

# **Arkansas Division of Higher Education**

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

### **2026-2027 Fiscal Requests**



**Institutional Finance**

**December 2025**

**Arkansas Division of Higher Education**  
#4 Capitol Mall, Box 21, Little Rock, AR 72201

**PERSONAL SERVICES RECOMMENDATIONS FOR  
CLASSIFIED AND NON-CLASSIFIED PERSONNEL  
2026-27 FISCAL YEAR**

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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, and line-item maximum salaries for all non-classified 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, 2026, recognize the varying structures and sizes of institutions, while maintaining reasonable consistency among similar positions at institutions. The primary objective of the Arkansas Division of Higher Education (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.

During the 2025-27 Personal Service Request process, institutions of higher education requested positions based on a two-year term. Due to this, requests for the 2026-27 fiscal year were expected to be minimal. Recommendations included in this agenda item are for position needs that could not be addressed using central pool positions or other means. ADHE staff reviewed all position requests and provided recommendations.

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.

Institutions of higher education, apart from UAMS, have 27,144 positions currently authorized. For the 2026-27 Fiscal Year, institutions requested an increase of 49 positions and the deletion of 32 positions, for a net new request of 17 positions. ADHE staff recommends this net increase of 17 positions, for a total recommendation of 27,161 positions (a 0.1 percent increase). UAMS currently has 12,874 authorized positions and did not request any changes. ADHE staff recommends the current level of 12,874 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 that made requests are shown in Table 14-A and Table 14-B. Recommended maximum salaries for selected key administrative and academic positions are shown in Table 14-C and Table 14-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, and maximum salaries for non-classified positions in academic, administrative, and auxiliary positions for the 2026-27 fiscal year 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 Commissioner to transmit the Personal Services recommendations to the Governor and the General Assembly for consideration for the 2026-27 fiscal year.

TABLE 14-A 2026-27 PERSONAL SERVICES SUMMARY FOR INSTITUTIONS OF HIGHER EDUCATION  
NON-CLASSIFIED POSITIONS FOR UNIVERSITIES

