salary	Approved by BOT
Barnett Katrina M	Full Time Faculty	\$38,230.00	\$38,730.00	\$500.00	Salary	Approved by BOT
Bass Holly Michelle	Full Time Faculty	\$39,260.00	\$39,760.00	\$500.00	Salary	Approved by BOT
Bass Jason A.	Full Time Faculty	\$50,008.00	\$50,508.00	\$500.00	Salary	Approved by BOT
Beck Cynthia	Full Time Faculty	\$41,525.00	\$42,025.00	\$500.00	Salary	Approved by BOT
Becker James L	Full Time Faculty	\$57,038.00	\$57,538.00	\$500.00	Salary	Approved by BOT
Beckerman Terrill M.	Full Time Faculty	\$57,408.00	\$57,908.00	\$500.00	Salary	Approved by BOT
Bennett Martha J	Full Time Faculty	\$61,038.00	\$61,538.00	\$500.00	Salary	Approved by BOT
Best Robert H.	Full Time Faculty	\$40,000.00	\$40,500.00	\$500.00	Salary	Approved by BOT
Bowers William E.	Full Time Faculty	\$41,850.00	\$42,350.00	\$500.00	Salary	Approved by BOT
Bowman Joey D	Full Time Faculty	\$46,028.00	\$46,528.00	\$500.00	Salary	Approved by BOT
Bradley Brenda Lea	Full Time Faculty	\$43,668.00	\$44,168.00	\$500.00	Salary	Approved by BOT
Brockinton Terry M.	Full Time Faculty	\$45,648.00	\$46,148.00	\$500.00	Salary	Approved by BOT
Brown Alisa	Full Time Faculty	\$51,253.00	\$51,753.00	\$500.00	Salary	Approved by BOT
Burchett Scottie L.	Full Time Faculty	\$62,078.00	\$62,578.00	\$500.00	Salary	Approved by BOT
Camponuevo De Ortiz Ana	Full Time Faculty	\$38,970.00	\$39,470.00	\$500.00	Salary	Approved by BOT
Carpenter David C	Full Time Faculty	\$38,230.00	\$38,730.00	\$500.00	Salary	Approved by BOT
Cauley Heather A.	Full Time Faculty	\$42,300.00	\$42,800.00	\$500.00	Salary	Approved by BOT
Chase Matthew J	Full Time Faculty	\$41,078.00	\$41,578.00	\$500.00	Salary	Approved by BOT
Chess Edward J.	Full Time Faculty	\$45,438.00	\$45,938.00	\$500.00	Salary	Approved by BOT
Clarke Cynthia A.	Full Time Faculty	\$43,780.00	\$44,280.00	\$500.00	Salary	Approved by BOT
Clements Sarah Jane	Full Time Faculty	\$40,098.00	\$40,598.00	\$500.00	Salary	Approved by BOT
Conley Ebony T.	Full Time Faculty	\$42,558.00	\$43,058.00	\$500.00	Salary	Approved by BOT
Conley Ebony T.	Full Time Faculty	\$42,558.00	\$44,485.00	\$1,426.84	Salary	Attaining Higher Education Level
Courtright Cheri D	Full Time Faculty	\$43,298.00	\$43,798.00	\$500.00	Salary	Approved by BOT
Dahly Michael H	Full Time Faculty	\$62,343.00	\$62,843.00	\$500.00	Salary	Approved by BOT
Davis Deanna L	Full Time Faculty	\$55,118.00	\$55,618.00	\$500.00	Salary	Approved by BOT
Dubuc Raymond C.	Full Time Faculty	\$40,708.00	\$41,208.00	\$500.00	Salary	Approved by BOT
Duty Donald W	Full Time Faculty	\$62,518.00	\$63,018.00	\$500.00	Salary	Approved by BOT
Embry Ashley Evette	Full Time Faculty	\$40,000.00	\$40,500.00	\$500.00	Salary	Approved by BOT
Eshleman Martha R	Full Time Faculty	\$51,578.00	\$52,078.00	\$500.00	Salary	Approved by BOT
Evans Kathryn E	Full Time Faculty	\$40,000.00	\$40,500.00	\$500.00	Salary	Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Feldman Nicole M	Full Time Faculty	\$52,548.00	\$53,048.00	\$500.00	Salary	Approved by BOT
Fellinger Ann C	Full Time Faculty	\$55,858.00	\$56,358.00	\$500.00	Salary	Approved by BOT
