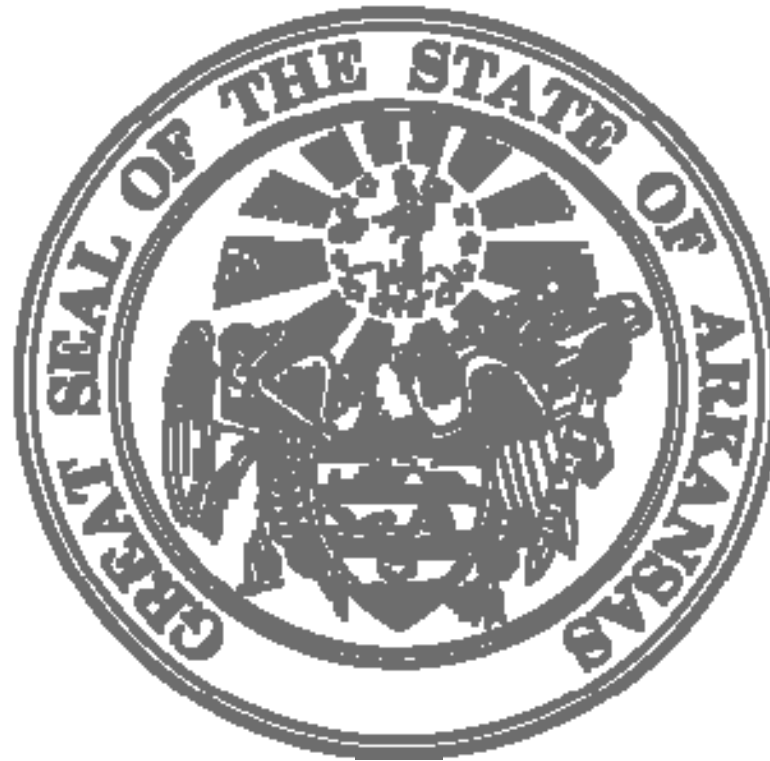


# Arkansas Higher Education Comprehensive Annual Report



Miscellaneous  
Legislative  
Reports by  
Institutional  
Finance

**Arkansas Department of Higher Education**

114 East Capitol, Little Rock, Arkansas 72201

December 2009



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## **Capital Projects for 2008-09**

**Bonds and Loans for Capital Purposes July 2008 to September 2009.**

Institution	Date of AHECB Approval	Amount of Loan for Bond Issue	Terms	Project	Estimated Debt Service	
					Auxiliary	E&G
ATU	Jul-08	\$2,150,000	30 yrs / 5%	Auxiliary purposes to fund the renovation of Critz and Hughes Hall	\$138,015	
UACCH	Jul-08	\$2,700,000	30 yrs / 5%	E&G purposes to complete financing for the Science/Technology Center		\$168,971
PCCUA	Jul-08	\$12,305,000	30 yrs / 5%	E&G purposes to refund the 1997 bond issue and complete financing for the Grand Prairie Center on the Stuttgart campus		\$740,000
UAF	Jul-08	\$5,000,000	5 yrs/ 5%	Auxiliary loan used for renovations to various athletic facilities	\$1,142,588	
ASU-SYS	Jan-09	\$9,500,000	30 yrs/ 5.5%	Auxiliary purposes to construct and furnish two new 50-bed residence halls, construct a commons building for an existing campus apartment complex, and deferred maintenance projects in existing residence halls,	\$653,700	
UAFS	Jan-09	\$24,540,000	25 yrs/ 6.05%	Auxiliary purposes to construct and equip a 400-bed student housing complex	\$1,894,165	
UAM	Jan-09	\$1,000,000	10 yrs/ .53%	E&G purposes to fund deferred maintenance and energy savings projects on the Monticello campus		\$102,938
ATU	Apr-09	\$5,120,000	30 yrs/ 5.25%	E&G purposes to expand the engineering building, purchase academic facilities, expand the science building, and various other capital improvements		\$337,127
SAU	Apr-09	\$2,000,000	30 yrs/ 5.5%	E&G purposes to renovate and update current academic and administrative facilities		\$148,533
SACC	Jul-09	\$3,590,000	30 yrs / 5%	E&G purposes to construct a Health Sciences building		\$234,000
ASUMH	Jul-09	\$2,500,000	20 yrs/ 5.5%	E&G purposes to construct a Community Development Center		\$210,000
NWACC	Jul-09	\$10,660,000	30 yrs / 5%	E&G purposes to purchase property adjacent to the main campus as an extension of education and general instructional space and offices		\$619,165
UALR	Sep-09	\$34,750,000	20 yrs/ 5.5%	E&G purposes to acquire, construct, and equip a variety of capital improvements at UALR, including (i) completion of the Engineering and Information Technology Building, (ii) elevator upgrades; (iii) renovations to the Stella Boyle Smith Concert Hall, (iv) construction of a Nanotechnology Sciences Center, (v) construction of a Student Services One-Stop Center, (vi) renovation of an existing building for Health and Wellness Academic Programs	\$2,552,000	\$2,560,734
<b>Total Bonds and Loans</b>		<b>\$115,815,000</b>			<b>\$6,380,468</b>	<b>\$5,121,468</b>

Operating Lines-of-Credit						
UCA	Oct-08	\$6,000,000	1 yr/ 4.59%	E&G loan/line-of-credit for operational purposes <b>NOT for Capital Projects</b>		\$6,137,000
UCA	May-09	\$6,000,000	1 yr/ 4.96%	E&G loan/line-of-credit for operational purposes <b>NOT for Capital Projects</b>		\$6,396,800

# **Cost of Attendance Report**

**Estimated Undergraduate Cost-of-Attendance for 2008-09**

Institution	Tuition & Fees	Annual Room Rate	Annual Board Rate	Total Room & Board	Books and Supplies	Transportation	Misc. Personal Expenses	Total Other Expense	Non-Institutional Room & Board	Total
<b>Universities</b>										
ASUJ	\$6,370	\$3,042	\$2,206	\$5,248	\$897	\$2,581	\$549	\$3,130		\$15,645
ATU	\$5,430	\$3,023	\$1,946	\$4,969	\$1,288	\$512	\$1,928	\$2,440		\$14,127
HSU	\$6,024	\$2,816	\$2,070	\$4,886	\$1,291	\$2,000	\$2,200	\$4,200		\$16,401
SAUM	\$5,646	\$2,694	\$2,120	\$4,814	\$1,109	\$1,700	\$2,200	\$3,900		\$15,469
UAF	\$6,399	\$4,657	\$2,660	\$7,317	\$1,248	\$1,594	\$2,038	\$3,632		\$18,596
UAFS	\$4,410	\$5,913			\$1,136	\$1,750	\$1,575	\$3,325	\$7,570	
UALR	\$6,121	\$3,926			\$1,231	\$2,211	\$1,862	\$4,073	\$7,564	
UAM	\$4,600	\$1,714	\$2,250	\$3,964	\$938	\$1,620	\$1,980	\$3,600		\$13,102
UAPB	\$4,676	\$3,230	\$2,688	\$5,918	\$1,013	\$1,200	\$2,400	\$3,600		\$15,207
UCA	\$6,505	\$3,132	\$1,960	\$5,092	\$1,355	\$3,100	\$2,360	\$5,460		\$18,412
<b>National Average*</b>	<b>\$6,076</b>			<b>\$7,283</b>	<b>\$1,130</b>			<b>\$3,032</b>		<b>\$17,521</b>
<b>Colleges</b>										
ANC	\$2,020				\$1,179		\$4,188	\$4,188		\$7,387
ASUB	\$2,670				\$1,186	\$1,928	\$2,500	\$4,428		\$8,284
ASUMH	\$2,760				\$1,384		\$3,055	\$3,055		\$7,199
ASUN	\$2,400				\$934	\$1,600	\$3,280	\$4,880		\$8,214
BRTC	\$2,190				\$1,135	\$2,109	\$879	\$2,988		\$6,313
CCCUA	\$1,920				\$1,195	\$1,450	\$1,658	\$3,108		\$6,223
EACC	\$2,130				\$1,300	\$1,800	\$900	\$2,700		\$6,130
MSCC	\$2,280				\$1,633	\$2,500	\$2,000	\$4,500		\$8,413
NAC	\$2,460				\$1,135	\$2,512	\$1,941	\$4,453		\$8,048
NPCC	\$2,350				\$1,365	\$1,126	\$3,465	\$4,591		\$8,306
NWACC	\$3,460				\$1,409	\$1,311	\$3,730	\$5,041		\$9,910
OTC	\$2,130				\$1,229		\$1,231	\$1,231		\$4,590
OZC	\$2,570				\$1,099	\$2,376	\$3,000	\$5,376		\$9,045
PCCUA	\$2,300				\$1,461	\$1,800	\$4,893	\$6,693		\$10,454
PTC	\$2,660				\$1,586	\$1,425	\$2,732	\$4,157		\$8,403
RMCC	\$2,160				\$859	\$1,680	\$2,974	\$4,654		\$7,673
SACC	\$2,410				\$1,052	\$1,459	\$2,860	\$4,319		\$7,781
SAUT	\$3,030				\$1,147	\$1,500	\$2,000	\$3,500		\$7,677
SEAC	\$2,320				\$1,027	\$2,100	\$3,400	\$5,500		\$8,847
UACCB	\$2,455				\$1,257	\$2,077	\$3,279	\$5,356		\$9,068
UACCH	\$2,016				\$1,756	\$1,350	\$2,000	\$3,350		\$7,122
UACCM	\$2,730				\$1,312	\$2,076	\$2,500	\$4,576		\$8,618
<b>National Average*</b>	<b>\$2,885</b>				<b>\$1,154</b>			<b>\$3,636</b>		<b>\$7,675</b>