	Authorized 2025-26 Positions*				Filled 2024-25 Positions*				Deleted Positions				Requested Added Positions*				Recommended Added Positions				Total Positions				Percent Increase			
AY 2025 FTE																												
Institution	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	869	1,219	147	2,235	754	1,015	128	1,897				0				0				0	869	1,219	147	2,235	0.0%	0.0%	0.0%	0.0%
ASU-SYS	39	0	0	39	32	0	0	32				0				0				0	39	0	0	39	0.0%	0.0%	0.0%	0.0%
ASU-ABI	18	25	0	43	15	18	0	33				0				0				0	18	25	0	43	0.0%	0.0%	0.0%	0.0%
ATU	559	707	72	1,338	354	461	45	860				0				0				0	559	707	72	1,338	0.0%	0.0%	0.0%	0.0%
ATU-Ozark	62	143	0	205	37	85	0	122				0				0				0	62	143	0	205	0.0%	0.0%	0.0%	0.0%
ATU-ATI	18	0	0	18	0	0	0	0				0				0				0	18	0	0	18	0.0%	0.0%	0.0%	0.0%
HSU	181	330	44	555	114	197	34	345	0	0	2	2	0	0	2	2	0	0	2	2	181	330	44	555	0.0%	0.0%	0.0%	0.0%
SAUM	229	282	18	529	180	268	18	466				0				0				0	229	282	18	529	0.0%	0.0%	0.0%	0.0%
UAF	2,219	2,622	736	5,577	2,024	2,362	651	5,037				0				0				0	2,219	2,622	736	5,577	0.0%	0.0%	0.0%	0.0%
UA-GWG	14	0	0	14	12	0	0	12				0				0				0	14	0	0	14	0.0%	0.0%	0.0%	0.0%
UAFS	355	630	40	1,025	270	402	30	702				0				0				0	355	630	40	1,025	0.0%	0.0%	0.0%	0.0%
UALR	668	1,179	142	1,989	395	805	67	1,267	1	0	0	1	0	0	0	0	0	0	0	0	667	1,179	142	1,988	-0.1%	0.0%	0.0%	-0.1%
UAM	200	282	39	521	162	187	31	380	1	0	0	1	0	12	0	12	0	12	0	12	199	294	39	532	-0.5%	4.3%	0.0%	2.1%
UAMCT-C	14	39	0	53	10	22	0	32	0	6	0	6	0	8	0	8	0	8	0	8	14	41	0	55	0.0%	5.1%	0.0%	3.8%
UAMCT-M	18	34	0	52	12	23	0	35	0	5	0	5	0	5	0	5	0	5	0	5	18	34	0	52	0.0%	0.0%	0.0%	0.0%
UAM-AHEOTA-	2	4	0	6	1	2	0	3				0				0				0	2	4	0	6	0.0%	0.0%	0.0%	0.0%
UAPB	364	262	77	703	235	178	55	468				0				0				0	364	262	77	703	0.0%	0.0%	0.0%	0.0%
UAPB-AES & EP	18	159	0	177	13	89	0	102				0				0				0	18	159	0	177	0.0%	0.0%	0.0%	0.0%
UA SYSTEM	117	0	0	117	75	0	0	75	0	0	0	0	3	0	0	0	3	0	0	3	120	0	0	120	2.6%	0.0%	0.0%	2.6%
UA-AAS	8	55	0	63	6	33	0	39				0				0				0	8	55	0	63	0.0%	0.0%	0.0%	0.0%
UA-AREON	14	0	0	14	10	0	0	10				0				0				0	14	0	0	14	0.0%	0.0%	0.0%	0.0%
UA-ASMSA	74	47	0	121	59	33	0	92				0				0				0	74	47	0	121	0.0%	0.0%	0.0%	0.0%
UA-CJI	39	0	0	39	25	0	0	25				0				0				0	39	0	0	39	0.0%	0.0%	0.0%	0.0%
UA-CS	13	18	0	31	10	16	0	26				0				0				0	13	18	0	31	0.0%	0.0%	0.0%	0.0%
UA-GRANTHAM	168	42	0	210	122	7	0	129				0				0				0	168	42	0	210	0.0%	0.0%	0.0%	0.0%
UA-Div of Agri	760	711	0	1,471	696	635	0	1,331				0				0				0	760	711	0	1,471	0.0%	0.0%	0.0%	0.0%
UCA	876	1,203	226	2,305	645	986	174	1,805				0				0				0	876	1,203	226	2,305	0.0%	0.0%	0.0%	0.0%
Total without UAMS	7,916	9,993	1,541	19,450	6,268	7,824	1,233	15,325	2	11	2	15	3	25	2	30	3	25	2	30	7,917	10,007	1,541	19,465	0.0%	0.1%	0.0%	0.1%
UAMS	3,617	3,483	5,774	12,874	2,644	3,359	5,360	11,363				0				0				0	3,617	3,483	5,774	12,874	0.0%	0.0%	0.0%	0.0%
Total with UAMS	11,533	13,476	7,315	32,324	8,912	11,183	6,593	26,688	2	11	2	15	3	25	2	30	3	25	2	30	11,534	13,490	7,315	32,339	0.0%	0.1%	0.0%	0.0%
Total 2-yr & 4-yr without UAMS	10,428	15,006	1,710	27,144	8,024	11,149	1,310	20,483	17	13	2	32	19	28	2	49	18	28	3	49	10,429	15,021	1,711	27,161	0.0%	0.1%	0.1%	0.1%

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

0.1% 4-yr positions given up  
0.0% UAMS positions given up  
0.1% Total positions w/o UAMS given up

TABLE 14-B 2026-27 PERSONAL SERVICES SUMMARY FOR INSTITUTIONS OF HIGHER EDUCATION  
NON-CLASSIFIED POSITIONS FOR COLLEGES

