

Arkansas Division of Higher Education

**Personal Services Recommendations for
State-Supported Institutions of Higher
Education**

2025-2027 Biennium



Institutional Finance

December 2024

Arkansas Division of Higher Education
101 E. Capitol Avenue, Suite 300 Little Rock, AR 72201

**PERSONAL SERVICES RECOMMENDATIONS FOR
NON-CLASSIFIED PERSONNEL
2025-27 BIENNIUM**

A.C.A. §6-61-209 requires the Arkansas Higher Education Coordinating Board to present a consolidated budget request from the state-supported colleges and universities to the General Assembly and the Governor prior to each regular session of the General Assembly. As part of this process, the quantity of positions, titles, grades, and line-item maximum salaries for all administrative, academic, and auxiliary positions at each Arkansas public institution of higher education have been reviewed, and changes are recommended.

These recommendations, to be effective July 1, 2025, recognize the varying structures and sizes of institutions, while maintaining reasonable consistency among similar positions at institutions. The primary objective of the ADHE staff was to maintain relative uniformity in titles and line-item maximums for similar positions in comparable institutions, while recognizing the varying missions and structures of institutions, priorities of the new biennium, and FTE enrollment growth.

While additional positions and titles were recommended when institutions demonstrated a compelling need, ADHE staff attempted to keep the net growth at a minimum due to concerns over budget shortfalls and the expansion of state services. Salary recommendations for new positions were based on salaries for similar positions previously established at comparable Arkansas institutions. In addition to this review, this recommendation presents additional positional pool recommendations to allow institutions greater flexibility within job roles for promotion and reduce the number of overall positions needed to accommodate these promotional paths.

Institutions of higher education, apart from UAMS, have 27,058 positions currently authorized. For the 2025-27 Biennium, institutions have requested a net new request of 52 positions. ADHE staff recommends the net increase of 52 positions, for a total recommendation of 27,110 positions (a 0.2 percent increase). UAMS currently has 11,974 authorized positions and submitted a request that does not change this total. ADHE staff recommends the current level of 11,974 positions.

Institutions' state funding is not based on the number of approved positions. Additional positions do not generate a need for new funding. If institutional growth necessitates additional positions during the year, positions may be requested from the appropriate pool.

Summaries of authorized, requested, and recommended positions for two-year and four-year institutions are shown in Table 8-A and Table 8-B. Recommended maximum salaries for selected key administrative and academic positions are shown in Table 8-C and Table 8-D.

ADHE Executive Staff recommend that the Arkansas Higher Education Coordinating Board approve the following resolution.

RESOLVED, That the Arkansas Higher Education Coordinating Board adopts the recommended number of positions, titles, grades, and maximum salaries for positions in academic, administrative, and auxiliary positions for the 2025-27 Biennium as recommended by staff.

FURTHER RESOLVED, That the Commissioner of the Arkansas Division of Higher Education is authorized to make technical corrections consistent with Coordinating Board action.

FURTHER RESOLVED, That the Coordinating Board requests the Director to transmit the Personal Services recommendations to the Governor and the General Assembly for consideration for the 2025-27 Biennium.

TABLE 8-A 2025-27 PERSONAL SERVICES SUMMARY FOR INSTITUTIONS OF HIGHER EDUCATION
NON-Classified Positions for Universities