Fisher Danny P	Full Time Faculty	\$58,078.00	\$58,578.00	\$500.00	Salary	Approved by BOT
Ginocchio William T.	Full Time Faculty	\$40,000.00	\$40,500.00	\$500.00	Salary	Approved by BOT
Glasscock Sheila K.	Full Time Faculty	\$40,080.00	\$40,580.00	\$500.00	Salary	Approved by BOT
Glidewell Robert J	Full Time Faculty	\$55,928.00	\$56,428.00	\$500.00	Salary	Approved by BOT
Govia Laura K	Full Time Faculty	\$38,520.00	\$39,020.00	\$500.00	Salary	Approved by BOT
Gundolf Donald E	Full Time Faculty	\$59,071.00	\$59,571.00	\$500.00	Salary	Approved by BOT
Guy Joseph A.	Full Time Faculty	\$37,120.00	\$37,620.00	\$500.00	Salary	Approved by BOT
Hammett Denise R.	Full Time Faculty	\$52,228.00	\$52,728.00	\$500.00	Salary	Approved by BOT
Hancock Jason Stuart	Full Time Faculty	\$41,078.00	\$41,578.00	\$500.00	Salary	Approved by BOT
Hankins Christin Lee	Full Time Faculty	\$39,260.00	\$39,760.00	\$500.00	Salary	Approved by BOT
Hanson Shelley Roxanne	Full Time Faculty	\$50,008.00	\$50,508.00	\$500.00	Salary	Approved by BOT
Harrington Sandra J	Full Time Faculty	\$55,188.00	\$55,688.00	\$500.00	Salary	Approved by BOT
Hart Lydia R	Full Time Faculty	\$51,808.00	\$52,308.00	\$500.00	Salary	Approved by BOT
Hearne April C	Full Time Faculty	\$38,970.00	\$39,470.00	\$500.00	Salary	Approved by BOT
Heintz Kirsten A.	Full Time Faculty	\$39,630.00	\$40,130.00	\$500.00	Salary	Approved by BOT
Herron Ronald L	Full Time Faculty	\$51,808.00	\$52,308.00	\$500.00	Salary	Approved by BOT
Hight Brian D.	Full Time Faculty	\$43,698.00	\$44,198.00	\$500.00	Salary	Approved by BOT
Holloway Jerry Allan	Full Time Faculty	\$46,548.00	\$47,048.00	\$500.00	Salary	Approved by BOT
Holloway Jerry L	Full Time Faculty	\$58,028.00	\$58,528.00	\$500.00	Salary	Approved by BOT
Hoover Ray J	Full Time Faculty	\$58,448.00	\$58,948.00	\$500.00	Salary	Approved by BOT
Hotle Steven L	Full Time Faculty	\$51,048.00	\$51,548.00	\$500.00	Salary	Approved by BOT
Huber Deborah Swain	Full Time Faculty	\$54,078.00	\$54,578.00	\$500.00	Salary	Approved by BOT
Hunt Stephen Thomas	Full Time Faculty	\$56,271.00	\$56,771.00	\$500.00	Salary	Approved by BOT
Ingram Jennifer L	Full Time Faculty	\$57,708.00	\$58,208.00	\$500.00	Salary	Approved by BOT
Irving III James F	Full Time Faculty	\$55,628.00	\$56,128.00	\$500.00	Salary	Approved by BOT
Jensen Karen E.	Full Time Faculty	\$37,120.00	\$37,620.00	\$500.00	Salary	Approved by BOT
Johnson Mayo L.	Full Time Faculty	\$53,078.00	\$53,578.00	\$500.00	Salary	Approved by BOT
Johnson Terry G.	Full Time Faculty	\$51,578.00	\$52,078.00	\$500.00	Salary	Approved by BOT
Johnston Traci	Full Time Faculty	\$46,258.00	\$46,758.00	\$500.00	Salary	Approved by BOT
Jones Jimmie L	Full Time Faculty	\$58,941.00	\$59,441.00	\$500.00	Salary	Approved by BOT
Jones Weeda M	Full Time Faculty	\$55,805.00	\$56,305.00	\$500.00	Salary	Approved by BOT
Julian Michael David	Full Time Faculty	\$43,040.00	\$43,540.00	\$500.00	Salary	Approved by BOT
Kuonen Donald R.	Full Time Faculty	\$54,098.00	\$54,598.00	\$500.00	Salary	Approved by BOT
