## Arkansas Division of Higher Education

## Administrative Compensation Survey

## Fiscal Year 2018-19



December 2019

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


For Public Institutions of Higher Education

Prepared by the Arkansas Department of Higher Education
July 9, 2019
In Accordance with A.C.A. § 6-63-316

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## UNIVERSITIES

## Arkansas State University

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Lori A. Winn Phone No. (870-972-3454

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Lori A. Winn Phone No. (870-972-3454

Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Lori A. Winn $\quad$ Phone No. (870) 972-3454

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Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Lori A. Winn Phone No. (870) 972-3454
*Began employment on 1/1/19 paid from Vice Chancellor of Student Affairs appropriated line

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Lori A. Winn $\quad$ Phone No. (870) 972-3454

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Fiscal 2019 Administrator's Compensation Survey


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Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Lori A. Winn

Phone No.
(870) 972-3454
*Currently serves as interim Dean of Schools

Fiscal 2019 Administrator's Compensation Survey


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Survey completed by: Lori A. Winn $\quad$ Phone No. (870) 972-3454

Fiscal 2019 Administrator's Compensation Survey


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Survey completed by: Lori A. Winn Phone No. (870)972-3454

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Lori A. Winn
Phone No. (870) 972-3454
Hire Date: 01/21/2019

Fiscal 2019 Administrator's Compensation Survey


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Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Lori A. Winn
Phone No. (870) 972-3454
*Hire date of 1/14/2019

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Lori A. Winn $\quad$ Phone No. (870) 972-3454

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Lori A. winn
Phone No. (870) 972-3454
*Hire Date: 01/14/2019

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Fiscal 2019 Administrator's Compensation Survey

|  |  | Salaries of \$100,000 or More | Public Funds |  | Private Funds | Total |  | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: <br> Employee Name: <br> Title: <br> Base Salary: | Arkansas State University JonesboroAnne Grippo |  |  |  |  |  |  |
| 2 |  |  |  |  |  |  |  |  |
| 3 |  | Associate Dean of Schools |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 | \$ | 104,605 |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  |  |  |  |  |
| 8 |  | Total Base Salary | \$ | 104,605 | 0 | \$ | 104,605 |  |
|  | Benefits Prov | to All Full-Time Employees |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 14,085 |  | \$ | 14,085 |  |
| 10 | Health Insurance |  | \$ | 8,393 |  | \$ | 8,393 |  |
| 11 | Life Insurance |  | \$ | 150 |  | \$ | 150 |  |
| 12 | Social Security Ma |  | \$ | 8,315 |  | \$ | 8,315 |  |
| 13 | Unemployment Ins |  | \$ | - |  | \$ | - |  |
| 14 | Long-Term Disabil | surance | \$ | 330 |  | \$ | 330 |  |
|  | Special Benefi | NOT Provided All Employees |  |  |  |  |  |  |
| 15 | Car Provided or C | Allowance |  |  |  | \$ | - |  |
| 16 | House(s) Provide | Housing Allowance |  |  |  | \$ | - |  |
| 17 | Deferred Compen | on Actually Paid During Fiscal Year |  |  |  | \$ | - |  |
| 18 | Annual Bonus |  |  |  |  | \$ | - |  |
| 19 | Special Bonuses |  |  |  |  | \$ | - |  |
| 20 | Additional Life In | nce Premiums |  |  |  | \$ | - |  |
| 21 | Club Dues (Coun | Club, Civic Clubs, etc.) |  |  |  | \$ | - |  |
| 22 | Other Compensa |  |  |  |  | \$ | - |  |
|  | Explain: |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| 23 | Total Compensat |  | \$ | 135,878 | 0 | \$ | 135,878 |  |
| 24 | Deferred Compen | n Annual Accumulation but NOT Paid |  |  |  |  |  |  |

Survey completed by: Lori A. Winn
Phone No.
(870) 972-3454
*Currently serving as Interim Dean of Schools

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Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Lori A. Winn
Phone No. (870) 972-3454
*Hire date of 1/28/2019

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Survey completed by: Lori A. Winn Phone No. (870) 972-3454

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Lori A. Winn
Phone No. (870) 972-3454
*Hire as of 4/1/2019

## Arkansas Tech University

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey
 Survey completed by: Brooke Southard, Director of Payroll

