

**Arkansas Division of Higher Education**

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

**2023-2025 Biennium**



**Institutional Finance**

**December 2023**

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

**PERSONAL SERVICES RECOMMENDATIONS FOR  
NON-CLASSIFIED PERSONNEL  
2023-25 BIENNIUM**

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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, 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, 2023, 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 moving all current classified personnel to the non-classified sector utilizing the line item maximum salary that would correspond to the maximum of the previously assigned grade for each position. This recommendation is being made with support from the institutions in order to be more efficient with personnel matters on campus to eliminate the need to have two sets of personnel policies depending on whether a position is authorized as classified or non-classified.

Institutions of higher education, apart from UAMS, have 28,094 positions currently authorized. For the 2023-25 Biennium, institutions have requested a net new request of (1,142) positions. ADHE staff recommends the net decrease of (1,142) positions, for a total recommendation of 26,952 positions (a 2.9 percent decrease). UAMS currently has 11,559 authorized positions and submitted a request that does not change this total. ADHE staff recommends the current level of 11,559 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 2023-25 Biennium as recommended by staff.

**FURTHER RESOLVED,** That the Director 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 2023-25 Biennium.