		Authorized 2025-26 Positions*				Filled 2024-25 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							
AY 2025 Institution FTE																													
Two-Year Institutions: Sorted by Institution																													
ANC		96	158	1	255	73	62	1	136	1	0	0	1	1	0	0	1	1	0	0	1	96	158	1	255	0.0%	0.0%	0.0%	0.0%
ASUB		169	329	4	502	131	174	2	307				0				0	169	329	4	502					0.0%	0.0%	0.0%	0.0%
ASUMH		78	120	0	198	54	87	0	141	1	0	0	1	1	0	0	1	77	120	1	198					-1.3%	0.0%	0.0%	0.0%
ASUMS		97	198	5	300	48	80	1	129				0				0	97	198	5	300					0.0%	0.0%	0.0%	0.0%
ASUN		105	229	7	341	82	137	2	221				0				0	105	229	7	341					0.0%	0.0%	0.0%	0.0%
ASUTR		78	171	12	261	44	131	9	184				0				0	78	171	12	261					0.0%	0.0%	0.0%	0.0%
BRTC		87	131	4	222	69	116	2	187				0				0	87	131	4	222					0.0%	0.0%	0.0%	0.0%
CCCUA		74	122	8	204	64	99	5	168				0				0	74	122	8	204					0.0%	0.0%	0.0%	0.0%
NAC		94	279	9	382	79	175	4	258				0				0	94	279	9	382					0.0%	0.0%	0.0%	0.0%
NPC		136	238	6	380	109	169	4	282				0				0	136	238	6	380					0.0%	0.0%	0.0%	0.0%
NWACC		386	760	9	1,155	220	667	0	887				0				0	386	760	9	1,155					0.0%	0.0%	0.0%	0.0%
OZC		61	150	9	220	44	136	0	180				0				0	61	150	9	220					0.0%	0.0%	0.0%	0.0%
PCCUA		120	168	8	296	84	108	0	192				0				0	120	168	8	296					0.0%	0.0%	0.0%	0.0%
SAC		103	173	26	302	66	102	10	178				0				0	103	173	26	302					0.0%	0.0%	0.0%	0.0%
SAUT		101	128	13	242	63	53	6	122				0				0	101	128	13	242					0.0%	0.0%	0.0%	0.0%
SAUT-FTA		17	48	0	65	9	37	0	46				0				0	17	48	0	65					0.0%	0.0%	0.0%	0.0%
SAUT-ETA		6	20	0	26	4	17	0	21				0				0	6	20	0	26					0.0%	0.0%	0.0%	0.0%
SEAC		82	278	15	375	54	222	14	290				0				0	82	278	15	375					0.0%	0.0%	0.0%	0.0%
UACCB		71	168	4	243	59	123	3	185				0				0	71	168	4	243					0.0%	0.0%	0.0%	0.0%
UACCH-T		83	130	1	214	64	65	0	129	7	1	0	8	9	1	0	10	85	130	1	216					2.4%	0.0%	0.0%	0.9%
UACCM		109	180	0	289	82	85	0	167	2	0	0	2	0	2	0	2	107	182	0	289					-1.8%	1.1%	0.0%	0.0%
UACCRM		52	91	13	156	33	65	6	104				0				0	52	91	13	156					0.0%	0.0%	0.0%	0.0%
UA-EACC		103	182	1	286	70	138	1	209	4	1	0	5	5	0	0	5	104	181	1	286					1.0%	-0.5%	0.0%	0.0%
UA-PTC		204	562	14	780	151	277	7	435				0				0	204	562	14	780					0.0%	0.0%	0.0%	0.0%
Grand Total		2,512	5,013	169	7,694	1,756	3,325	77	5,158	15	2	0	17	16	3	0	19	15	3	1	19	2,512	5,014	170	7,696	0.0%	0.0%	0.6%	0.0%