### Summary of Cost of Books and Supplies FY 2008-09

Institution	Cost of Mandatory Books and Supplies 2007-2008	Cost of Mandatory Books and Supplies 2008-2009	% Increase (Decrease)
ASUJ	\$977	\$897	-8.1%
ATU	\$1,230	\$1,288	4.7%
HSU	\$1,226	\$1,291	5.3%
SAUM	\$1,051	\$1,109	5.5%
UAF	\$1,119	\$1,248	11.5%
UAFS	\$1,129	\$1,136	0.6%
UALR	\$1,158	\$1,231	6.3%
UAM	\$888	\$938	5.6%
UAPB	\$1,112	\$1,013	-8.9%
UCA	\$1,086	\$1,355	24.8%
ANC	\$1,150	\$1,179	2.5%
ASUB	\$1,076	\$1,186	10.2%
ASUMH	\$1,241	\$1,384	11.5%
ASUN	\$845	\$934	10.5%
BRTC	\$959	\$1,135	18.4%
CCCUA	\$1,184	\$1,195	1.0%
EACC	\$1,140	\$1,300	14.1%
MSCC	\$1,378	\$1,633	18.5%
NAC	\$1,125	\$1,135	0.9%
NPCC	\$1,227	\$1,365	11.3%
NWACC	\$1,238	\$1,409	13.8%
OTC	\$1,229	\$1,229	0.0%
OZC	\$1,071	\$1,099	2.6%
PCCUA	\$1,162	\$1,461	25.7%
PTC	\$1,486	\$1,586	6.7%
RMCC	\$892	\$859	-3.7%
SACC	\$1,118	\$1,052	-5.9%
SAUT	\$1,005	\$1,147	14.1%
SEAC	\$1,085	\$1,027	-5.3%
UACCB	\$1,289	\$1,257	-2.5%
UACCH	\$1,470	\$1,756	19.5%
UACCM	\$1,283	\$1,312	2.2%



**Summary of Other Expenses FY 2008-09**

Institution	Transportation <sup>1</sup>	Miscellaneous Personal <sup>2</sup>	Non-Institutional Room & Board	Total
<b>Universities</b>				
Undergraduate students who live in campus housing and have meal plans				
ASUJ	\$2,581	\$549		\$3,130
ATU	\$512	\$1,928		\$2,440
HSU	\$2,000	\$2,200		\$4,200
SAUM	\$1,700	\$2,200		\$3,900
UAF	\$1,594	\$2,038		\$3,632
UAM	\$1,620	\$1,980		\$3,600
UAPB	\$1,200	\$2,400		\$3,600
UCA	\$3,100	\$2,360		\$5,460
Undergraduate students who live in campus housing with no meal plans				
UAFS	\$960	\$1,575		\$2,535
UALR	\$2,211	\$1,862		\$4,073
Universities with no or limited on-campus housing and no meal plan				
Students living off-campus with parents:				
UAFS	\$1,750	\$1,575		\$3,325
UALR	\$2,211	\$1,862		\$4,073
Students living off-campus not with parents:				
UAFS	\$1,750	\$1,575	\$7,570	\$10,895
UALR	\$2,211	\$1,862	\$7,564	\$11,637
<b>Colleges</b>				
Undergraduate Students living with parents				
ANC		\$4,188		\$4,188
ASUB	\$1,928	\$2,500		\$4,428
ASUMH		\$3,055		\$3,055
ASUN	\$1,600	\$3,280		\$4,880
BRTC	\$2,109	\$879		\$2,988
CCCUA	\$1,450	\$1,658		\$3,108
EACC	\$1,800	\$900		\$2,700
MSCC	\$2,500	\$2,000		\$4,500
NAC	\$2,512	\$1,941		\$4,453
NPCC	\$1,126	\$3,465		\$4,591
NWACC	\$1,311	\$3,730		\$5,041
OTC		\$1,231		\$1,231
OZC	\$2,376	\$3,000		\$5,376
PCCUA	\$1,800	\$4,893		\$6,693
PTC	\$1,425	\$2,732		\$4,157
RMCC	\$1,680	\$2,974		\$4,654
SACC	\$1,459	\$2,860		\$4,319
SAUT	\$1,500	\$2,000		\$3,500
SEAC	\$2,100	\$3,400		\$5,500
UACCB	\$2,077	\$3,279		\$5,356
UACCH	\$1,350	\$2,000		\$3,350
UACCM	\$2,076	\$2,500		\$4,576



# Notes

Institutions report "Other Expenses" as a guide to parents, students, lending agencies, and financial aid providers so students will know the complete cost of attending college. The amounts are estimates provided by the institutions, and none of the funds are actually paid to the colleges or universities.

1. Travel includes gas, mileage, tires, wear and tear on automobile, etc.
2. Miscellaneous Personal includes such expenses as medical, insurance, recreation, bedding, clothing, toiletries, laundry, school supplies, personal computers, meals eaten away from home (if not itemized on another column), etc.

## SREB Cost-of-Attendance Data for 2005-06 and 2006-07

Cost of Attendance Calculations						
	Cost of Attendance		Tuition & Fees		Room & Board	
	2005-06	2006-07	2005-06	2006-07	2005-06	2006-07
<b>U.S. Median</b>	<b>\$11,183</b>	<b>\$11,764</b>	<b>\$4,982</b>	<b>\$5,264</b>	<b>\$6,201</b>	<b>\$6,500</b>
<b>SREB Median</b>	<b>\$9,975</b>	<b>\$10,513</b>	<b>\$4,351</b>	<b>\$4,636</b>	<b>\$5,624</b>	<b>\$5,877</b>
Alabama	\$9,317	\$9,596	\$4,466	\$4,706	\$4,851	\$4,890
<b>Arkansas</b>	<b>\$9,005</b>	<b>\$9,530</b>	<b>\$4,700</b>	<b>\$5,210</b>	<b>\$4,305</b>	<b>\$4,320</b>
Delaware	\$13,794	\$14,826	\$6,389	\$6,743	\$7,405	\$8,083
Florida	\$10,168	\$10,533	\$3,268	\$3,353	\$6,900	\$7,180
Georgia	\$9,144	\$9,020	\$3,044	\$3,236	\$6,100	\$5,784
Kentucky	\$9,854	\$10,715	\$4,814	\$5,320	\$5,040	\$5,395
Louisiana	\$7,844	\$8,156	\$3,346	\$3,438	\$4,498	\$4,718
Maryland	\$13,247	\$13,606	\$6,376	\$6,412	\$6,871	\$7,194
Mississippi	\$8,340	\$8,802	\$3,994	\$4,236	\$4,346	\$4,566
North Carolina	\$8,936	\$9,461	\$3,410	\$3,811	\$5,526	\$5,650
Oklahoma	\$7,840	\$8,422	\$3,270	\$3,493	\$4,570	\$4,929
South Carolina	\$12,448	\$13,108	\$6,668	\$7,234	\$5,780	\$5,874
Tennessee	\$9,534	\$9,934	\$4,500	\$4,688	\$5,034	\$5,246
Texas	\$10,195	\$10,759	\$4,788	\$4,914	\$5,407	\$5,845
Virginia	\$11,854	\$12,818	\$5,730	\$6,194	\$6,124	\$6,624
West Virginia	\$9,548	\$10,159	\$3,922	\$4,177	\$5,626	\$5,982

**Intercollegiate Athletics Income and Expenditure  
Report for 2008-09**  
(Also see Financial Condition Report)

## REPORT OF 2008-2009 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 2008-09 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 2008-09 total amount of athletic expenditures reported by state-supported universities is \$104,757,942 and two-year colleges is \$285,158. The statewide total is \$105,043,100 an increase of \$4,464,303 (4%) from \$100,578,797 in 2007-08.

A comparison of 2008-09 actual expenditures to 2008-09 budgeted revenues certified to the Coordinating Board in July 2008 is also illustrated at the bottom of the summary chart. Certified budgeted revenues for 2008-09 totaled \$95,484,688 for all institutions. Total actual expenditures for 2008-09 for all institutions exceeded this certified amount by 10 percent. Actual expenditures varied from the Board of Trustees-certified budgeted revenue by a range of 16 percent over the budgeted amount to 5 percent under the budgeted amount.

The following resolution is presented for the Board's consideration:

