

# **Arkansas Department of Higher Education**

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

**Fiscal Year 2016-17**



**Institutional Finance**

**December 2015**

**Arkansas Department of Higher Education**  
423 Main Street, Suite 400 Little Rock, AR 72201

**PERSONAL SERVICES RECOMMENDATIONS FOR  
NON-CLASSIFIED PERSONNEL  
2016-17 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, 2016, recognize the varying structures and sizes of institutions, while maintaining reasonable consistency among positions at similar 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 fiscal year, and FTE enrollment growth.

During the 2015-17 Personal Service Request process, institutions of higher education requested positions based on a two year term, and were approved for their request. Due to this, requests were expected to be very minimal. Recommendations were only made in the event of emergency situations that could not be addressed using the central pools or other means. ADHE staff reviewed all position requests and made preliminary 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 19,963 non-classified positions currently authorized. For 2016-17, staff recommends a net increase of 24 non-classified positions, for a total recommendation of 19,987 positions (0.1 percent increase). UAMS currently has 8,801 authorized non-classified positions. For 2016-17, UAMS requested no increase for non-classified 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 central pool.

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

TABLE A 2016-17 PERSONAL SERVICES SUMMARY FOR INSTITUTIONS OF HIGHER EDUCATION  
NON-Classified Positions for Universities

Institution	AY 2015 FTE	Authorized 2015-16 Positions*				Deleted 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
<b>Four-Year Institutions</b>																					
ASUJ	12,020	251	1,149	71	1,471	0	0	0	0	0	0	0	0	251	1,149	71	1,471	0.0%	0.0%	0.0%	0.0%
ASU-SYS		21	0	0	21	0	0	0	0	0	0	0	0	21	0	0	21	0.0%	0.0%	0.0%	0.0%
ASU-ABI		15	30	0	45	0	0	0	0	0	0	0	0	15	30	0	45	0.0%	0.0%	0.0%	0.0%
ATU	8,420	210	766	44	1,020	0	0	0	0	0	0	0	0	210	766	44	1,020	0.0%	0.0%	0.0%	0.0%
ATU-Ozark		31	150	1	182	0	0	0	0	0	0	0	0	31	150	1	182	0.0%	0.0%	0.0%	0.0%
HSU	3,293	89	341	29	459	1	0	0	1	2	5	0	7	90	346	29	465	1.1%	1.5%	0.0%	1.3%
SAUM	3,218	67	249	11	327	0	0	0	0	0	0	0	0	67	249	11	327	0.0%	0.0%	0.0%	0.0%
UAF	24,201	725	2,425	287	3,437	1	20	0	21	15	25	6	46	739	2,430	293	3,462	1.9%	0.2%	2.1%	0.7%
UA-GWG		14	0	0	14	0	0	0	0	0	0	0	0	14	0	0	14	0.0%	0.0%	0.0%	0.0%
UA-SYS		76	0	0	76	2	0	0	2	2	0	0	2	76	0	0	76	0.0%	0.0%	0.0%	0.0%
UA-AAS		3	62	0	65	0	0	0	0	0	0	0	0	3	62	0	65	0.0%	0.0%	0.0%	0.0%
UA-AES		84	586	0	670	0	0	0	0	0	0	0	0	84	586	0	670	0.0%	0.0%	0.0%	0.0%
UA-CES		357	218	0	575	0	0	0	0	0	0	0	0	357	218	0	575	0.0%	0.0%	0.0%	0.0%
UA-CJI		33	0	0	33	0	0	0	0	0	0	0	0	33	0	0	33	0.0%	0.0%	0.0%	0.0%
UA-CS		10	21	0	31	0	0	0	0	0	0	0	0	10	21	0	31	0.0%	0.0%	0.0%	0.0%
UA-ASMSA		55	74	0	129	0	0	0	0	0	0	0	0	55	74	0	129	0.0%	0.0%	0.0%	0.0%
AREON		11	0	0	11	0	0	0	0	0	0	0	0	11	0	0	11	0.0%	0.0%	0.0%	0.0%
UAFS	5,609	155	683	34	872	5	0	0	5	5	0	0	5	155	683	34	872	0.0%	0.0%	0.0%	0.0%
UALR	8,737	317	1,373	48	1,738	0	0	0	0	0	0	0	0	317	1,373	48	1,738	0.0%	0.0%	0.0%	0.0%
UAM	2,505	52	265	23	340	0	0	0	0	0	0	0	0	52	265	23	340	0.0%	0.0%	0.0%	0.0%
UAMCT-C		5	43	0	48	0	0	0	0	0	0	0	0	5	43	0	48	0.0%	0.0%	0.0%	0.0%
UAMCT-M		6	44	0	50	0	0	0	0	0	0	0	0	6	44	0	50	0.0%	0.0%	0.0%	0.0%
UAM-AHEOTA-W		1	4	0	5	0	0	0	0	0	0	0	0	1	4	0	5	0.0%	0.0%	0.0%	0.0%
UAPB	2,340	78	265	39	382	1	4	0	5	5	0	0	5	82	261	39	382	5.1%	-1.5%	0.0%	0.0%
UAPB-AES & EP		4	150	0	154	0	1	0	1	0	0	0	0	4	149	0	153	0.0%	-0.7%	0.0%	-0.6%
UCA	10,534	232	1,215	83	1,530	0	0	0	0	0	0	0	0	232	1,215	83	1,530	0.0%	0.0%	0.0%	0.0%
<b>Total without UAMS</b>		<b>2,902</b>	<b>10,113</b>	<b>670</b>	<b>13,685</b>	<b>10</b>	<b>25</b>	<b>0</b>	<b>35</b>	<b>29</b>	<b>30</b>	<b>6</b>	<b>65</b>	<b>2,921</b>	<b>10,118</b>	<b>676</b>	<b>13,715</b>	<b>0.7%</b>	<b>0.0%</b>	<b>0.9%</b>	<b>0.2%</b>
UAMS		6,307	2,494	0	8,801	0	0	0	0	0	0	0	0	6,307	2,494	0	8,801	0.0%	0.0%	0.0%	0.0%
<b>Total with UAMS</b>		<b>9,209</b>	<b>12,607</b>	<b>670</b>	<b>22,486</b>	<b>10</b>	<b>25</b>	<b>0</b>	<b>35</b>	<b>29</b>	<b>30</b>	<b>6</b>	<b>65</b>	<b>9,228</b>	<b>12,612</b>	<b>676</b>	<b>22,516</b>	<b>0.2%</b>	<b>0.0%</b>	<b>0.9%</b>	<b>0.1%</b>
<b>Total 2-yr &amp; 4-yr without UAMS</b>		<b>3,735</b>	<b>15,548</b>	<b>680</b>	<b>19,963</b>	<b>15</b>	<b>37</b>	<b>0</b>	<b>52</b>	<b>39</b>	<b>31</b>	<b>6</b>	<b>76</b>	<b>3,759</b>	<b>15,542</b>	<b>686</b>	<b>19,987</b>	<b>0.6%</b>	<b>0.0%</b>	<b>0.9%</b>	<b>0.1%</b>