Latimer Franklin	Full Time Faculty	\$46,628.00	\$47,128.00	\$500.00	Salary	Approved by BOT
Lauster George H	Full Time Faculty	\$42,590.00	\$43,090.00	\$500.00	Salary	Approved by BOT
Lemmon Allan W.	Full Time Faculty	\$40,098.00	\$40,598.00	\$500.00	Salary	Approved by BOT
Lewis Caroline C	Full Time Faculty	\$46,018.00	\$46,518.00	\$500.00	Salary	Approved by BOT
Lipsmeyer Kenneth	Full Time Faculty	\$46,400.00	\$46,900.00	\$500.00	Salary	Approved by BOT
Loibner Steve Allen	Full Time Faculty	\$46,528.00	\$47,028.00	\$500.00	Salary	Approved by BOT
Longhorn Sandra R.	Full Time Faculty	\$47,528.00	\$48,028.00	\$500.00	Salary	Approved by BOT
Lovelace Beata	Full Time Faculty	\$63,160.00	\$63,660.00	\$500.00	Salary	Approved by BOT
Lovenstein Austin M.	Full Time Faculty	\$46,918.00	\$47,418.00	\$500.00	Salary	Approved by BOT
Lovenstein Leslie Jane	Full Time Faculty	\$43,698.00	\$44,198.00	\$500.00	Salary	Approved by BOT
Mack Starlett L	Full Time Faculty	\$43,298.00	\$43,798.00	\$500.00	Salary	Approved by BOT
Macri Angelina M.	Full Time Faculty	\$50,768.00	\$51,268.00	\$500.00	Salary	Approved by BOT
Magby Matthew S	Full Time Faculty	\$38,988.00	\$39,488.00	\$500.00	Salary	Approved by BOT
Malik Cynthia G	Full Time Faculty	\$47,978.00	\$48,478.00	\$500.00	Salary	Approved by BOT
Marshall John E	Full Time Faculty	\$57,338.00	\$57,838.00	\$500.00	Salary	Approved by BOT
Martin Danny R	Full Time Faculty	\$40,317.00	\$40,817.00	\$500.00	Salary	Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Martin Dorothy J.	Full Time Faculty	\$39,260.00	\$39,760.00	\$500.00	Salary	Approved by BOT
Martin Jason C	Full Time Faculty	\$51,526.00	\$52,026.00	\$500.00	Salary	Approved by BOT
Matthews Herbert L	Full Time Faculty	\$55,928.00	\$56,428.00	\$500.00	Salary	Approved by BOT
McAfee James B.	Full Time Faculty	\$40,000.00	\$40,500.00	\$500.00	Salary	Approved by BOT
McAfee Joe D.	Full Time Faculty	\$45,648.00	\$46,148.00	\$500.00	Salary	Approved by BOT
McCormack Patricia A	Full Time Faculty	\$47,028.00	\$47,528.00	\$500.00	Salary	Approved by BOT
McMillan Michael M	Full Time Faculty	\$56,163.00	\$56,663.00	\$500.00	Salary	Approved by BOT
McVinney Barry D	Full Time Faculty	\$49,728.00	\$50,228.00	\$500.00	Salary	Approved by BOT
Mercking Terry L	Full Time Faculty	\$51,358.00	\$51,858.00	\$500.00	Salary	Approved by BOT
Miller Beth A.	Full Time Faculty	\$51,578.00	\$52,078.00	\$500.00	Salary	Approved by BOT
Milligan Michael L	Full Time Faculty	\$47,978.00	\$48,478.00	\$500.00	Salary	Approved by BOT
Mitchell Neil C.	Full Time Faculty	\$38,520.00	\$39,020.00	\$500.00	Salary	Approved by BOT
Mitchell Yolanda F.	Full Time Faculty	\$46,043.00	\$46,543.00	\$500.00	Salary	Approved by BOT
Moody Carla Jo	Full Time Faculty	\$53,708.00	\$54,208.00	\$500.00	Salary	Approved by BOT
Moody Cheryl L	Full Time Faculty	\$39,260.00	\$39,760.00	\$500.00	Salary	Approved by BOT
Nelson Rebecca F.	Full Time Faculty	\$53,358.00	\$53,858.00	\$500.00	Salary	Approved by BOT
Olm Mary M	Full Time Faculty	\$46,658.00	\$47,158.00	\$500.00	Salary	Approved by BOT