Institution	AY 2024 FTE	Authorized 2024-25 Positions*				Filled 2023-24 Positions*				Deleted Positions				Requested Added Positions*				Recommended Added Positions				Total Positions				Percent Increase			
		Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total
Four-Year Institutions: Sorted by Institution																													
ASUJ	13,194	863	1,219	147	2,229	922	1,061	135	2,118	28	0	5	33	31	0	5	36	31	0	5	36	866	1,219	147	2,232	0.3%	0.0%	0.0%	0.1%
ASU-SYS		34	0	0	34	30	0	0	30	0	0	0	0	1	0	0	1	1	0	0	1	35	0	0	35	2.9%	0.0%	0.0%	2.9%
ASU-ABI		18	25	0	43	15	20	0	35	2	0	0	2	2	0	0	2	2	0	0	2	18	25	0	43	0.0%	0.0%	0.0%	0.0%
ATU	6,626	559	707	72	1,338	402	478	38	918	0	0	0	0	0	0	0	0	0	0	0	0	559	707	72	1,338	0.0%	0.0%	0.0%	0.0%
ATU-Ozark		62	143	0	205	41	86	0	127	0	0	0	0	0	0	0	0	0	0	0	0	62	143	0	205	0.0%	0.0%	0.0%	0.0%
ATU-AR Tech Institute		18	0	0	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	0	0	18	0.0%	0.0%	0.0%	0.0%
HSU	1,860	184	327	44	555	117	197	38	352	7	7	4	18	4	10	4	18	4	10	4	18	181	330	44	555	-1.6%	0.9%	0.0%	0.0%
SAUM	4,239	229	282	14	525	194	258	16	468	6	0	2	8	6	0	6	12	6	0	6	12	229	282	18	529	0.0%	0.0%	28.6%	0.8%
UAF	29,556	2,201	2,620	724	5,545	2,081	2,715	676	5,472	22	9	10	41	40	11	22	73	40	11	22	73	2,219	2,622	736	5,577	0.8%	0.1%	1.7%	0.6%
UA-GWG		14	0	0	14	11	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	14	0	0	14	0.0%	0.0%	0.0%	0.0%
UAFS	4,274	355	630	40	1,025	266	399	29	694	0	0	0	0	0	0	0	0	0	0	0	0	355	630	40	1,025	0.0%	0.0%	0.0%	0.0%
UALR	6,002	709	1,179	107	1,995	448	951	75	1,474	53	0	0	53	12	0	35	47	12	0	35	47	668	1,179	142	1,989	-5.8%	0.0%	32.7%	-0.3%
UAM	2,326	205	282	38	525	158	199	32	389	5	0	0	5	0	0	1	1	0	0	1	1	200	282	39	521	-2.4%	0.0%	2.6%	-0.8%
UAMCT-C		14	39	0	53	10	18	0	28	0	0	0	0	0	0	0	0	0	0	0	0	14	39	0	53	0.0%	0.0%	0.0%	0.0%
UAMCT-M		19	34	0	53	13	20	0	33	1	0	0	1	0	0	0	0	0	0	0	0	18	34	0	52	-5.3%	0.0%	0.0%	-1.9%