## Summary of Intercollegiate Athletic Revenues and Expenditures, 2008-09

INSTITUTIONS		UAF	ASUJ	UALR	UCA	UAPB	ATU	HSU	SAUM	UAFS	UAM	4-yr TOTAL	NAC
R E V E N U E S	Ticket Sales	\$27,423,382	\$995,035	\$493,709	\$432,114	\$735,389	\$172,522	\$38,516	\$22,020	\$54,207	\$34,567	\$30,401,461	\$7,914
	Media/Tournament/Bowl	\$14,755,044	\$25,985	\$338,085	\$0	\$0	\$0	\$0	\$0	\$5,600		\$15,124,714	\$0
	Concessions/Program Sales	\$3,405,576	\$110,166	\$4,402	\$21,373	\$130,718	\$0	\$33,306	\$20,478	\$52,738		\$3,778,757	\$0
	Game Guarantees	\$453,000	\$1,881,000	\$21,500	\$397,300	\$980,543	\$21,900	\$60,500	\$16,000	\$0	\$52,200	\$3,883,943	\$0
	Foundations/Clubs & Other Private Gifts	\$5,270,567	\$557,718	\$827,157	\$255,964	\$48,591	\$82,945	\$11,517	\$0	\$26,808		\$7,081,266	\$0
	Student Athletic Fees	\$0	\$2,784,556	\$3,314,841	\$3,796,589	\$1,350,346	\$1,964,355	\$1,011,717	\$823,680	\$1,687,907	\$585,784	\$17,319,775	\$0
	Other Income	\$8,831,107	\$1,338,824	\$50,717	\$72,728	\$257,643	\$38,415	\$27,332	\$16,625	\$10,713	\$7,398	\$10,651,501	\$4,270
O T H E R F I N A N C I N G S O U R C E S	CWSP Federally Funded Portion	\$34,839	\$0	\$0	\$133,309	\$0	\$18,790	\$4,912	\$0	\$0	\$39,226	\$231,076	\$0
	CWSP Fed. Portion as % Total CWSP	80%	0%	0%	100%	0%	75%	21%	0%	0%	100%	87%	0%
	Other Auxillary Profits	\$0	\$1,942,275	\$0	\$1,218,461	\$1,467,265	\$0	\$904,927	\$396,358	\$664,170	\$1,251,267	\$7,844,723	\$127,175
	Transfers from Unrestricted E&G	\$0	\$1,124,400	\$1,124,359	\$1,124,400	\$1,078,234	\$1,124,720	\$840,654	\$1,124,400	\$0	\$650,000	\$8,191,167	\$145,678
	Prior Year Fund Balance	\$0	\$0		\$187,154	\$0	\$78,848	\$0	\$315,838	\$48,269	\$0	\$630,109	\$121
<b>Total Revenues for Athletics</b>		<b>\$60,173,515</b>	<b>\$10,759,959</b>	<b>\$6,174,770</b>	<b>\$7,639,392</b>	<b>\$6,048,729</b>	<b>\$3,502,495</b>	<b>\$2,933,381</b>	<b>\$2,735,399</b>	<b>\$2,550,411</b>	<b>\$2,620,442</b>	<b>\$105,138,494</b>	<b>\$285,158</b>
E X P E N D I T U R E S	Salaries	\$15,143,275	\$2,742,229	\$2,027,529	\$1,446,312	\$1,302,786	\$741,337	\$661,507	\$567,055	\$709,591	\$502,599	\$25,844,220	\$80,822
	Budgeted FTE Positions	\$243	\$67	\$41	\$29	\$30	\$21	\$0	\$14		\$11	\$456	\$2
	Fringe Benefits	\$3,790,148	\$744,467	\$490,441	\$438,523	\$358,063	\$228,071	\$178,289	\$192,269	\$217,889	\$149,275	\$6,787,435	\$25,121
	Fringe Benefits as a % of Salaries	25.0%	27.1%	24.2%	30.3%	27.5%	30.8%	27.0%	33.9%	30.7%	29.7%	26.3%	31.1%
	Extra Help	\$1,657,916	\$164,786	\$293,083	\$243,602	\$151,970	\$133,361	\$0	\$108,833	\$42,520	\$123,186	\$2,919,257	\$1,190
	CWSP	\$43,548	\$0	\$0	\$133,309	\$0	\$25,054	\$23,954	\$0	\$0	\$39,226	\$265,091	\$0
	Game Guarantees	\$2,765,660	\$595,231	\$0	\$64,200	\$0	\$12,050	\$4,700	\$0	\$2,000	\$17,229	\$3,461,070	\$0
	Athletic Scholarships	\$4,735,911	\$3,008,922	\$1,642,499	\$2,392,357	\$1,502,787	\$999,130	\$1,336,580	\$893,806	\$927,066	\$658,786	\$18,097,843	\$49,390
	Medical Insurance/Injury Claims	\$400,068	\$22,736	\$27,356	\$126,944	\$93,297	\$261,504	\$135,895	\$116,695	\$58,673	\$173,168	\$1,416,335	\$11,641
	Travel	\$6,172,246	\$1,605,412	\$937,209	\$1,203,579	\$722,837	\$386,873	\$184,592	\$375,369	\$225,029	\$184,470	\$11,997,616	\$53,210
	Equipment	\$314,434	\$19,194	\$10,405	\$2,780	\$16,467	\$8,320	\$12,812	\$11,800	\$0	\$12,109	\$408,321	\$0
	Concessions/Programs	\$425,200	\$0	\$20,159	\$0	\$0	\$0	\$0	\$15,171	\$45,252		\$505,782	\$0
	M & O	\$9,303,339	\$1,492,264	\$436,830	\$684,007	\$962,715	\$137,370	\$209,479	\$253,191	\$131,102	\$350,561	\$13,960,858	\$14,467
	Facilities	\$6,737,773	\$364,718	\$135,440	\$437,512	\$47,950	\$285,795	\$185,573	\$112,619	\$85,244	\$240,013	\$8,632,637	\$23,317
Debt Service	\$7,032,571	\$0	\$0	\$414,287	\$889,857	\$268,896	\$0	\$88,591	\$0	\$126,783	\$8,820,984	\$0	
Other Expenses	\$0	\$0	\$153,819	\$51,980	\$0	\$14,736	\$0	\$0	\$106,045	\$43,037	\$369,617	\$0	
O T H E R F I N A N C I N G U S E S	Transfers to Other Funds/Accounts	\$1,270,875	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,270,875	\$26,000
<b>Total Expenditures for Athletics</b>		<b>\$59,792,964</b>	<b>\$10,759,959</b>	<b>\$6,174,770</b>	<b>\$7,639,392</b>	<b>\$6,048,729</b>	<b>\$3,502,495</b>	<b>\$2,933,381</b>	<b>\$2,735,399</b>	<b>\$2,550,411</b>	<b>\$2,620,442</b>	<b>\$104,757,942</b>	<b>\$285,158</b>
Fund Balance		\$380,551	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$380,551	\$0
2008-09 Budgeted Revenue Certified August 2008		\$51,757,305	\$11,115,211	\$6,158,952	\$7,046,713	\$5,857,766	\$3,196,617	\$2,879,411	\$2,386,674	\$2,443,530	\$2,341,603	\$95,183,782	\$300,906
% Dif. Between Expenditures & Bud. Revenue		16%	-3%	0%	8%	3%	10%	2%	15%	4%	12%	10%	-5%

# Lobbyist Survey



## Lobbying Survey July 2009 - Universities

Institution	Washington Lobbyists					Other Lobbyists			Employees who Lobby		
	Years in Service	Amount Paid <sup>1</sup>	Type of Contract	Source of Funds	Total Project Funding	Amount Paid	Type of Contract	Source of Funds	Number of Employees	Expenses	Source of Funds
ASU-SYS	10	\$173,000	Bid	E&G Cash	\$13,512,500	\$4,900	Sole Source	Tuition & Fees	1	\$113,391	Public
ATU									1	\$67,375	Public
HSU						\$24,000	Bid	E&G			
SAUM						\$34,000	Sole Source	Cash			
UA-SYS									1	\$89,484	Public/Private
UAF	9	\$183,129	Bid	Quasi-Endowment	\$6,348,750	\$59,000	Bid	Foundation	1	\$131,290	Public/Private
UA-AGRI	2	\$66,000	Sole Source	Private	\$24,759,983						
UA-CJI									1	\$6,846	Public
UAMS	9	\$164,776	Bid	Foundation	\$20,000,000 <sup>3</sup>				2	\$88,302	Public/Private
UAFS	4 months	\$18,833	Sole Source	Cash	\$80,833				1	\$14,596	Public
UALR	6	\$325,000 <sup>2</sup>	Bid	Foundation	\$7,860,375				2	\$57,220	Public/Private
UAM											
UAPB									1	\$21,085	Public/Private
UCA	4.5	\$102,000	Bid	E&G Cash	\$927,361				2	\$93,794	Public/Private
<b>TOTAL</b>	<b>40.5</b>	<b>\$707,738</b>			<b>\$53,489,802</b>	<b>\$121,900</b>			<b>13</b>	<b>\$683,383</b>	

<sup>1</sup> Annual payment unless noted otherwise

<sup>2</sup> This amount represents total payment from January 2007-June 2009

<sup>3</sup> Project funding occurs over a number of years and is in excess of \$20 million

## Lobbying Survey July 2009 - Colleges

Institution	Washington Lobbyists					Other Lobbyists			Employees		
	Years in Service	Amount Paid <sup>1</sup>	Type of Contract	Source of Funds	Total Project Funding	Amount Paid	Type of Contract	Source of Funds	Number of Employees	Expenses	Source of Funds
ANC						\$4,900	Sole Source	Public			
ASUB <sup>2</sup>											
ASUMH <sup>2</sup>											
ASUN <sup>2</sup>											
BRTC											
CCCUA											
EACC						\$4,900	Sole Source	Public			
MSCC						\$4,900	N/A	Public			
NAC											
NPCC											
NWACC									1	\$43,033	Public
OTC											
OZC											
PCCUA						\$4,900	Bid	Public			
PTC											
RMCC											
SACC											
SAUT						\$4,168	Sole Source	Public			
SEAC											
UACCB											
UACCH											
UACCM											
<b>TOTAL</b>	<b>0</b>	<b>\$0</b>			<b>\$0</b>	<b>\$23,768</b>			<b>1</b>	<b>\$43,033</b>	

<sup>1</sup> Annual payment unless noted otherwise

<sup>2</sup> These institutions were reported with the ASU-System information

# **Presidents and Chancellors Compensation Survey 2009-10**

## Salary Only - All Sources

	President/Chancellor	% increase for 2010	FY 2010	FY 2009	FY 2008	FY 2007	Notes
<b>System Presidents</b>							
UA-SYS	B. Alan Sugg	no increase	\$ 289,170	\$ 289,170	\$ 283,500	\$ 275,000	
ASU-SYS	Les Wyatt	no increase	\$ 221,892	\$ 221,892	\$ 217,541	\$ 215,010	
<b>Universities</b>							
UAMS	I. Dodd Wilson	1.7%	\$ 472,770	\$ 465,000	\$ 450,000	\$ 384,000	
UAF	G. David Gearhart	no increase	\$ 282,540	\$ 282,540	\$ 277,000	\$ 265,000	John White 2007 & 2008
UCA	Allen Meadors	-6.2%	\$ 238,000	\$ 253,774	\$ 252,874	\$ 240,832	Lu Hardin 2007-2009
ASUJ	Robert Potts	no increase	\$ 226,203	\$ 226,203	\$ 222,160	\$ 136,373	2007 based on 7 1/2 months
UALR	Joel Anderson	no increase	\$ 219,406	\$ 219,406	\$ 219,406	\$ 212,500	
ATU	Robert C. Brown	no increase	\$ 197,597	\$ 197,597	\$ 193,722	\$ 183,295	
UAFS	Paul B. Beran	no increase	\$ 177,000	\$ 177,000	\$ 172,000	\$ 163,000	
UAPB	Lawrence A. Davis, Jr.	no increase	\$ 177,000	\$ 177,000	\$ 172,000	\$ 163,000	
UAM	H. Jackson Lassiter	2.9%	\$ 177,000	\$ 172,000	\$ 172,000	\$ 163,000	
HSU	Charles Welch	no increase	\$ 175,000	\$ 175,000	\$ 178,418	\$ 172,920	Charles Dunn 2007 & 2008
SAUM	David Rankin	no increase	\$ 172,140	\$ 172,140	\$ 164,280	\$ 157,553	
<b>Colleges</b>							
NWACC	Becky Paneitz-Danks	3.0%	\$ 161,821	\$ 157,108	\$ 154,027	\$ 147,000	
PTC	Dan Bakke	3.0%	\$ 161,821	\$ 157,108	\$ 154,000	\$ 142,000	
ANC	Robert Myers	3.9%	\$ 161,000	\$ 155,000	\$ 140,500	\$ 131,200	
EACC	Coy Grace	1.0%	\$ 158,439	\$ 156,807	\$ 153,445	\$ 139,050	
MSCC	Glen Fenter	no increase	\$ 157,108	\$ 157,108	\$ 154,028	\$ 145,807	
ASUMH	Ed Coulter	no increase	\$ 157,108	\$ 157,108	\$ 154,027	\$ 151,007	
ASUB	Eugene McKay	no increase	\$ 157,108	\$ 157,108	\$ 154,027	\$ 151,007	
ASUN	Larry Williams	no increase	\$ 157,108	\$ 157,108	\$ 154,027	\$ 151,007	
BRTC	Richard Gaines	8.2%	\$ 157,001	\$ 145,036	\$ 140,811	\$ 134,106	
UACCH	Chris Thomason	no increase	\$ 155,000	\$ 155,000	\$ 150,000	\$ 142,000	Charles Welch 2007 & 2008
UACCM	Nathan Crook	no increase	\$ 155,000	\$ 155,000	\$ 150,000	\$ 142,000	
CCCUA	Frank Adams	no increase	\$ 155,000	\$ 155,000	\$ 150,000	\$ 142,000	
UACCB	Deborah Frazier	no increase	\$ 155,000	\$ 155,000	\$ 150,000	\$ 157,634	Anthony Kinkel/Deborah Frazier 2007
PCCUA	Steven F. Murray	no increase	\$ 155,000	\$ 155,000	\$ 150,000	\$ 142,000	
NAC	Jeff Olson	no increase	\$ 149,747	\$ 149,747	\$ 144,683	\$ 142,545	
NPCC	Sally Carder	3.0%	\$ 149,185	\$ 144,840	\$ 142,000	\$ 133,900	
SACC	Barbara Jones	no increase	\$ 147,000	\$ 146,958	\$ 143,849	\$ 138,316	Alan Rasco 2007-2009
SEAC	Phil Shirley	2.0%	\$ 146,748	\$ 143,871	\$ 139,000	\$ 123,905	
SAUT	Corbet Lamkin	2.0%	\$ 143,481	\$ 140,668	\$ 137,910	\$ 131,951	Steve Franks 2007
OZC	Richard Dawe	4.5%	\$ 140,049	\$ 134,049	\$ 130,145	\$ 125,145	Dusty Johnson 2007-2009
RMCC	Wayne Hatcher	no increase	\$ 135,536	\$ 135,536	\$ 138,665	\$ 132,702	Janet Smith/Tom Spencer 2007& 2008
OTC	Barry Ballard	3.0%	\$ 129,457	\$ 125,686	\$ 123,222	\$ 120,806	