Palmer Judith Michelle	Full Time Faculty	\$42,698.00	\$43,198.00	\$500.00	Salary	Approved by BOT
Parchman Billy W	Full Time Faculty	\$61,038.00	\$61,538.00	\$500.00	Salary	Approved by BOT
Parchman Matthew	Full Time Faculty	\$51,858.00	\$52,358.00	\$500.00	Salary	Approved by BOT
Pierce Candace G.	Full Time Faculty	\$44,698.00	\$45,198.00	\$500.00	Salary	Approved by BOT
Pierce Pat L	Full Time Faculty	\$44,918.00	\$45,418.00	\$500.00	Salary	Approved by BOT
Porter Jim B.	Full Time Faculty	\$47,658.00	\$48,158.00	\$500.00	Salary	Approved by BOT
Powell Donald T	Full Time Faculty	\$65,790.00	\$66,290.00	\$500.00	Salary	Approved by BOT
Price John R.	Full Time Faculty	\$41,078.00	\$41,578.00	\$500.00	Salary	Approved by BOT
Pridmore Michael A.	Full Time Faculty	\$45,658.00	\$46,158.00	\$500.00	Salary	Approved by BOT
Puckett Florence G	Full Time Faculty	\$55,188.00	\$55,688.00	\$500.00	Salary	Approved by BOT
Purkiss Jonathan S.	Full Time Faculty	\$40,098.00	\$40,598.00	\$500.00	Salary	Approved by BOT
Ramey Julia A.	Full Time Faculty	\$37,120.00	\$37,620.00	\$500.00	Salary	Approved by BOT
Randolph Cynthia L	Full Time Faculty	\$43,780.00	\$44,280.00	\$500.00	Salary	Approved by BOT
Raper Betty	Full Time Faculty	\$49,878.00	\$50,378.00	\$500.00	Salary	Approved by BOT
Rathfon Eugene A.	Full Time Faculty	\$43,698.00	\$44,198.00	\$500.00	Salary	Approved by BOT
Redd Melissa Paige	Full Time Faculty	\$38,520.00	\$39,020.00	\$500.00	Salary	Approved by BOT
Reed Robin M	Full Time Faculty	\$39,710.00	\$40,210.00	\$500.00	Salary	Approved by BOT
Reedy Nancy Lou	Full Time Faculty	\$55,188.00	\$55,688.00	\$500.00	Salary	Approved by BOT
Rice Rachael Leigh	Full Time Faculty	\$38,520.00	\$39,020.00	\$500.00	Salary	Approved by BOT
Robertson Randall C	Full Time Faculty	\$40,098.00	\$40,598.00	\$500.00	Salary	Approved by BOT
Robinson Andre A.	Full Time Faculty	\$41,208.00	\$41,708.00	\$500.00	Salary	Approved by BOT
Roe Lyndel Creston	Full Time Faculty	\$46,528.00	\$47,028.00	\$500.00	Salary	Approved by BOT
Ruff Clayton D.	Full Time Faculty	\$50,028.00	\$50,528.00	\$500.00	Salary	Approved by BOT
Russell Thomas A.	Full Time Faculty	\$44,698.00	\$45,198.00	\$500.00	Salary	Approved by BOT
Ryan Jamie R.	Full Time Faculty	\$43,438.00	\$43,938.00	\$500.00	Salary	Approved by BOT
Ryan Jerrica M.	Full Time Faculty	\$37,120.00	\$37,620.00	\$500.00	Salary	Approved by BOT
Scharbor Jessica L	Full Time Faculty	\$40,687.00	\$41,187.00	\$500.00	Salary	Approved by BOT
Schulte Bruce L	Full Time Faculty	\$42,144.25	\$42,644.25	\$500.00	Salary	Approved by BOT
Slaten Walter K	Full Time Faculty	\$57,023.00	\$57,523.00	\$500.00	Salary	Approved by BOT
Spitler Donald G	Full Time Faculty	\$52,158.00	\$52,658.00	\$500.00	Salary	Approved by BOT
Sprigg Jay R.	Full Time Faculty	\$49,988.00	\$50,488.00	\$500.00	Salary	Approved by BOT
Standley Jacob A	Full Time Faculty	\$47,028.00	\$47,528.00	\$500.00	Salary	Approved by BOT
Stone Rebecca L.	Full Time Faculty	\$40,098.00	\$40,598.00	\$500.00	Salary	Approved by BOT
Stroock Susan S.	Full Time Faculty	\$56,721.00	\$57,221.00	\$500.00	Salary	Approved by BOT