UAM-AHEOTA-W		2	4	0	6	1	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	2	4	0	6	0.0%	0.0%	0.0%	0.0%
UAPB	1,868	365	262	76	703	244	186	57	487	1	0	0	1	0	0	1	1	0	0	1	1	364	262	77	703	-0.3%	0.0%	1.3%	0.0%
UAPB-AES & EP		18	159	0	177	11	90	0	101	0	0	0	0	0	0	0	0	0	0	0	0	18	159	0	177	0.0%	0.0%	0.0%	0.0%
UA SYSTEM		83	0	0	83	75	0	0	75	4	0	0	4	38	0	0	38	38	0	0	38	117	0	0	117	41.0%	0.0%	0.0%	41.0%
UA-Div of Agri		791	686	0	1,477	685	598	0	1,283	36	10	0	46	5	35	0	40	5	35	0	40	760	711	0	1,471	-3.9%	3.6%	0.0%	-0.4%
UA-AAS		8	55	0	63	6	32	0	38	0	0	0	0	0	0	0	0	0	0	0	0	8	55	0	63	0.0%	0.0%	0.0%	0.0%
UA-AREON		11	0	0	11	9	0	0	9	0	0	0	0	3	0	0	3	3	0	0	3	14	0	0	14	27.3%	0.0%	0.0%	27.3%
UA-ASMSA		74	48	0	122	61	28	0	89	0	1	0	1	0	0	0	0	0	0	0	0	74	47	0	121	0.0%	-2.1%	0.0%	-0.8%
UA-CJI		39	0	0	39	24	0	0	24	0	0	0	0	0	0	0	0	0	0	0	0	39	0	0	39	0.0%	0.0%	0.0%	0.0%
UA-CS		11	20	0	31	9	12	0	21	0	2	0	2	2	0	0	2	2	0	0	2	13	18	0	31	18.2%	-10.0%	0.0%	0.0%
UA-Grantham		168	42	0	210	131	7	0	138	0	0	0	0	0	0	0	0	0	0	0	0	168	42	0	210	100.0%	100.0%	0.0%	100.0%
UCA	8,974	876	1,203	226	2,305	646	1,084	175	1,905	1	0	9	10	1	0	2	3	1	0	2	3	876	1,203	219	2,298	0.0%	0.0%	-3.1%	-0.3%
Total without UAMS	78,919	7,930	9,966	1,488	19,384	6,610	8,441	1,271	16,322	166	29	30	225	145	56	76	277	145	56	76	277	7,909	9,993	1,534	19,436	-0.3%	0.3%	3.1%	0.3%
UAMS	3,271	3,730	2,583	5,661	11,974	2,705	2,509	5,319	10,533	113	0	0	113	0	0	113	113	0	0	113	113	3,617	2,583	5,774	11,974	-3.0%	0.0%	2.0%	0.0%
Total with UAMS	82,190	11,660	12,549	7,149	31,358	9,315	10,950	6,590	26,855	279	29	30	338	145	56	189	390	145	56	189	390	11,526	12,576	7,308	31,410	-1.1%	0.2%	2.2%	0.2%
Total 2-yr & 4-yr without UAMS		10,461	15,025	1,571	27,057	8,396	11,967	1,314	21,677	275	120	30	425	220	100	158	478	217	100	161	478	10,403	15,005	1,702	27,110	-0.6%	-0.1%	8.3%	0.2%