## Total Compensation - All Sources

	President/Chancellor	% increase for 2010	FY 2010	FY 2009	FY 2008	FY 2007	Notes
<b>System Presidents</b>							
UA-SYS	B. Alan Sugg	3.8%	\$ 356,730	\$ 343,771	\$ 340,928	\$ 331,932	
ASU-SYS	Les Wyatt	3.1%	\$ 285,594	\$ 276,924	\$ 272,138	\$ 269,413	
<b>Universities</b>							
UAMS	I. Dodd Wilson	2.6%	\$ 544,694	\$ 530,667	\$ 507,649	\$ 440,628	
UAF	G. David Gearhart	3.7%	\$ 356,731	\$ 344,117	\$ 331,329	\$ 316,867	John White 2007 & 2008
UCA	Allen Meadors	-11.8%	\$ 343,807	\$ 389,872	\$ 478,575	\$ 344,922	Lu Hardin 2007-2009
ASUJ	Robert Potts	3.2%	\$ 283,870	\$ 275,000	\$ 263,419	\$ 161,188	2007 based on 7 1/2 months
UALR	Joel Anderson	4.5%	\$ 263,146	\$ 251,799	\$ 251,668	\$ 243,974	
UAFS	Paul B. Beran	6.1%	\$ 254,465	\$ 239,750	\$ 233,388	\$ 211,628	
SAUM	David Rankin	4.0%	\$ 251,452	\$ 241,785	\$ 216,788	\$ 205,206	
ATU	Robert C. Brown	1.8%	\$ 249,450	\$ 245,151	\$ 240,755	\$ 218,196	
HSU	Charles Welch	4.8%	\$ 223,000	\$ 212,820	\$ 219,605	\$ 209,082	Charles Dunn 2007 & 2008
UAM	H. Jackson Lassiter	8.2%	\$ 222,033	\$ 205,179	\$ 204,959	\$ 195,044	
UAPB	Lawrence A. Davis, Jr.	4.0%	\$ 216,869	\$ 208,474	\$ 196,594	\$ 187,054	
<b>Colleges</b>							
NWACC	Becky Paneitz-Danks	-5.3%	\$ 244,675	\$ 258,283	\$ 252,432	\$ 224,818	
MSCC	Glen Fenter	6.4%	\$ 226,834	\$ 213,095	\$ 209,332	\$ 199,894	
EACC	Coy Grace	9.6%	\$ 225,875	\$ 206,000	\$ 202,084	\$ 185,674	
ANC	Robert Myers	9.6%	\$ 221,497	\$ 202,160	\$ 185,920	\$ 170,254	
PTC	Dan Bakke	9.4%	\$ 218,187	\$ 199,506	\$ 196,089	\$ 169,397	
UACCH	Chris Thomason	9.4%	\$ 214,116	\$ 195,765	\$ 182,589	\$ 166,589	Charles Welch 2007 & 2008
UACCM	Nathan Crook	4.3%	\$ 213,414	\$ 204,531	\$ 192,668	\$ 175,232	
NAC	Jeff Olson	5.0%	\$ 212,118	\$ 202,095	\$ 195,222	\$ 180,684	
CCCUA	Frank Adams	5.9%	\$ 211,772	\$ 199,899	\$ 188,249	\$ 170,317	
UACCB	Deborah Frazier	4.2%	\$ 211,519	\$ 203,032	\$ 191,785	\$ 192,835	Anthony Kinkel/Deborah Frazier 2007
BRTC	Richard Gaines	14.1%	\$ 210,303	\$ 184,291	\$ 177,075	\$ 169,431	
ASUMH	Ed Coulter	4.8%	\$ 208,372	\$ 198,737	\$ 190,672	\$ 176,227	
PCCUA	Steven F. Murray	4.2%	\$ 207,057	\$ 198,766	\$ 190,531	\$ 173,811	
ASUB	Eugene McKay	5.2%	\$ 205,605	\$ 195,368	\$ 189,780	\$ 175,529	
ASUN	Larry Williams	4.7%	\$ 204,116	\$ 194,898	\$ 189,309	\$ 174,987	
NPCC	Sally Carder	11.1%	\$ 203,906	\$ 183,597	\$ 179,079	\$ 163,801	
OZC	Richard Dawe	17.6%	\$ 201,544	\$ 171,371	\$ 166,888	\$ 158,398	Dusty Johnson 2007-2009
SACC	Barbara Jones	3.5%	\$ 197,295	\$ 190,603	\$ 178,767	\$ 167,854	Alan Rasco 2007-2009
SAUT	Corbet Lamkin	5.7%	\$ 187,783	\$ 177,666	\$ 171,589	\$ 158,495	Steve Franks 2007
RMCC	Wayne Hatcher	13.8%	\$ 187,295	\$ 164,628	\$ 168,998	\$ 166,174	Janet Smith/Tom Spencer 2007& 2008
SEAC	Phil Shirley	0.0%	\$ 186,133	\$ 186,152	\$ 170,674	\$ 152,390	
OTC	Barry Ballard	3.8%	\$ 181,789	\$ 175,202	\$ 157,023	\$ 154,196	

Reporting Differences: Deferred Compensation/Retirement Packages were excluded from total compensation in FY2010 whereas it was included in the total compensation in previous years. Housing and car allowances were also reported differently in 2010 than in previous years. See Footnotes tab for explanation on how these amounts were reported. Cell phone expenses and miscellaneous housing expenses were not reported for 2010.

## Footnotes for FY 2010 Presidential Compensation

Line no.	Comments:
5	<b>Salary Above Line-Item Maximum:</b> Arkansas Code 6-63-309 allows payment of no more than twenty-five (25) percent above the line-item maximum salary from public funds.
6	<b>Private Funds:</b> There is no limitation on salary payments from private funds.
8	<b>Retirement Match:</b> Unless noted, retirement pay is the normal retirement matching provided for in Arkansas law and any special retirement contributions are so noted.
14	<b>Car Provided:</b> These amounts reflect the amount which was taxable to the president for personal use of the vehicle or the allowance. Over ninety (90) percent of the vehicle value reported is for business purposes which would be reimbursable at \$0.45 per mile. Considering the number of miles driven annually by most presidents and chancellors in conducting business of the institution, the provision of vehicles probably saves the state money.
15	<b>House Provided:</b> These amounts were calculated by dividing the insured value of home by twenty-five (25) and then multiplying that value by the percent of the total square footage that is represented by the non-public areas of the home. The housing allowance of up to \$18,000 per year may provided according to Arkansas Code 6-61-525 and 6-62-108.
21	<b>Other compensation:</b> Expense accounts for reimbursable expenses for business purposes or fund raising are reported here. Expenses cannot be used for personal expenditures.
23	<b>Deferred Compensation:</b> The reported amount is the value accrued for the current fiscal year and does not usually represent compensation received during the 2010 fiscal year. The timing of the actual payment of the compensation is dependant upon the individual's contract with the institution's foundation.