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Swillum Jean Anne	Full Time Faculty	\$45,438.00	\$45,938.00	\$500.00	Salary	Approved by BOT
Tackett Bernica C	Full Time Faculty	\$55,188.00	\$55,688.00	\$500.00	Salary	Approved by BOT
Terrell Mary	Full Time Faculty	\$42,188.00	\$42,688.00	\$500.00	Salary	Approved by BOT
Thomas Charles M.	Full Time Faculty	\$50,648.00	\$51,148.00	\$500.00	Salary	Approved by BOT
Tillman Macaiah Winoka	Full Time Faculty	\$37,120.00	\$37,620.00	\$500.00	Salary	Approved by BOT
Tubb Thomas A	Full Time Faculty	\$52,968.00	\$53,468.00	\$500.00	Salary	Approved by BOT
Tucker Kristi N.	Full Time Faculty	\$42,698.00	\$43,198.00	\$500.00	Salary	Approved by BOT
Underwood Cathy L.	Full Time Faculty	\$53,578.00	\$54,078.00	\$500.00	Salary	Approved by BOT
Wafford Elivia A	Full Time Faculty	\$37,120.00	\$37,620.00	\$500.00	Salary	Approved by BOT
Wagner Kristen L	Full Time Faculty	\$40,740.00	\$41,240.00	\$500.00	Salary	Approved by BOT
Wilcox Shannon S	Full Time Faculty	\$50,398.00	\$50,898.00	\$500.00	Salary	Approved by BOT
Williams Raymond E	Full Time Faculty	\$51,438.00	\$51,938.00	\$500.00	Salary	Approved by BOT
Williams Steven E	Full Time Faculty	\$54,008.00	\$54,508.00	\$500.00	Salary	Approved by BOT
Wood Ginny L.	Full Time Faculty	\$55,928.00	\$56,428.00	\$500.00	Salary	Approved by BOT
Wood Jack K	Full Time Faculty	\$42,590.00	\$43,090.00	\$500.00	Salary	Approved by BOT
Woodard Regina L.	Full Time Faculty	\$48,028.00	\$48,528.00	\$500.00	Salary	Approved by BOT
Wright-Locke Julie C.	Full Time Faculty	\$54,078.00	\$54,578.00	\$500.00	Salary	Approved by BOT
Wyngaard William J.	Full Time Faculty	\$46,758.00	\$47,258.00	\$500.00	Salary	Approved by BOT
Walbert Tim	Dir of Purchasing	\$42,835.00	\$43,000.00	\$165.00	Salary	Add Duties Assigned
Wittig Jeff	Sr. Programmer	\$38,872.00	\$45,000.00	\$6,128.00	Salary	Approved by BOT