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

TABLE B 2016-17 PERSONAL SERVICES SUMMARY FOR INSTITUTIONS OF HIGHER EDUCATION  
NON-Classified Positions for Colleges

Institution	AY 2015 FTE	Authorized 2015-16 Positions*				Deleted 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
<b>Two-Year Institutions</b>																					
ANC	915	33	199	1	233	0	0	0	0	0	0	0	0	33	199	1	233	0.0%	0.0%	0.0%	0.0%
ASUB	3,029	67	345	1	413	0	0	0	0	0	0	0	0	67	345	1	413	0.0%	0.0%	0.0%	0.0%
ASUMH	1,090	23	110	0	133	0	0	0	0	0	0	0	0	23	110	0	133	0.0%	0.0%	0.0%	0.0%
ASUMS	1,070	47	199	1	247	0	0	0	0	0	0	0	0	47	199	1	247	0.0%	0.0%	0.0%	0.0%
ASUN	1,717	33	201	0	234	0	0	0	0	0	0	0	0	33	201	0	234	0.0%	0.0%	0.0%	0.0%
BRTC	1,480	30	198	0	228	0	3	0	3	3	0	0	3	33	195	0	228	10.0%	-1.5%	0.0%	0.0%
CCCUA	961	25	158	0	183	0	0	0	0	0	0	0	0	25	158	0	183	0.0%	0.0%	0.0%	0.0%
CoTO	917	19	156	0	175	0	0	0	0	0	0	0	0	19	156	0	175	0.0%	0.0%	0.0%	0.0%
EACC	795	31	199	0	230	0	0	0	0	0	0	0	0	31	199	0	230	0.0%	0.0%	0.0%	0.0%
Northark	1,429	29	292	0	321	0	0	0	0	0	0	0	0	29	292	0	321	0.0%	0.0%	0.0%	0.0%
NPC	1,917	43	251	1	295	3	7	0	10	3	1	0	4	43	245	1	289	0.0%	-2.4%	0.0%	-2.0%
NWACC	5,133	99	751	0	850	0	0	0	0	0	0	0	0	99	751	0	850	0.0%	0.0%	0.0%	0.0%
OZC	933	22	150	0	172	2	0	0	2	2	0	0	2	22	150	0	172	0.0%	0.0%	0.0%	0.0%
PCCUA	986	26	194	0	220	0	0	0	0	0	0	0	0	26	194	0	220	0.0%	0.0%	0.0%	0.0%
PTC	6,292	109	743	0	852	0	0	0	0	0	0	0	0	109	743	0	852	0.0%	0.0%	0.0%	0.0%
RMCC	565	20	91	1	112	0	0	0	0	0	0	0	0	20	91	1	112	0.0%	0.0%	0.0%	0.0%
Southark	1,181	38	213	2	253	0	2	0	2	2	0	0	2	40	211	2	253	5.3%	-0.9%	0.0%	0.0%
SAUT	1,220	29	136	0	165	0	0	0	0	0	0	0	0	29	136	0	165	0.0%	0.0%	0.0%	0.0%
SAUT-FTA		2	50	0	52	0	0	0	0	0	0	0	0	2	50	0	52	0.0%	0.0%	0.0%	0.0%
SAUT-ECC		2	19	0	21	0	0	0	0	0	0	0	0	2	19	0	21	0.0%	0.0%	0.0%	0.0%
SEAC	1,049	21	279	0	300	0	0	0	0	0	0	0	0	21	279	0	300	0.0%	0.0%	0.0%	0.0%
UACCB	944	27	195	0	222	0	0	0	0	0	0	0	0	27	195	0	222	0.0%	0.0%	0.0%	0.0%
UACCH	916	24	126	1	151	0	0	0	0	0	0	0	0	24	126	1	151	0.0%	0.0%	0.0%	0.0%
UACCM	1,531	34	180	2	216	0	0	0	0	0	0	0	0	34	180	2	216	0.0%	0.0%	0.0%	0.0%
Total 2-Yr		833	5,435	10	6,278	5	12	0	17	10	1	0	11	838	5,424	10	6,272	0.6%	-0.2%	0.0%	-0.1%