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Arkansas State University System</u>				
2	<b>Employee Name:</b> <u>Dr. Les Wyatt</u>				
3	<b>Title:</b> <u>President</u>				
4	<b>Base Salary:</b> Salary within the Line-Item Maximum for 2009-10	\$ 182,839			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 39,053			
6	Remaining Salary from other Sources		0	\$ -	
7	<b>Total Base Salary</b>	<b>\$ 221,892</b>	<b>0</b>	<b>\$ 221,892</b>	
	<b><u>Benefits Provided to All Full-Time Employees</u></b>				
8	Retirement Match	\$ 22,279	0	\$ 22,279	
9	Health Insurance	\$ 5,537	0	\$ 5,537	
10	Life Insurance	\$ 169	0	\$ 169	
11	Social Security Match	\$ 6,622	0	\$ 6,622	
12	Unemployment Insurance	\$ 579	0	\$ 579	
13	Long-Term Disability Insurance	\$ 420	0	\$ 420	
	<b><u>Special Benefits NOT Provided All Employees</u></b>				
14	Car Provided or Car Allowance	\$ 473		\$ 473	
15	House(s) Provided or Housing Allowance	\$ 21,605		\$ 21,605	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
17	Annual Bonus -			\$ -	
18	Special Bonuses	\$ -		\$ -	
19	Additional Life Insurance Premiums	\$ -	\$ 2,450	\$ 2,450	ASU Foundation Unrestricted Gifts
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	\$ 3,568	\$ 3,568	ASU Foundation Unrestricted Gifts
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 279,576</b>	<b>\$ 6,018</b>	<b>\$ 285,594</b>	
23	<b>Deferred Retirement Contribution - not paid until retirement</b>		<b>\$ 135,000</b>		ASU Foundation Restricted Gift

Survey completed by: Jennus L. Burton

Phone No. 870-933-7950

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Arkansas State University</u>				
2	<b>Employee Name:</b> <u>Robert L. Potts</u>				
3	<b>Title:</b> <u>Chancellor</u>				
4	<b>Base Salary:</b> <u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 169,912			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 36,291			
6	<u>Remaining Salary from other Sources</u>		20,000	\$ 20,000	ASU Foundation
7	<b>Total Base Salary</b>	\$ 206,203	\$ 20,000	\$ 226,203	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 22,620		\$ 22,620	
9	Health Insurance	\$ 5,537		\$ 5,537	
10	Life Insurance	\$ 162		\$ 162	
11	Social Security Match	\$ 9,902		\$ 9,902	
12	Unemployment Insurance	\$ 588		\$ 588	
13	Long-Term Disability Insurance	\$ 420		\$ 420	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 804		\$ 804	
15	House(s) Provided or Housing Allowance	\$ 16,734		\$ 16,734	
16	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
17	Annual Bonus			\$ -	
18	Special Bonuses			\$ -	
19	Additional Life Insurance Premiums			\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)		900.00	\$ 900	
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 262,970	\$ 20,900	\$ 283,870	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: JW Mason  
Arkansas State University

Phone No. 870-972-3081



## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Arkansas Tech University</u>				
2	<b>Employee Name:</b> <u>Robert C. Brown</u>				
3	<b>Title:</b> <u>President</u>				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 162,820			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 34,777			
6	Remaining Salary from other Sources			\$ -	
7	<b>Total Base Salary</b>	<b>\$ 197,597</b>	<b>0</b>	<b>\$ 197,597</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 19,760		\$ 19,760	
9	Health Insurance	\$ 4,024		\$ 4,024	
10	Life Insurance	\$ 186		\$ 186	
11	Social Security Match	\$ 9,487		\$ 9,487	
12	Unemployment Insurance			\$ -	
13	Long-Term Disability Insurance			\$ -	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ -		\$ -	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000.00	
16	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
17	Annual Bonus			\$ -	
18	Special Bonuses			\$ -	
19	Additional Life Insurance Premiums			\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)		\$ 396	\$ 396.00	
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 249,054</b>	<b>\$ 396</b>	<b>\$ 249,450</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>		<b>\$ 50,000</b>		Arkansas Tech University Foundation

Survey completed by: David Moseley

Phone No. (479) 968-0300

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>HSU</u>				
2	Employee Name: <u>Charles L. Welch</u>				
3	Title: <u>President</u>				
4	Base Salary:				
4	Salary within the Line-Item Maximum for 2009-10	\$ 162,820			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 12,180			
6	Remaining Salary from other Sources		0	0	
7	<b>Total Base Salary</b>	<b>\$ 175,000</b>	<b>\$ -</b>	<b>\$ 175,000</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 17,500		\$ 17,500	
9	Health Insurance	\$ 3,744		\$ 3,744	
10	Life Insurance	\$ 588		\$ 588	
11	Social Security Match	\$ 9,160		\$ 9,160	
12	Unemployment Insurance	\$ 88		\$ 88	
13	Long-Term Disability Insurance	\$ 306		\$ 306	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 616		\$ 616	
15	House(s) Provided or Housing Allowance	\$ 15,078		\$ 15,078	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
17	Annual Bonus	\$ -		\$ -	
18	Special Bonuses	\$ -		\$ -	
19	Additional Life Insurance Premiums	\$ -		\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	\$ 920	\$ 920	Donor Gifts to HSU Foundation
21	Other Compensation	\$ -		\$ -	
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 222,080</b>	<b>920</b>	<b>223,000</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>		10,000		

Survey completed by: Bobby G. Jones

Phone No. 870-230-5061

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Southern Arkansas University</u>				
2	<b>Employee Name:</b> <u>Dr. David F. Rankin</u>				
3	<b>Title:</b> <u>President</u>				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 157,137			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 15,003			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	\$ 172,140	0	\$ 172,140	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 17,214		\$ 17,214	
9	Health Insurance	\$ 10,267		\$ 10,267	
10	Life Insurance	\$ 312		\$ 312	
11	Social Security Match	\$ 9,118		\$ 9,118	
12	Unemployment Insurance	\$ 207		\$ 207	
13	Long-Term Disability Insurance	\$ 499		\$ 499	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 1,095		\$ 1,095	
15	House(s) Provided or Housing Allowance	\$ 15,600		\$ 15,600	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -		0	
17	Annual Bonus	\$ -		0	
18	Special Bonuses	\$ -		0	
19	Additional Life Insurance Premiums	\$ -		0	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		0	
21	Other Compensation	\$ -	\$ 25,000	\$ 25,000	
	<b>Explain:</b> <u>Expense account</u>				
22	<b>Total Compensation</b>	\$ 226,452	\$ 25,000	\$ 251,452	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>		0		

Survey completed by: Darrell R. Morrison

Phone No. 870-235-5008

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>University of Arkansas System</u>				
2	<b>Employee Name:</b> <u>B. Alan Sugg</u>				
3	<b>Title:</b> <u>President</u>				
4	<b>Base Salary:</b> <u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 289,170			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ -			
6	<u>Remaining Salary from other Sources</u>		0	0	
7	<b>Total Base Salary</b>	\$ 289,170	0	\$289,170	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 24,500		\$ 24,500	
9	Health Insurance	\$ 6,407		\$ 6,407	
10	Life Insurance	\$ 101		\$ 101	
11	Social Security Match	\$ 10,708		\$ 10,708	
12	Unemployment Insurance	\$ 85		\$ 85	
13	Long-Term Disability Insurance	\$ 56		\$ 56	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance <i>Estimated; actual will be based on personal miles used</i>	\$ 1,000		\$ 1,000	
15	House(s) Provided or Housing Allowance		\$24,703	\$ 24,703	Foundation
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 332,027	\$ 24,703	\$356,730	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Barbara A Goswick Phone No. 501.686.2923

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>University of Arkansas</u>				
2	<b>Employee Name:</b> <u>G. David Gearhart</u>				
3	<b>Title:</b> <u>Chancellor</u>				
4	<b>Base Salary:</b> <u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 184,812			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 46,203			
6	<u>Remaining Salary from other Sources</u>		\$ 51,525		UA Foundation - Executive salary supp
7	<b>Total Base Salary</b>	\$ 231,015	\$ 51,525	\$ 282,540	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 20,032	\$ 4,468	\$ 24,500	
9	Health Insurance	\$ 5,833	\$ 1,301	\$ 7,134	
10	Life Insurance	\$ 132	\$ 24	\$ 156	
11	Social Security Match	\$ 7,486	\$ 1,670	\$ 9,156	
12	Unemployment Insurance	\$ 462	\$ 103	\$ 565	
13	Long-Term Disability Insurance	\$ 46	\$ 10	\$ 56	
	<b>Special Benefits NOT Provided All Employees</b>				
14	<b>Car Provided or Car Allowance</b> <span style="float: right;">annual lease value</span>	\$ 6,600		\$ 6,600	
15	<b>House(s) Provided or Housing Allowance</b>	\$ 21,788		\$ 21,788	Housing provided in University owned ho
16	<b>Deferred Compensation Actually Paid During Fiscal Year</b>				
17	<b>Annual Bonus</b>				
18	<b>Special Bonuses</b>				
19	<b>Additional Life Insurance Premiums</b>				
20	<b>Club Dues (Country Club, Civic Clubs, etc.)</b> <span style="float: right;">352.97 per month</span>		\$ 4,236	\$ 4,236	UA Foundation
21	<b>Other Compensation</b>				
	<b>Explain:</b>				
22	<b>Total Compensation</b>	\$ 293,394	\$ 63,337	\$ 356,731	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: D. O. Pederson

Phone No. 479-575-5828

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>University of Arkansas - Fort Smith</u>				
2	<b>Employee Name:</b> <u>Dr. Paul B. Beran</u>				
3	<b>Title:</b> <u>Chancellor</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 169,912			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 7,088			
6	<u>Remaining Salary from other Sources</u>		\$ -	\$ -	
7	<b>Total Base Salary</b>	\$ 177,000	\$ -	\$ 177,000	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 17,700	\$ -	\$ 17,700	
9	Health Insurance	\$ 4,860	\$ -	\$ 4,860	
10	Life Insurance	\$ 837	\$ -	\$ 837	
11	Social Security Match	\$ 8,871	\$ -	\$ 8,871	
12	Unemployment Insurance	\$ -	\$ -	\$ -	
13	Long-Term Disability Insurance	\$ 1,982	\$ -	\$ 1,982	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 877	\$ -	\$ 877	
15	House(s) Provided or Housing Allowance	\$ 18,000	\$ 15,400	\$ 33,400	UA Fort Smith Foundation Inc.
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -	\$ -	\$ -	
17	Annual Bonus	\$ -	\$ -	\$ -	
18	Special Bonuses	\$ -	\$ -	\$ -	
19	Additional Life Insurance Premiums	\$ -	\$ -	\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	\$ 5,438	\$ 5,438	UA Fort Smith Foundation Inc.
21	Other Compensation	\$ -	\$ -	\$ -	
	<u>Explain: Professional housecleaning for events held at Chancellor's home</u>	\$ -	\$ 3,500	\$ 3,500	UA Fort Smith Foundation Inc.
		\$ -	\$ -	\$ -	
		\$ -	\$ -	\$ -	
22	<b>Total Compensation</b>	\$ 230,127	\$ 24,338	\$ 254,465	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Mark Horn