Fiscal 2019 Administrator's Compensation Survey


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Survey completed by: Brooke Southard, Director of Payroll
479-968-0226

Fiscal 2019 Administrator's Compensation Survey


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Fiscal 2019 Administrator's Compensation Survey
 Survey completed by: Brooke Southard, Director of Payroll

Fiscal 2019 Administrator's Compensation Survey


## Henderson State University

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Mickey Quattlebaum Phone No. 8702305108

Fiscal 2019 Administrator's Compensation Survey


[^0]Fiscal 2019 Administrator's Compensation Survey


[^1]Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Mickey Quattlebaum Phone No. 8702305108

Fiscal 2019 Administrator's Compensation Survey


[^2]Fiscal 2019 Administrator's Compensation Survey


[^3]Fiscal 2019 Administrator's Compensation Survey


[^4]Fiscal 2019 Administrator's Compensation Survey


[^5]Fiscal 2019 Administrator's Compensation Survey


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Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


[^6]
## Southern Arkansas University Magnolia

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Fiscal 2019 Administrator's Compensation Survey


[^7]Fiscal 2019 Administrator's Compensation Survey


[^8]Fiscal 2019 Administrator's Compensation Survey


[^9]Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


[^10]Fiscal 2019 Administrator's Compensation Survey


[^11]Fiscal 2019 Administrator's Compensation Survey


[^12]Fiscal 2019 Administrator's Compensation Survey


[^13]Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Jill Bond Phone No. (870) 235-4021

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Survey completed by: Jill Bond Phone No. (870) 235-4021

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Jill Bond Phone No. (870) 235-4021

Fiscal 2019 Administrator's Compensation Survey


[^14]Fiscal 2019 Administrator's Compensation Survey


[^15]Fiscal 2019 Administrator's Compensation Survey


[^16]Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Jill Bond Phone No. (870) 235-4021

Fiscal 2019 Administrator's Compensation Survey


[^17]Fiscal 2019 Administrator's Compensation Survey


[^18]
## University of Arkansas Fund

University of Arkansas

## System Administration

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Becky Shoemaker Lingelbach
Phone No.
(479) 575-6204

Fiscal 2019 Administrator's Compensation Survey


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Survey completed by: Becky Shoemaker Lingelbach
Phone No.
(479) 575-6204

Fiscal 2019 Administrator's Compensation Survey

|  |  | Salaries of \$100,000 or More | Public Funds |  | Private Funds | Total |  | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: <br> Employee Name: <br> Title: <br> Base Salary: | University of Arkansas System <br> Smith, Tara M. ** |  |  |  |  |  |  |
| 2 |  |  |  |  |  |  |  |  |
| 3 |  | Assoc. Dir. of Plng. \& Res.Svc |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 | \$ | 135,000 |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  |  |  |  |  |
| 8 |  | Total Base Salary | \$ | 135,000 | 0 | \$ | 135,000 |  |
|  | Benefits Provi | to All Full-Time Employees |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 9,256 |  | \$ | 9,256 |  |
| 10 | Health Insurance |  | \$ | 4,029 |  | \$ | 4,029 |  |
| 11 | Life Insurance |  | \$ | 70 |  | \$ | 70 |  |
| 12 | Social Security Ma |  | \$ | 7,063 |  | \$ | 7,063 |  |
| 13 | Unemployment Ins |  | \$ | 18 |  | \$ | 18 |  |
| 14 | Long-Term Disabil | surance | \$ | 29 |  | \$ | 29 |  |
|  | Special Benefi | NOT Provided All Employees |  |  |  |  |  |  |
| 15 | Car Provided or C | Allowance |  |  |  | \$ | - |  |
| 16 | House(s) Provide | Housing Allowance |  |  |  | \$ | - |  |
| 17 | Deferred Compen | on Actually Paid During Fiscal Year |  |  |  | \$ | - |  |
| 18 | Annual Bonus | Career Service | \$ | 600 |  | \$ | 600 |  |
| 19 | Special Bonuses |  |  |  |  | \$ | - |  |
| 20 | Additional Life In | nce Premiums |  |  |  | \$ | - |  |
| 21 | Club Dues (Coun | Club, Civic Clubs, etc.) |  |  |  | \$ | - |  |
| 22 | Other Compensa |  |  |  |  | \$ | - |  |
|  | Explain: |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| 23 | Total Compensat |  | \$ | 156,065 | 0 | \$ | 156,065 |  |
| 24 | Deferred Compen | n Annual Accumulation but NOT Paid |  |  |  |  |  |  |