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

**TABLE C**  
**MAXIMUM LINE ITEM COMPARISONS FOR SELECTED**  
**KEY POSITIONS - AHECB RECOMMENDATIONS**  
**FOR FOUR-YEAR INSTITUTIONS: FY 2016-17**

INSTITUTION	CHIEF EXECUTIVE OFFICER	CHIEF ACADEMIC OFFICER	CHIEF FISCAL OFFICER	CHIEF STUDENT OFFICER	DEAN	DEPT CHAIR	9-MONTH			
							ASSOC PROFESSOR	ASSIST PROFESSOR	PROFESSOR	INSTRUCTOR
<b>UAF**</b>	300,500	224,353	201,116	180,049	193,258	245,975	184,481	144,594	140,164	93,175
<b>ASUJ</b>	245,864	205,389	172,314	169,697	164,462	153,987	148,752	130,418	109,173	85,185
<b>UALR</b>	245,864	205,389	172,314	149,134	164,462	153,987	148,752	130,418	109,173	85,185
<b>UCA</b>	245,864	205,389	172,314	169,697	164,462	153,987	148,752	130,418	109,173	85,185
<b>ATU</b>	245,864	205,389	172,314	169,697	164,463	153,987	148,752	130,418	109,173	85,185
<b>HSU</b>	218,545	165,115	165,115	162,605	157,586	147,548	142,531	124,955	104,612	81,619
<b>SAUM</b>	208,970	153,985	148,645	144,181	133,036	122,494	114,503	101,173	93,180	77,189
<b>UAM</b>	208,970	153,985	148,645	144,181	133,036	122,494	114,503	101,173	93,180	77,189
<b>UAPB</b>	222,789	153,985	148,645	144,181	133,036	122,494	114,503	101,173	93,180	77,189
<b>UAFS</b>	208,970	177,548	165,114	162,605	133,036	147,548	142,530	124,955	104,612	81,619
<b>UAMS*</b>	346,958	356,992	301,703	N/A	295,170	195,880	186,280	171,899	162,304	130,418
<b>UA/SYS</b>	430,456	224,352	203,733	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>ASU/SYS</b>	333,407	N/A	208,971	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 D**  
**MAXIMUM LINE ITEM COMPARISONS FOR SELECTED**  
**KEY POSITIONS - AHECB RECOMMENDATIONS**  
**FOR TWO-YEAR INSTITUTIONS: FY 2016-17**

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	159,215	127,790	119,835	119,835	111,837	85,186				
ASUB	159,215	127,790	119,835	119,835	111,837	N/A	91,405	86,178	76,253	66,436
ASUMH	159,215	127,790	119,835	119,835	111,836	85,186				
ASUMS	159,215	127,790	119,835	119,835	111,837	85,186				
ASUN	159,215	127,790	119,835	119,835	111,837	N/A	91,405	86,178	76,253	66,436
BRTC	159,215	127,790	119,835	119,835	111,837	85,186				
CCCUA	159,215	127,791	119,835	119,835	111,837	85,186				
COTO	159,215	127,790	119,835	119,835	111,837	85,186				
EACC	159,215	127,790	119,835	119,835	111,837	85,186				
Northark	159,215	127,790	119,835	119,835	111,837	85,186				
NPC	159,215	127,790	119,835	119,835	111,837	85,186				
NWACC	159,215	127,790	119,835	119,835	111,837	85,186				
OZC	159,215	127,790	119,835	119,835	111,837	85,186				
PCCUA	159,215	127,790	119,835	119,835	111,837	85,186				
PTC	159,215	127,790	119,835	119,835	111,837	85,186				
RMCC	159,215	127,790	119,835	119,835	111,837	85,186				
Southark	159,215	127,790	119,835	119,835	111,837	85,186				
SAUT	159,215	127,790	119,835	119,835	111,837	85,186				
SEAC	159,215	127,790	119,835	119,835	111,837	85,186				
UACCB	159,215	127,790	119,835	119,835	111,837	85,186				
UACCH	159,215	127,790	127,790	119,835	N/A	85,186				
UACCM	159,215	127,790	119,835	119,835	111,837	85,186				