Phone No. 479/788-7036

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>University of Arkansas at Little Rock</u>				
2	<b>Employee Name:</b> <u>Joel E. Anderson</u>				
3	<b>Title:</b> <u>Chancellor</u>				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 169,912			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 36,332			
6	Remaining Salary from other Sources		\$13,162		Foundation
7	<b>Total Base Salary</b>	\$ 206,244	\$13,162	\$ 219,406	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 20,624	\$1,316	\$21,940	Foundation
9	Health Insurance	\$ 6,786	\$433	\$7,219	Foundation
10	Life Insurance	\$ 147	\$9	\$156	Foundation
11	Social Security Match	\$ 9,320	\$595	\$9,915	Foundation
12	Unemployment Insurance	\$ 103	\$7	\$110	Foundation
13	Long-Term Disability Insurance	\$ 53	\$3	\$56	Foundation
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 900		\$900	
15	House(s) Provided or Housing Allowance	\$ 3,444		\$3,444	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 247,621	\$15,525	\$ 263,146	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Bob Adams

Phone No. 501-569-3202

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> University of Arkansas for Medical Sciences				
2	<b>Employee Name:</b> I. Dodd Wilson, MD				
3	<b>Title:</b> Chancellor				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 282,109			N/a
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 190,661			N/a
6	Remaining Salary from other Sources		0	0	N/a
7	<b>Total Base Salary</b>	<b>\$ 472,770</b>	<b>0</b>	<b>\$ 472,770</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 24,500		\$ 24,500	
9	Health Insurance	\$ 10,404		\$ 10,404	
10	Life Insurance	\$ 101		\$ 101	
11	Social Security Match			\$ -	
12	Unemployment Insurance			\$ -	
13	Long-Term Disability Insurance	\$ 633		\$ 633	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 687		\$ 687	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
17	Annual Bonus	\$ -		\$ -	
18	Special Bonuses		\$ 250	\$ 250	UAMS Foundation
19	Additional Life Insurance Premiums			\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)		\$ 2,774	\$ 2,774	UAMS Foundation
21	Other Compensation			\$ -	
	<b>Explain:</b>			\$ -	
	Personal liability of \$1m	\$ 302		\$ 302	
	Faculty Practice Group Fringe benefits	\$ 5,569		\$ 5,569	
	Expanded Long term Disability	\$ 8,703		\$ 8,703	
22	<b>Total Compensation</b>	<b>\$ 541,670</b>	<b>\$ 3,024</b>	<b>\$ 544,694</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Norman E. Sward, Human Resources Phone No. 501-603-1303

Notes:

- 1) Act 1334 Section 21 allows additional 2.5 times the LIM when paid from professional income in care of patients or from sponsored research.
- 2) Benefit and Special benefit values are actual values for FY09
- 3) Special Bonus is a "gift card" from UAMS Foundation



## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>University of Arkansas at Monticello</u>				
2	<b>Employee Name:</b> <u>H. Jackson Lassiter</u>				
3	<b>Title:</b> <u>Chancellor U of A Monticello</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 157,137			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 19,863			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 177,000	0	\$ 177,000	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 17,700		\$ 17,700	
9	Health Insurance (Includes Dental)	\$ 7,470		\$ 7,470	
10	Life Insurance	\$ 156		\$ 156	
11	Social Security Match	\$ 7,778		\$ 7,778	
12	Unemployment Insurance	\$ 478		\$ 478	
13	Long-Term Disability Insurance	\$ 28		\$ 28	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance (Projected)	\$ 903		\$ 903	
15	House(s) Provided or Housing Allowance	\$ 10,520		\$ 10,520	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
17	Annual Bonus	\$ -		\$ -	
18	Special Bonuses	\$ -		\$ -	
19	Additional Life Insurance Premiums	\$ -		\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 222,033	0	\$ 222,033	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: \_\_\_\_\_

Phone No. \_\_\_\_\_

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UAPB</u>				
2	Employee Name: <u>Dr. Lawrence A. Davis, Jr.</u>				
3	Title: <u>Chancellor</u>				
4	Base Salary:				
4	Salary within the Line-Item Maximum for 2009-10	\$ 157,137			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 19,863			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	<b>\$ 177,000</b>	<b>0</b>	<b>\$ 177,000</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 10,620	0	10,620	
9	Health Insurance	\$ 6,622	0	6,622	
10	Life Insurance	\$ 156	0	156	
11	Social Security Match	\$ 10,753	0	10,753	
12	Unemployment Insurance	\$ 2,903	0	2,903	
13	Long-Term Disability Insurance	\$ 56	0	56	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance				
15	House(s) Provided or Housing Allowance	\$ 8,759		\$ 8,759	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation (all employees receive amount is based on years of service)				
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 216,869</b>	<b>\$ -</b>	<b>\$ 216,869</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Pauline Thomas

Phone No. 870.575.8873

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>University of Central Arkansas</u>				
2	<b>Employee Name:</b> <u>Dr. Allen C. Meadors</u>				
3	<b>Title:</b> <u>President Univ. of Central Arkansas</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 169,912			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 42,478			
6	<u>Remaining Salary from other Sources</u>		\$ 25,610	\$ 25,610	
7	<b>Total Base Salary</b>	\$ 212,390	\$ 25,610	\$ 238,000	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match (14% for AR Teachers Retirement System)	\$ 29,735	\$ 3,585	\$ 33,320	
9	Health Insurance (Health and Dental)	\$ 5,151		\$ 5,151	
10	Life Insurance	\$ 535	\$ 65	\$ 600	
11	Social Security Match	\$ 9,701	\$ 371	\$ 10,073	
12	Unemployment Insurance	\$ 127	\$ 15	\$ 143	
13	Long-Term Disability Insurance				
	<b>Special Benefits NOT Provided All Employees</b>				
14	* Car Provided or Car Allowance (\$750 provided per month for car allowance)	N/A	\$ 9,000	\$ 9,000	
15	House(s) Provided or Housing Allowance ( House Value \$1,124,824 * .04 * .45) + Parent's House	\$ 20,247	\$ 10,000	\$ 30,247	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -	\$ -	\$ -	
17	Annual Bonus	\$ -	\$ -	\$ -	
18	Special Bonuses	\$ -	\$ -	\$ -	
19	Additional Life Insurance Premiums	\$ -	\$ -	\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	\$ 1,291	\$ 1,291	
21	Other Compensation	\$ -	\$ -	\$ -	
	Explain:	\$ -	\$ -	\$ -	
	President's Discretionary Account	\$ -	\$ 15,983	\$ 15,983	
		\$ -	\$ -	\$ -	
22	<b>Total Compensation</b>	\$ 277,887	\$ 65,921	\$ 343,807	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Rita Fleming Phone No. 501-450-5051

\* Note: President Meadors has been provided a loaner car from Crain Pontiac Buick GMC in Conway to drive until he makes his purchase of a new car. Personal value cannot be determined at this time.

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>ARKANSAS NORTHEASTERN COLLEGE</u>				
2	Employee Name: <u>ROBERT MYERS</u>				
3	Title: <u>PRESIDENT</u>				
	Base Salary:				
4	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 31,543			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	<b>\$ 161,000</b>	<b>0</b>	<b>\$ 161,000</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 19,320		\$ 19,320	
9	Health Insurance	\$ 4,872		\$ 4,872	
10	Life Insurance	\$ 1,487		\$ 1,487	
11	Social Security Match	\$ 8,956		\$ 8,956	
12	Unemployment Insurance	\$ -		\$ -	
13	Long-Term Disability Insurance	\$ 315		\$ 315	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ -	10,073	\$ 10,073	ANC FOUNDATION
15	House(s) Provided or Housing Allowance	\$ 12,000		\$ 12,000	
16	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
17	Annual Bonus			\$ -	
18	Special Bonuses			\$ -	
19	Additional Life Insurance Premiums			\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	3,474	\$ 3,474	ANC FOUNDATION
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 207,950</b>	<b>\$ 13,547</b>	<b>\$ 221,497</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: ROBERT MYERS

Phone No. 870 762 1020

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>ASU-Beebe</u>				
2	Employee Name: <u>Dr. Eugene McKay</u>				
3	Title: <u>Chancellor</u>				
4	Base Salary:				
4	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 27,651			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	<b>\$ 157,108</b>	<b>0</b>	<b>\$ 157,108</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 15,711		\$ 15,711	
9	Health Insurance	\$ 3,076		\$ 3,076	
10	Life Insurance	\$ 169		\$ 169	
11	Social Security Match	\$ 9,125		\$ 9,125	
12	Unemployment Insurance	\$ 895		\$ 895	
13	Long-Term Disability Insurance	\$ 252		\$ 252	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 1,269		\$ 1,269	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 205,605</b>	<b>\$ -</b>	<b>\$ 205,605</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Jerry Carlisle

Phone No. 501-882-8835

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Arkansas State University - Mountain Home</u>				
2	<b>Employee Name:</b> <u>Ed Coulter</u>				
3	<b>Title:</b> <u>Chancellor ASU-Mountain Home</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 27,651			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 157,108	0	\$ 157,108	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 15,710		\$ 15,710	
9	Health Insurance	\$ 5,537		\$ 5,537	
10	Life Insurance	\$ 169		\$ 169	
11	Social Security Match	\$ 9,188		\$ 9,188	
12	Unemployment Insurance	\$ -		\$ -	
13	Long-Term Disability Insurance	\$ 550		\$ 550	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 1,157		\$ 1,157	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
17	Annual Bonus	\$ -		\$ -	
18	Special Bonuses	\$ -		\$ -	
19	Additional Life Insurance Premiums	\$ -		\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ 953		\$ 953	
21	Other Compensation	\$ -			
	Explain:				
22	<b>Total Compensation</b>	\$ 208,372	\$ -	\$ 208,372	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: John Davidson

Phone No. 870-508-6122

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Arkansas State University-Newport</u>				
2	<b>Employee Name:</b> <u>Dr. Larry N. Williams</u>				
3	<b>Title:</b> <u>Chancellor ASU-Newport</u>				
4	<b>Base Salary:</b> Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 27,651			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	\$ 157,108	\$ -	\$ 157,108	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 15,711	\$ -	\$ 15,711	
9	Health Insurance	\$ 3,076	\$ -	\$ 3,076	
10	Life Insurance	\$ 162	\$ -	\$ 162	
11	Social Security Match	\$ 8,900	\$ -	\$ 8,900	
12	Unemployment Insurance	\$ 67	\$ -	\$ 67	
13	Long-Term Disability Insurance	\$ 252	\$ -	\$ 252	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 840	\$ -	\$ 840	
15	House(s) Provided or Housing Allowance	\$ 18,000	\$ -	\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -	\$ -	\$ -	
17	Annual Bonus	\$ -	\$ -	\$ -	
18	Special Bonuses	\$ -	\$ -	\$ -	
19	Additional Life Insurance Premiums	\$ -	\$ -	\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	\$ -	\$ -	
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 204,116	\$ -	\$ 204,116	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>		\$ -		

