

# **Arkansas Division of Higher Education**

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

**Fiscal Year 2022-2023**



**Institutional Finance**

**December 2021**

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

**PERSONAL SERVICES RECOMMENDATIONS FOR  
CLASSIFIED AND NON-CLASSIFIED PERSONNEL  
2022-23 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, 2022, 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 2021-23 Personal Service Request process, institutions of higher education requested positions based on a two-year term. Due to this, requests for the 2022-23 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 27,989 positions currently authorized. For the 2022-23 Fiscal Year, institutions requested an increase of 113 positions and the deletion of 36 positions, for a net new request of 77 positions. ADHE staff recommends this net increase of 77 positions, for a total recommendation of 28,066 positions (a 0.3 percent increase). 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 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 2022-23 fiscal year 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 2022-23 fiscal year.