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Rich Mountain Community College

Completed By: Amy Ludwig

Phone Number: 479-394-7622 x 1530

[illegible]

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: South Arkansas Community College

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
NONE						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: SAU Tech
Completed By: Debbie Beasley
Phone Number: 870-574-4507

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Dr. Corbert Lamkin	Chancellor	\$143,481	\$143,481	\$3,600	Housing Allowance	Effective 7/1/2011
Gaye Manning	VC Finance	\$91,388	\$94,988	\$3,600	Salary	To bring salary closer to state average. Effective 7/1/2011.
Dr. Reggie Cooper	VC Student Services	\$91,837	\$94,988	\$2,551	Salary	To bring salary closer to state average. Effective 7/1/2011.
Lee Sanders	Director of Institutional Res	\$40,800	\$43,800	\$3,000	Salary	To bring salary closer to state average. Effective 7/1/2011.
Kim Coker	Director of Marketing and P	\$51,670	\$52,670	\$1,000	Salary	To bring salary closer to state average. Effective 7/1/2011.
Olivia Clack	Director of Human Resourc	\$35,000	\$38,000	\$3,000	Salary	To bring salary closer to state average. Effective 7/1/2011.
Paula Bergstrom	Asst. to the Chancellor	\$35,700	\$38,700	\$3,000	Salary	To bring salary closer to state average. Effective 7/1/2011.
Jenny Sanders	Counselor	\$50,657	\$51,657	\$1,000	Salary	To bring salary closer to state average. Effective 7/1/2011.
Laura Johnson	Director of Computer Serv	\$66,194	\$67,194	\$1,000	Salary	To bring salary closer to state average. Effective 7/1/2011.
William Archer	Division Chair	\$58,291	\$59,291	\$1,000	Salary	To bring salary closer to state average. Effective 7/1/2011.
David McLeane	Director of Student Life	\$50,358	\$51,358	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Patricia Sindle	Counselor	\$67,176	\$68,176	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Wayne Banks	Registrar	\$51,372	\$52,372	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Dale Tommey	Controller	\$56,100	\$57,100	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Lisa Holland	Asst. Controller	\$45,900	\$46,900	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Regina Ellis	Faculty	\$40,800	\$44,298	\$3,498	Salary	Received additional degree. Effective 7/1/2011
Allison Malone	Librarian	\$63,396	\$64,396	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Steve Candler	Faculty	\$54,571	\$55,571	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Ashley Moore	Faculty	\$37,506	\$38,506	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Norm Faith	Faculty	\$38,951	\$39,951	\$1,000	Salary	Merit Adjustment effective 7/1/2011
David Leslie	Faculty	\$42,083	\$43,083	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Rebecca Hughes	Faculty	\$37,506	\$38,506	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Charles Barnes	Faculty	\$26,747	\$36,783	\$10,036	Salary	Adjustment in lieu of ATRS earnings limitations removed. Effective 7/1/2011
Dan Milam	Faculty	\$39,639	\$40,639	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Robert Brown	Faculty	\$42,617	\$43,617	\$1,000	Salary	Merit Adjustment effective 7/1/2011
Mike Bashford	Director of Cont. Ed./Bus. C	\$62,914	\$63,914	\$1,000	Salary	Merit Adjustment effective 7/1/2011
James Rubow	Deputy Director	\$58,404	\$58,904	\$500	Salary	Merit Adjustment effective 7/1/2011
James Utsey	Asst. Director for Training	\$53,581	\$56,081	\$2,500	Salary	Received additional degree as well as merit adjustment. Effective 7/1/2011
Emily Stover	Recruiter	\$21,827	\$28,000	\$6,173	Salary	Promoted from Administrative Specialist II (Classified) to Recruiter (Administrative). Effective 7/1/2011.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: Southeast Arkansas College

Completed By: Debbie Wallace

Phone Number: 870-543-5996

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Katina Camp	Faculty Practical Nursing	\$43,100	\$44,100	\$1,000	Salary	Increase due to additional degree/certification per faculty pay scale
Tony McBride	Faculty Practical Nursing	\$40,100	\$41,100	\$1,000	Salary	Increase due to additional degree/certification per faculty pay scale
Ellen Stuchman	Faculty English	\$46,500	\$47,500	\$1,000	Salary	Increase due to additional degree/certification per faculty pay scale
Brandy Haley	Faculty Practical Nursing	\$39,100	\$40,100	\$1,000	Salary	Increase due to additional degree/certification per faculty pay scale
Joel Barbaree	Interim Director of Physical	\$29,836	\$32,812	\$2,976	Salary	Additional duties as interim director of physical plant.