Survey completed by: Bettye Davis

Phone No. 870-512-7874

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Black River Technical College</u>				
2	<b>Employee Name:</b> <u>Richard Gaines</u>				
3	<b>Title:</b> <u>President</u>				
4	<b>Base Salary:</b> <u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 27,544			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 157,001	0	\$ 157,001	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 21,980		\$ 21,980	
9	Health Insurance	\$ 5,400		\$ 5,400	
10	Life Insurance			\$ -	
11	Social Security Match	\$ 12,011		\$ 12,011	
12	Unemployment Insurance	\$ 361		\$ 361	
13	Long-Term Disability Insurance			\$ -	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance			\$ -	
15	House(s) Provided or Housing Allowance	\$ 12,000		\$ 12,000	
16	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
17	Annual Bonus			\$ -	
18	Special Bonuses			\$ -	
19	Additional Life Insurance Premiums			\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ 1,550		\$ 1,550	
21	Other Compensation			\$ -	
	Explain:				
22	<b>Total Compensation</b>	\$ 210,303	0	\$ 210,303	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Julie Edington, Human Resources

Phone No. 870-248-4000, Ext. 4032



## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Cossatot Community College of the University of Arkansas</u>				
2	<b>Employee Name:</b> <u>Frank Adams</u>				
3	<b>Title:</b> <u>Chancellor</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 25,543			
6	<u>Remaining Salary from other Sources</u>			0	
7	<b>Total Base Salary</b>	\$ 155,000	0	\$ 155,000	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 20,150		\$ 20,150	
9	Health Insurance	\$ 5,400		\$ 5,400	
10	Life Insurance	\$ 25		\$ 25	
11	Social Security Match	\$ 11,858		\$ 11,858	
12	Unemployment Insurance	\$ 31		\$ 31	
13	Long-Term Disability Insurance	\$ -		\$ -	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 1,308		\$ 1,308	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
17	Annual Bonus	\$ -		\$ -	
18	Special Bonuses	\$ -		\$ -	
19	Additional Life Insurance Premiums	\$ -		\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -		\$ -	
21	Other Compensation			\$ -	
	Explain:				
22	<b>Total Compensation</b>	\$ 211,772	\$ -	\$ 211,772	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Charlotte Johnson

Phone No. 870-584-4471 Ext 1115

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>East Arkansas Community College</u>				
2	<b>Employee Name:</b> <u>Dr. Coy Grace</u>				
3	<b>Title:</b> <u>President</u>				
4	<b>Base Salary:</b> <u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 28,982			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 158,439	0	\$ 158,439	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 22,181		\$ 22,181	
9	Health Insurance	\$ 6,281		\$ 6,281	
	Dental Insurance	\$ 283		\$ 283	
10	Life Insurance	\$ 100		\$ 100	
11	Social Security Match	\$ 8,919		\$ 8,919	
12	Unemployment Insurance	\$ 254		\$ 254	
13	Long-Term Disability Insurance	\$ 634		\$ 634	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 2,795		\$ 2,795	
15	House(s) Provided or Housing Allowance	\$ 12,830		\$ 12,830	
16	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
17	Annual Bonus			\$ -	
18	Special Bonuses			\$ -	
19	Additional Life Insurance Premiums			\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	<b>Other Compensation</b>				
	<b>Explain:</b> Family Health Coverage	\$ 6,888		\$ 6,888	
	Family Dental Coverage	\$ 522		\$ 522	
	Housekeeping	\$ 1,415		\$ 1,415	
	Electricity	\$ 2,566		\$ 2,566	
	Gas	\$ 1,386		\$ 1,386	
	Water	\$ 383		\$ 383	
22	<b>Total Compensation</b>	\$ 225,875	0	\$ 225,875	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Morris Boydston

Phone No. 870-633-4480

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Mid-South Community College</u>				
2	<b>Employee Name:</b> <u>Dr. Glen Fenter</u>				
3	<b>Title:</b> <u>President</u>				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 27,651			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	\$ 157,108	0	\$ 157,108	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 21,995		\$ 21,995	
9	Health Insurance	\$ 5,400		\$ 5,400	
10	Life Insurance	\$ 50		\$ 50	
11	Social Security Match	\$ 6,885		\$ 6,885	
12	Unemployment Insurance	\$ 1,351		\$ 1,351	
13	Long-Term Disability Insurance	\$ 734		\$ 734	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 1,624		\$ 1,624	
15	House(s) Provided or Housing Allowance	\$ 28,573		\$ 28,573	
16	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
17	Annual Bonus			\$ -	
18	Special Bonuses			\$ -	
19	Additional Life Insurance Premiums			\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ 640	2474	\$ 3,114	MSCC Foundation
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 224,360	\$ 2,474	\$ 226,834	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Susan Marshall

Phone No. 870-733-6716

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		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</u>				
4	Base Salary:				
5	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
6	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 20,290			
7	Remaining Salary from other Sources				
	<b>Total Base Salary</b>	<b>\$ 149,747</b>	<b>0</b>	<b>\$ 149,747</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 20,965		\$ 20,965	
9	Health Insurance	\$ 9,730		\$ 9,730	
10	Life Insurance	\$ 95		\$ 95	
11	Social Security Match - Fed Med 1.45% of 149,747, OASDI 6.2% of 106,800	\$ 8,793		\$ 8,793	
12	Unemployment Insurance	\$ 734		\$ 734	
13	Long-Term Disability Insurance	\$ -		\$ -	
	Other Compensation: Dental Insurance	\$ 468		\$ 468	
	Accidental Death & Dismemberment	\$ 10		\$ 10	
	Workers Compensation	\$ 958		\$ 958	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 2,618		\$ 2,618	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 212,118</b>	<b>\$ -</b>	<b>\$ 212,118</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Don Sugg

Phone No. 870-391-3216

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>National Park Community College</u>				
2	<b>Employee Name:</b> <u>Sarah A. Carder</u>				
3	<b>Title:</b> <u>President</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 19,728			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 149,185	0	\$ 149,185	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 20,886		\$ 20,886	
9	Health Insurance	\$ 6,133		\$ 6,133	
10	Life Insurance	\$ 115		\$ 115	
11	Social Security Match	\$ 8,785		\$ 8,785	
12	Unemployment Insurance	\$ 492		\$ 492	
13	Long-Term Disability Insurance	\$ 433		\$ 433	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 1,400		\$ 1,400	
15	House(s) Provided or Housing Allowance	\$ 12,000		\$ 12,000	
16	Deferred Compensation Actually Paid During Fiscal Year			-	
17	Annual Bonus	\$ 900		\$ 900	
18	Special Bonuses			-	
19	Additional Life Insurance Premiums			-	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ 1,777	1800	\$ 3,577	NPCC Foundation
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 202,106	\$ 1,800	\$ 203,906	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Janis Sawyer, VP for Financial Affairs Phone No. 501-760-4215

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>NorthWest Arkansas Community College</u>				
2	<b>Employee Name:</b> <u>Dr. Rebecca H. Paneitz-Danks</u>				
3	<b>Title:</b> <u>President NWACC</u>				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 32,364			
6	Remaining Salary from other Sources		\$ -	\$ -	
7	<b>Total Base Salary</b>	<b>\$ 161,821</b>	<b>\$ -</b>	<b>\$ 161,821</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 22,655	0	22,655	
9	Health Insurance \$11,190. Dental Insurance \$320. Total \$25,175.	\$ 25,175	0	25,175	
10	Life Insurance (above amount all other employees receive)	\$ -	0	0	
11	Social Security Match (FICA & Medicare)	\$ 8,716	0	8,716	
12	Unemployment Insurance	\$ 502	0	502	
13	Long-Term Disability Insurance	\$ 680	0	680	
	Sub-Total Benefits Provided to All Full-Time Employees	\$ 57,728	\$ -	\$ 57,728	
	<b>Special Benefits NOT Provided All Employees</b>				
14	<b>Car Provided or Car Allowance</b> (provided)	\$ 5,766	\$ -	\$ 5,766	
15	<b>House(s) Provided or Housing Allowance</b>	\$ 18,000	\$ -	\$ 18,000	
16	<b>Deferred Compensation Actually Paid During Fiscal Year</b>	\$ -	\$ -	\$ -	
17	<b>Annual Bonus</b>	\$ -	\$ -	\$ -	
18	<b>Special Bonuses</b>	\$ -	\$ -	\$ -	
19	<b>Additional Life Insurance Premiums</b>	\$ -	\$ -	\$ -	
20	<b>Club Dues (Country Club, Civic Clubs, etc.)</b>	\$ -	\$ 1,360	\$ 1,360	NWACC Foundation contributions
21	<b>Other Compensation</b>	\$ -			
	<b>Explain:</b>				
	<b>Sub-Total Special Benefits NOT Provided All Employees</b>	<b>\$ 23,766</b>	<b>\$ 1,360</b>	<b>\$ 25,126</b>	
22	<b>Total Compensation</b>	<b>\$243,315</b>	<b>\$1,360</b>	<b>\$244,675</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid*</b>		49,061	0	NWACC Foundation contributions

Survey completed by: Dr. Rodney Showalter Phone No. 479-619-4313

\*Deferred Compensation amount represents past years out-of-state service buy back to ATRS

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>OUACHITA TECHNICAL COLLEGE</u>				
2	<b>Employee Name:</b> <u>Barry Ballard</u>				
3	<b>Title:</b> <u>President</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>				
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 129,457	0	\$ 129,457	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 16,829		\$ 16,829	
9	Health Insurance	\$ 4,680		\$ 4,680	
10	Life Insurance			\$ -	
11	Social Security Match	\$ 8,170		\$ 8,170	
12	Unemployment Insurance			\$ -	
13	Long-Term Disability Insurance			\$ -	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 4,653		\$ 4,653	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 181,789	0	\$ 181,789	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Roger Coomer