*Moves are considered to be authorized, filled, and requested in the category to which they were moved.

TABLE 8-B 2025-27 PERSONAL SERVICES SUMMARY FOR INSTITUTIONS OF HIGHER EDUCATION
NON-Classified Positions for Colleges

Institution	AY 2024 FTE	Authorized 2024-25 Positions*				Filled 2023-24 Positions*				Deleted Positions				Requested Added Positions*				Recommended Added Positions				Total Positions				Percent Increase			
		Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total
Two-Year Institutions: Sorted by Institution																													
ANC	773	106	192	1	299	75	57	1	133	14	35	0	49	4	1	0	5	4	1	0	5	96	158	1	255	-9.4%	-17.7%	0.0%	-14.7%
ASUB	2,153	173	329	2	504	134	197	2	333	8	0	0	8	4	0	2	6	4	0	2	6	169	329	4	502	-2.3%	0.0%	100.0%	-0.4%
ASUMH	892	79	120	0	199	57	89	0	146	3	4	0	7	2	4	0	6	2	4	0	6	78	120	0	198	-1.3%	0.0%	0.0%	-0.5%
ASUMS	593	101	198	1	300	53	77	0	130	4	25	0	29	0	25	4	29	0	25	4	29	97	198	5	300	-4.0%	0.0%	400.0%	0.0%
ASUN	1,598	107	229	5	341	82	137	2	221	2	0	0	2	0	0	2	2	0	0	2	2	105	229	7	341	-1.9%	0.0%	40.0%	0.0%
ASUTR	921	72	169	7	248	48	133	5	186	3	0	0	3	9	2	5	16	9	2	5	16	78	171	12	261	8.3%	1.2%	0.0%	5.2%
BRTC	1,086	91	131	0	222	70	115	0	185	4	0	0	4	0	0	4	4	0	0	4	4	87	131	4	222	-4.4%	0.0%	0.0%	0.0%
CCCUA	828	75	122	6	203	68	114	3	185	1	0	0	1	0	0	2	2	0	0	2	2	74	122	8	204	-1.3%	0.0%	33.3%	0.5%
EACC	729	103	182	1	286	70	138	1	209	0	1	0	1	1	0	0	1	1	0	0	1	104	181	1	286	1.0%	-0.5%	0.0%	0.0%
NAC	1,295	93	279	5	377	78	277	4	359	1	0	0	1	1	0	4	5	1	0	4	5	93	279	9	381	0.0%	0.0%	80.0%	1.1%
NPC	1,601	130	240	5	375	124	239	5	368	1	2	0	3	7	0	1	8	7	0	1	8	136	238	6	380	4.6%	-0.8%	20.0%	1.3%
NWACC	4,720	377	760	0	1,137	202	605	0	807	15	0	0	15	6	0	9	15	6	0	9	15	368	760	9	1137	-2.4%	0.0%	0.0%	0.0%
OZC	645	61	150	9	220	43	113	1	157	0	0	0	0	0	0	0	0	0	0	0	0	61	150	9	220	0.0%	0.0%	0.0%	0.0%
PCCUA	839	120	168	0	288	88	99	0	187	0	0	0	0	0	0	8	8	0	0	8	8	120	168	8	296	0.0%	0.0%	0.0%	2.8%
SAC	861	102	173	25	300	65	83	8	156	0	0	0	0	1	0	1	2	1	0	1	2	103	173	26	302	1.0%	0.0%	4.0%	0.7%
SAUT	718	101	134	4	239	63	70	2	135	0	6	0	6	0	0	9	9	0	0	9	9	101	128	13	242	0.0%	-4.5%	0.0%	1.3%
SAUT-FTA		17	48	0	65	9	37	0	46	0	0	0	0	0	0	0	0	0	0	0	0	17	48	0	65	0.0%	0.0%	0.0%	0.0%
SAUT-ECC		6	20	0	26	4	16	0	20	0	0	0	0	0	0	0	0	0	0	0	0	6	20	0	26	0.0%	0.0%	0.0%	0.0%
SEAC	693	87	278	6	371	61	270	6	337	5	0	0	5	0	0	9	9	0	0	9	9	82	278	15	375	-5.7%	0.0%	0.0%	1.1%
UACCB	837	71	168	4	243	54	130	3	187	2	5	0	7	2	5	0	7	2	5	0	7	71	168	4	243	0.0%	0.0%	0.0%	0.0%
UACCH-T	740	83	130	1	214	65	78	0	143	0	0	0	0	0	0	0	0	0	0	0	0	83	130	1	214	0.0%	0.0%	0.0%	0.0%
UACCM	1,449	112	180	0	292	88	109	0	197	3	0	0	3	0	0	0	0	0	0	0	0	109	180	0	289	-2.7%	0.0%	0.0%	-1.0%
UACCRM	544	52	91	1	144	37	59	0	96	0	0	0	0	3	0	8	11	0	0	11	11	52	91	12	155	0.0%	0.0%	1100.0%	7.6%
UA-PTC	3,293	212	568	0	780	148	284	0	432	43	13	0	56	35	7	14	56	35	7	14	56	204	562	14	780	-3.8%	-1.1%	0.0%	0.0%
Grand Total	27,808	2,531	5,059	83	7,673	1,786	3,526	43	5,355	109	91	0	200	75	44	82	201	72	44	85	201	2,494	5,012	168	7,674	-1.5%	-0.9%	102.4%	0.0%

*Moves are considered to be authorized in the category they are moved to.