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas Community College at Batesville

Completed By: Gayle Cooper

Phone Number: 870-612-2121

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
Adam Adair	Controller	\$57,122	\$62,122	\$5,000	Salary	Additional duties Grant reporting, transfers, reports
Heath Wooldridge	Dir of Physical Plant	\$49,939	\$51,939	\$2,000	Salary	Additional duties Over 40,000 sq ft in new bldg
Donna Spargo	RN Nursing Faculty	\$45,000	\$50,000	\$5,000	Salary	Master's Degree: Online Coordinator RN
Heather Garcia		\$41,575	\$42,575	\$1,000	Salary	Assumed additional duties

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas Community College at Hope

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
NONE						

Institutions of Higher Education Salary Increases since May 1, 2011

Per Rep. Lea's request, please provide a list of personnel at all HEIs who have received an increase in salary since May 1, 2011. The list should include name, title, and salary (including housing, automobile, and other such "non-cash" compensation). **Note that for this request, do not consider a COLA an increase**

Institution: University of Arkansas Community College at Morrilton

Completed By: _____

Phone Number: _____

Employee Name	Title	Salary prior to May 1, 2011	Salary after to May 1, 2011	Amount of Increase	Type of Increase (salary, including housing, automobile, and other such "non-cash" compensation)	Reasoning/Notes
NONE						