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

**TABLE 14-C**  
**MAXIMUM LINE ITEM COMPARISONS FOR SELECTED**  
**KEY POSITIONS - AHECB RECOMMENDATIONS**  
**FOR FOUR-YEAR INSTITUTIONS: FY 2026-27**

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**	405,407	302,676	271,328	242,905	260,727	331,847	237,622	195,073	189,097	125,703
UALR	399,144	277,092	232,470	232,469	221,877	207,746	200,682	175,948	147,286	114,924
ASUJ	399,145	277,092	228,939	228,939	229,865	207,746	200,682	175,948	147,286	114,924
ATU	365,882	277,092	232,470	228,939	221,879	207,746	200,682	175,948	147,286	114,924
UCA	365,882	277,092	232,470	228,939	221,877	207,746	200,682	175,948	147,286	114,924
HSU	332,620	222,757	222,757	222,757	212,601	199,059	192,289	168,578	141,133	110,113
SAUM	332,620	207,742	200,539	194,516	179,480	165,258	154,477	136,493	125,710	104,137
UAM	299,358	207,742	200,539	194,516	179,480	165,258	154,477	136,493	125,710	104,137
UAPB	300,566	207,742	200,539	194,516	179,480	165,258	154,477	136,493	125,710	104,137
UAFS	299,358	239,532	222,757	219,372	179,480	199,058	192,289	168,578	141,133	110,113
UAMS*	498,931	481,621	407,030	N/A	398,216	580,117	404,732	371,005	350,768	278,071
ASU/SYS	449,802	261,425	281,925	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UA/SYS	580,732	302,675	286,054	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 14-D**  
**MAXIMUM LINE ITEM COMPARISONS FOR SELECTED**  
**KEY POSITIONS - AHECB RECOMMENDATIONS**  
**FOR TWO-YEAR INSTITUTIONS: FY 2026-27**

INST	CHIEF EXECUTIVE OFFICER	CHIEF ACADEMIC OFFICER	CHIEF FISCAL OFFICER	CHIEF STUDENT OFFICER	DIVISION CHAIR	9-MONTH				
						FACULTY	PROFESSOR	ASSOC PROFESSOR	ASSIST PROFESSOR	INSTRUCTOR
ANC	214,799	172,403	161,671	161,671	150,880	114,926				
ASUB	214,799	172,403	161,671	161,671	150,880		123,315	116,264	102,874	89,629
ASUMH	214,799	172,403	161,671	161,671	150,880	114,926				
ASUMS	214,799	172,403	161,671	161,671	150,880	114,926				
ASUN	214,799	172,403	161,671	161,671	150,880		123,315	116,264	102,874	89,629
ASUTR	214,799	172,403	161,671	161,671	150,880	114,926				
BRTC	214,799	172,403	161,671	161,671	150,880	114,926				
CCCUA	214,799	172,403	161,671	161,671	150,880	114,926				
EACC	214,799	172,403	161,671	161,671	150,880	114,926				
NAC	214,799	172,403	161,671	161,671	150,880	114,926				
NPC	214,799	172,403	161,671	161,671	150,880	114,926				
NWACC	214,799	172,403	161,671	161,671	150,880	114,926				
OZC	214,799	172,403	161,671	161,671	150,880	114,926				
PCCUA	214,799	172,403	193,615	161,671	150,880	114,926				
SAC	216,464	172,403	172,403	161,671	150,880	114,926				
SAUT	214,799	172,403	161,671	161,671	150,880	114,926				
SEAC	214,799	172,403	161,671	161,671	150,880	114,926				
UACCB	214,799	172,403	161,671	161,671	150,880	114,926				
UACCHT	214,799	172,403	161,671	161,671	150,880	114,926				
UACCM	214,799	172,403	161,671	161,671	150,880	114,926				
UACCRM	214,799	172,403	161,671	161,671	150,880	114,926				
UAPTC	214,799	179,858	161,671	161,671	150,880	114,926				