TABLE 8-C
MAXIMUM LINE ITEM COMPARISONS FOR SELECTED
KEY POSITIONS - AHECB RECOMMENDATIONS
FOR FOUR-YEAR INSTITUTIONS: FY 2025-26

INSTITUTION	CHIEF EXECUTIVE OFFICER	CHIEF ACADEMIC OFFICER	CHIEF FISCAL OFFICER	CHIEF STUDENT OFFICER	DEAN	DEPT CHAIR	9-MONTH			
							PROFESSOR	ASSOC PROFESSOR	ASSIST PROFESSOR	INSTRUCTOR
UAF**	392,837	293,291	262,914	235,373	252,642	321,557	230,254	189,025	183,233	121,805
UALR	386,768	268,500	225,261	225,261	214,997	201,304	194,459	170,492	142,719	111,361
ASUJ	386,768	268,500	268,500	221,840	222,737	201,304	194,459	170,492	142,719	111,361
ATU	354,537	268,500	225,262	221,840	214,999	201,304	194,459	170,492	142,719	111,361
UCA	354,537	268,500	225,261	221,840	214,997	201,304	194,459	170,492	142,719	111,361
HSU	322,307	215,850	215,850	215,850	206,009	174,678	186,327	163,351	136,757	106,699
SAUM	322,307	201,301	194,320	188,485	173,915	160,134	149,687	132,261	121,812	100,908
UAM	290,076	201,301	194,320	188,485	173,915	160,134	149,687	132,261	121,812	100,908
UAPB	291,247	201,301	194,320	188,485	173,915	160,134	149,687	132,261	121,812	100,908
UAFS	290,076	232,104	215,850	212,570	173,915	192,886	186,326	163,351	136,756	106,699
UAMS*	483,460	466,687	394,409	N/A	385,868	562,128	392,183	359,501	339,892	269,448
ASU/SYS	435,855	253,319	273,183	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UA/SYS	562,724	293,290	277,184	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*UAMS faculty salaries are for 12-month positions.

**UAF Chief Student Officer is listed as a Vice Provost

TABLE 8-D
MAXIMUM LINE ITEM COMPARISONS FOR SELECTED
KEY POSITIONS - AHECB RECOMMENDATIONS
FOR TWO-YEAR INSTITUTIONS: FY 2025-26

INST	CHIEF	CHIEF	CHIEF	CHIEF	DIVISION	9-MONTH				
	EXECUTIVE OFFICER	ACADEMIC OFFICER	FISCAL OFFICER	STUDENT OFFICER		CHAIR	FACULTY PROFESSOR	ASSOC PROFESSOR	ASSIST PROFESSOR	INSTRUCTOR
ANC	208,138	167,057	156,658	156,658	146,201	111,362				
ASUB	208,138	167,057	156,658	156,658	146,201		119,492	112,659	99,684	86,850
ASUMH	208,138	167,057	156,658	156,658	146,201	111,362				
ASUMS	208,138	167,057	156,658	156,658	146,201		119,492	112,659	99,684	86,850
ASUN	208,138	167,057	156,658	156,658	146,201		119,492	112,659	99,684	86,850
ASUTR	208,138	167,057	156,658	156,658	146,201	111,362				
BRTC	208,138	167,057	156,658	156,658	146,201	111,362				
CCCUA	208,138	167,057	156,658	156,658	146,201	111,362				
EACC	208,138	167,057	156,658	156,658	146,201	111,362				
NAC	208,138	167,057	156,658	156,658	146,201	111,362				
NPC	208,138	167,057	156,658	156,658	146,201	111,362				
NWACC	208,138	167,057	156,658	156,658	146,201	111,362				
OZC	208,138	167,057	156,658	156,658	146,201	111,362				
PCCUA	208,138	167,057	187,612	156,658	146,201	111,362				
SAC	208,138	167,057	167,057	156,658	146,201	111,362				
SAUT	208,138	167,057	156,658	156,658	146,201	111,362				
SEAC	208,138	167,057	156,658	156,658	146,201	111,362				
UACCB	208,138	167,057	156,658	156,658	146,201	111,362				
UACCH-T	208,138	167,057	167,057	156,658	146,201	111,362				
UACCM	208,138	167,057	156,658	156,658	146,201	111,362				
UACCRM	208,138	167,057	156,658	156,658	146,201	111,362				
UA-PTC	208,138	174,281	156,658	156,658	146,201	111,362				