Phone No. 501-332-0220

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Ozarka College</u>				
2	<b>Employee Name:</b> <u>Richard L. Dawe, Ph.D.</u>				
3	<b>Title:</b> <u>President OZC</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 10,592			
6	<u>Remaining Salary from other Sources</u>			0	
7	<b>Total Base Salary</b>	\$ 140,049	0	\$ 140,049	
	<b><u>Benefits Provided to All Full-Time Employees</u></b>				
8	Retirement Match	\$ 16,806		\$ 16,806	
9	Health Insurance	\$ 12,369		\$ 12,369	
10	Life Insurance	\$ 50		\$ 50	
11	Social Security Match	\$ 10,714		\$ 10,714	
12	Unemployment Insurance	\$ -		\$ -	
13	Long-Term Disability Insurance	\$ 406		\$ 406	
	<b><u>Special Benefits NOT Provided All Employees</u></b>				
14	Car Provided or Car Allowance	\$ 4,350		\$ 4,350	
15	House(s) Provided or Housing Allowance	\$ 16,800		\$ 16,800	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 201,544	\$ -	\$ 201,544	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>		0		

Survey completed by: Tina Wheelis

Phone No. 870.368.7371



## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Phillips Community College of the University of Arkansas</u>				
2	<b>Employee Name:</b> <u>Dr. Steven F. Murray</u>				
3	<b>Title:</b> <u>Chancellor</u>				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 25,543			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	\$ 155,000	0	\$ 155,000	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 15,500		\$ 15,500	
9	Health Insurance	\$ 5,872		\$ 5,872	
10	Life Insurance	\$ 493		\$ 493	
11	Social Security Match	\$ 9,207		\$ 9,207	
12	Unemployment Insurance			\$ -	
13	Long-Term Disability Insurance			\$ -	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 505		\$ 505	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
17	Annual Bonus			\$ -	
18	Special Bonuses			\$ -	
19	Additional Life Insurance Premiums			\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)		\$ 2,480	\$ 2,480	PCCUA Foundation
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 204,577	\$ 2,480	\$ 207,057	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Craig Pinson

Phone No. 870-338-6474

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Pulaski Technical College</u>				
2	<b>Employee Name:</b> <u>Dr. Dan F. Bakke</u>				
3	<b>Title:</b> <u>President PTC</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 32,364			
6	<u>Remaining Salary from other Sources</u>		0	0	
7	<b>Total Base Salary</b>	\$ 161,821	\$ -	\$ 161,821	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 19,419		\$ 19,419	
9	Health Insurance	\$ 4,307		\$ 4,307	
10	Life Insurance	\$ 51		\$ 51	
11	Social Security Match	\$ 12,379		\$ 12,379	
12	Unemployment Insurance	\$ 566		\$ 566	
13	Long-Term Disability Insurance	\$ 470		\$ 470	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 740		\$ 740	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year			\$ -	
17	Annual Bonus	\$ -		\$ -	
18	Special Bonuses	\$ -		\$ -	
19	Additional Life Insurance Premiums	\$ -		\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ 434		\$ 434	
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 218,187	\$ -	\$ 218,187	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Patricia Palmer

Phone No. 812-2210

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>0192 Rich Mountain Community College</u>				
2	<b>Employee Name:</b> <u>Dr. Wayne Hatcher</u>				
3	<b>Title:</b> <u>President</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 6,079			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 135,536	0	\$ 135,536	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 17,078		\$ 17,078	
9	Health Insurance	\$ 11,519		\$ 11,519	
10	Life Insurance	\$ 48		\$ 48	
11	Social Security Match	\$ 10,369		\$ 10,369	
12	Unemployment Insurance			\$ -	
13	Long-Term Disability Insurance	\$ 745		\$ 745	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance			\$ -	
15	House(s) Provided or Housing Allowance	\$ 12,000		\$ 12,000	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 187,295	\$ -	\$ 187,295	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Brenda G. Gillogly, VPA

Phone No. 479-394-7622 x 1500

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>South Arkansas Community College</u>				
2	<b>Employee Name:</b> <u>Dr. Barbara Jones</u>				
3	<b>Title:</b> <u>President SACC</u>				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 17,543			
6	Remaining Salary from other Sources		0	0	
7	<b>Total Base Salary</b>	<b>\$ 147,000</b>	<b>0</b>	<b>\$ 147,000</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 14,700		\$ 14,700	
9	Health Insurance	\$ 5,400		\$ 5,400	
10	Life Insurance	\$ 557		\$ 557	
11	Social Security Match	\$ 8,760		\$ 8,760	
12	Unemployment Insurance			\$ -	
13	Long-Term Disability Insurance	\$ -		\$ -	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 2,578		\$ 2,578	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year	\$ -		\$ -	
17	Annual Bonus	\$ -		\$ -	
18	Special Bonuses	\$ -		\$ -	
19	Additional Life Insurance Premiums	\$ -		\$ -	
20	Club Dues (Country Club, Civic Clubs, etc.)	\$ -	300	\$ 300	SouthArk Foundation
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 196,995</b>	<b>\$ 300</b>	<b>\$ 197,295</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Vernie Meador

Phone No. 870-864-7147

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>Southern Arkansas University Tech</u>				
2	<b>Employee Name:</b> <u>Corbet Lamkin</u>				
3	<b>Title:</b> <u>Chancellor</u>				
4	<b>Base Salary:</b> <u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 14,024			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 143,481	0	\$ 143,481	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 14,348		\$ 14,348	
9	Health Insurance	\$ 3,827		\$ 3,827	
10	Life Insurance	\$ 528		\$ 528	
11	Social Security Match	\$ 8,702		\$ 8,702	
12	Unemployment Insurance	\$ 474		\$ 474	
13	Long-Term Disability Insurance	\$ 330		\$ 330	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 1,693		\$ 1,693	
15	House(s) Provided or Housing Allowance	\$ 14,400		\$ 14,400	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 187,783	\$ -	\$ 187,783	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Gaye Manning

Phone No. 870.574.4509

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>                    Southeast Arkansas College                    </u>				
2	<b>Employee Name:</b> <u>                    Dr. Phil Shirley                    </u>				
3	<b>Title:</b> <u>                    President                    </u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 17,291			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 146,748	0	\$ 146,748	
	<b><u>Benefits Provided to All Full-Time Employees</u></b>				
8	Retirement Match	\$ 14,675		\$ 14,675	
9	Health Insurance	\$ 4,731		\$ 4,731	
10	Life Insurance			\$ -	
11	Social Security Match	\$ 6,006		\$ 6,006	
12	Unemployment Insurance	\$ 279		\$ 279	
13	Long-Term Disability Insurance			\$ -	
	<b><u>Special Benefits NOT Provided All Employees</u></b>				
14	Car Provided or Car Allowance	\$ 1,694		\$ 1,694	
15	House(s) Provided or Housing Allowance	\$ 12,000		\$ 12,000	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 186,133	\$ -	\$ 186,133	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Margaret Taylor

Phone No. 870-543-5959

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	Institution: <u>UACCB</u>				
2	Employee Name: <u>Deborah Frazier</u>				
3	Title: <u>Chancellor</u>				
4	Base Salary:				
4	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 25,543			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	<b>\$ 155,000</b>	<b>0</b>	<b>\$ 155,000</b>	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 18,600		18,600	
9	Health Insurance	\$ 8,855		8,855	
10	Life Insurance	\$ 168		168	
11	Social Security Match	\$ 5,746		5,746	
12	Unemployment Insurance	\$ -		0	
13	Long-Term Disability Insurance	\$ 150		150	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance	\$ 5,000		\$ 5,000	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	<b>\$ 211,519</b>	<b>\$ -</b>	<b>\$ 211,519</b>	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Gayle Cooper

Phone No. 870-612-2121

## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>University of Arkansas Community College at Hope</u>				
2	<b>Employee Name:</b> <u>Steven C. Thomason</u>				
3	<b>Title:</b> <u>Chancellor</u>				
	<b>Base Salary:</b>				
4	<u>Salary within the Line-Item Maximum for 2009-10</u>	\$ 129,457			
5	<u>State Funds Used to pay above Line-Item (up to 25% of LIM)</u>	\$ 25,543			
6	<u>Remaining Salary from other Sources</u>				
7	<b>Total Base Salary</b>	\$ 155,000	\$ -	\$ 155,000	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 15,500	\$ -	\$ 15,500	
9	Health Insurance	\$ 11,498	\$ -	\$ 11,498	
10	Life Insurance	\$ 74	\$ -	\$ 74	
11	Social Security Match	\$ 11,858	\$ -	\$ 11,858	
12	Unemployment Insurance	\$ 1,550	\$ -	\$ 1,550	
13	Long-Term Disability Insurance	\$ 512	\$ -	\$ 512	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance		\$ 124	\$ 124	
15	House(s) Provided or Housing Allowance	\$ 18,000	\$ -	\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 213,992	\$ 124	\$ 214,116	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>		0	0	

Survey completed by: Jerald Barber

Phone No. 870-777-5722



## Fiscal 2010 President's/Chancellor's Compensation Survey

Line No.		Public Funds	Private Funds	Total	Source of Private Funds
1	<b>Institution:</b> <u>UA COMMUNITY COLLEGE AT MORRILTON</u>				
2	<b>Employee Name:</b> <u>CURTIS NATHAN CROOK</u>				
3	<b>Title:</b> <u>CHANCELLOR</u>				
	<b>Base Salary:</b>				
4	Salary within the Line-Item Maximum for 2009-10	\$ 129,457			
5	State Funds Used to pay above Line-Item (up to 25% of LIM)	\$ 25,543			
6	Remaining Salary from other Sources				
7	<b>Total Base Salary</b>	\$ 155,000	0	\$ 155,000	
	<b>Benefits Provided to All Full-Time Employees</b>				
8	Retirement Match	\$ 21,700		\$ 21,700	
9	Health Insurance	\$ 9,768		\$ 9,768	
10	Life Insurance	\$ 50		\$ 50	
11	Social Security Match	\$ 8,814		\$ 8,814	
12	Unemployment Insurance	\$ 47		\$ 47	
13	Long-Term Disability Insurance	\$ 35		\$ 35	
	<b>Special Benefits NOT Provided All Employees</b>				
14	Car Provided or Car Allowance			\$ -	
15	House(s) Provided or Housing Allowance	\$ 18,000		\$ 18,000	
16	Deferred Compensation Actually Paid During Fiscal Year				
17	Annual Bonus				
18	Special Bonuses				
19	Additional Life Insurance Premiums				
20	Club Dues (Country Club, Civic Clubs, etc.)				
21	Other Compensation				
	Explain:				
22	<b>Total Compensation</b>	\$ 213,414	\$ -	\$ 213,414	
23	<b>Deferred Compensation Annual Accumulation but NOT Paid</b>				

Survey completed by: Leanna Everhart

Phone No. 501 977-2016

# **Scholarship Cap Report**

**(See Financial Condition Report page 20 and Appendices D)**