Undergraduate Resident Tuition vs. Concurrent Tuition Report for 2010-11

Undergraduate Resident Tuition vs. Concurrent Tuition Report for 2010-11									
Undergraduate Resident Tuition				Concurrent Tuition				Comments	
				On Campus		Off Campus			
Institution	2010-11	Budget Manual	Per SSCH	Per SSCH	Waived	Per SSCH	Waived	For Off Campus courses please indicate the location (i.e. high school, etc.)	
UAF	\$5,210	\$5,210	173.68	173.68	-	-	-	Military bases & community colleges	No waivers for on-campus concurrent tuition
ASUJ	\$5,100	\$5,100	170.00	170.00	130.00	-	-	Jonesboro, Greene County Tech, Nettleton, & Valley View High School	This should be \$130 credit...student pays \$40
UALR	\$5,228	\$5,228	174.25	174.25	174.25	174.25	174.25	Arkansas Studies Institute & the Benton facility	All Waived
UCA	\$5,235	\$5,235	174.50	N/A	N/A	174.50	144.50	NA	The waiver brings the cost to \$30 per course regardless of the credit hours for the course. (i.e. 1hr course = \$30, 4hr course = \$30)
ATU	\$5,100	\$5,100	170.00	170.00	85.00	170.00	-	High Schools	Russellville Campus: students who attend class on campus receive ½ tuition waiver; students who attend class off campus receive no waiver; Ozark Campus: high school students taking 1-6 hours receive ½ tuition waiver; over 6 hours are paid at 100%
HSU	\$5,340	\$5,340	178.00	178.00	-	-	-	National Park Community College & Cossatot Community College of the University of AR	No Waivers
SAUM	\$5,340	\$5,340	178.00	178.00	178.00	178.00	178.00	Rich Mountain Community College, Cossatot Community College, University of Arkansas Community College at Hope, Southern Arkansas University Tech, and area high schools	Will waive fees with High School Waiver
UAFS*	\$3,570	\$3,570	119.00	119.00	-	119.00	-	High School	WATC Stds paid by DWE
UAM	\$3,600	\$3,600	120.00	N/A	N/A	120.00	55.00	Southeast Arkansas Education Service Co-op & High Schools	Students Charged \$65/SSCH, the rest is waived by institution.
UAPB	\$3,750	\$3,750	125.00	N/A	N/A	N/A	N/A	North Little Rock Site, Dumas-Delta Technology Center and Lake Village-High School	No Waivers
Average	\$ 4,747.30	\$ 4,747.30	\$ 158.24	\$ 166.13	\$ 81.04	\$ 103.97	\$ 61.31		
Institution	2010-11	Budget Manual	Per SSCH	Per SSCH	Waived	Per SSCH	Waived	For Off Campus courses please indicate the location (i.e. high school, etc.)	
ANC	\$1,620	\$1,620	54.00	54.00	-	54.00	-	ANC Technical (Secondary) Center at Burdette & High School Campuses	No Waivers
ASUB	\$2,430	\$2,430	81.00	N/A	N/A	81.00	38.00	High School	\$43/SSCH
ASUMH	\$2,400	\$2,400	80.00	80.00	-	80.00	-	High School	No Waivers
ASUN	\$2,340	\$2,340	78.00	78.00	-	85.00	-	High School	No Waivers
BRTC	\$2,100	\$2,100	70.00	70.00	-	70.00	35.00	Black Rock, Coming, Hilcrest, Paragould, Pocahontas, Sloan Hendrix, Maynard, & Hoxie High Schools	\$35 if at High School and they provide the instructor
CCCUA	\$1,500	\$1,500	50.00	50.00	-	50.00	-	Nashville site, Ashdown site & High Schools	No Waivers
EACC	\$1,950	\$1,950	65.00	65.00	-	65.00	-	High Schools & the local prison	No Waivers
MSCC	\$1,950	\$1,950	65.00	65.00	47.45	N/A	N/A	NA	Waive 73%
NAC	\$2,430	\$2,430	81.00	81.00	-	81.00	-	Harrison and Huntsville High Schools	No Waivers
NPCC	\$2,040	\$2,040	68.00	68.00	68.00	68.00	68.00	High School	Charge is same but many get a scholarship
NWACC	\$3,300	\$3,300	110.00	110.00	-	110.00	55.00	High School & Regional Technology Center	50% Waived for off campus
OTC	\$1,800	\$1,800	60.00	60.00	60.00	60.00	60.00	High Schools & the Arkansas Dept of Corrections – Ouachita River Unit	many have scholarship
OZC	\$2,250	\$2,250	75.00	75.00	30.00	75.00	30.00	High Schools	\$45/SSCH
PCCUA	\$1,710	\$1,710	57.00	57.00	14.25	57.00	14.25	Barton, Dewitt, Dumas, & Stuttgart High Schools, DeSoto School, Lee & Marvell Academy	25% Discount
PTC	\$2,460	\$2,460	82.00	82.00	-	82.00	-	Central Arkansas Christian High School & Central Arkansas Christian Academy	PTC charges the same rates
RMCC	\$1,710	\$1,710	57.00	57.00	47.00	70.00	55.00	High Schools	Net tuition for on campus for concurrent is \$10; off campus is \$15 per SSCH
SACC	\$2,130	\$2,130	71.00	71.00	-	71.00	21.00	High Schools	For off-campus \$21 tuition waived and \$7 fees waived. HS provides room and instructor. High schools pay some of the tuition.
SAUT	\$2,640	\$2,640	88.00	88.00	-	88.00	-	High School	No Waivers
SEAC	\$2,340	\$2,340	78.00	78.00	-	78.00	78.00	High Schools	Tuition and fees waived with concurrent student scholarship
UACCB	\$1,845	\$1,845	57.00	57.00	-	57.00	-	High Schools	Waive activity, technology, and safety fees for off campus concurrent
UACCH	\$1,695	\$1,695	56.50	N/A	N/A	56.50	16.00	High Schools	Same but they receive a \$16 scholarship credit since they do not have the amenities
UACCM	\$2,400	\$2,400	80.00	80.00	40.00	NA	NA	NA	1/2 tuition Up to 6 hours
Average	\$ 2,138.18	\$ 2,138.18	\$ 71.07	\$ 70.95	\$ 16.14	\$ 71.93	\$ 23.51		

Amounts highlighted in yellow indicate instate rate charges vs. in-district rate charges.