

Arkansas Division of Higher Education

Personal Services Recommendations for State-Supported Institutions of Higher Education

2021-23 Biennium



Institutional Finance

December 2020

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

**PERSONAL SERVICES RECOMMENDATIONS FOR
NON-CLASSIFIED PERSONNEL
2021-23 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, 2021, 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.

Institutions of higher education, apart from UAMS, have 28,004 positions currently authorized. For the 2021-23 Biennium, institutions requested an increase of 252 positions and the deletion of 296 positions, for a net new request of (44) positions. ADHE staff recommends a net decrease of (51) positions, for a total recommendation of 27,953 positions (a 0.2 percent decrease). UAMS currently has 11,559 authorized positions and did not submit a request to 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 13-A and Table 13-B. Recommended maximum salaries for selected key administrative and academic positions are shown in Table 13-C and Table 13-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 2021-23 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 2021-23 Biennium.