Survey completed by: Becky Shoemaker Lingelbach
Phone No.
(479) 575-6204
**New Hire 10/22/2018

Fiscal 2019 Administrator's Compensation Survey


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Phone No.
(479) 575-6204

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Phone No.
(479) 575-6204

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Becky Shoemaker Lingelbach
Phone No.
(479) 575-6204
** New Hire 03/15/2019

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Becky Shoemaker Lingelbach
Phone No.
(479) 575-6204

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Becky Shoemaker Lingelbach
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Phone No.
(479) 575-6204

University of Arkansas

## Fayetteville Campus

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey

** Hired 04/06/2019

Fiscal 2019 Administrator's Compensation Survey


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Fiscal 2019 Administrator's Compensation Survey


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Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey

** raise from \$350,000 to \$380,000 02/01/2019

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey

** New Hire 05/16/2019

Fiscal 2019 Administrator's Compensation Survey


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Survey completed by: Becky Shoemaker Lingelbach
Phone No.
(479) 575-6204
** Hired 02/19/2019

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Phone No.
(479) 575-6204

Fiscal 2019 Administrator's Compensation Survey

|  | Salaries of \$100,000 or More |  | Public Funds |  | Private Funds |  | Total |  | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 |  | University of Arkansas, Fayetteville |  |  |  |  |  |  |  |
| 2 | Employee Name: <br> Title: <br> Base Salary: | Shields, Todd G. |  |  |  |  |  |  |  |
| 3 |  | Dean |  |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 | \$ | 198,708 |  |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) | \$ | 49,677 |  |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  | \$ | 24,746 |  |  | Fulbright Arts \& Sciences |
| 8 |  | Total Base Salary | \$ | 248,385 | \$ | 24,746 | \$ | 273,131 |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 24,838.41 | \$ | 2,475 | \$ | 27,313 | Fulbright Arts \& Sciences |
| 10 | Health Insurance |  | \$ | 10,805.48 | \$ | 1,077 | \$ | 11,882 | Fulbright Arts \& Sciences |
| 11 | Life Insurance |  | \$ | 84.57 | \$ | 8 | \$ | 93 | Fulbright Arts \& Sciences |
| 12 | Social Security Match |  | \$ | 11,513.90 | \$ | 1,147 | \$ | 12,661 | Fulbright Arts \& Sciences |
| 13 | Unemployment Insura |  | \$ | 48.20 | \$ | 5 | \$ | 53 | Fulbright Arts \& Sciences |
| 14 | Long-Term Disability | surance | \$ | 35.47 | \$ | 4 | \$ | 39 | Fulbright Arts \& Sciences |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |  |  |  |
| 15 | Car Provided or Car Allowance |  |  |  |  |  | \$ | - |  |
| 16 | House(s) Provided or Housing Allowance |  |  |  |  |  | \$ | - |  |
| 17 | Deferred Compensation Actually Paid During Fiscal Year |  |  |  |  |  | \$ | - |  |
| 18 | Annual Bonus Career Service |  | \$ | 554 | \$ | 46 | \$ | 600 | Fulbright Arts \& Sciences |
| 19 | Special Bonuses |  |  |  |  |  | \$ | - |  |
| 20 | Additional Life Insurance Premiums |  |  |  |  |  | \$ | - |  |
| 21 | Club Dues (Country Club, Civic Clubs, etc.) |  |  |  |  |  | \$ | - |  |
| 22 | Other Compensation |  |  |  |  |  | \$ | - |  |
|  | Explain: |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| - |  |  |  |  |  |  |  |  |  |
| 23 | Total Compensation |  | \$ | 296,265 | \$ | 29,507 | \$ | 325,772 |  |
| 24 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |  |  |  |

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(479) 575-6204

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Survey completed by: Becky Shoemaker Lingelbach
Phone No.
(479) 575-6204

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey

** New Hire 11/27/2018

Fiscal 2019 Administrator's Compensation Survey

|  |  | Salaries of \$100,000 or More | Public Funds |  | Private Funds | Total |  | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: <br> Employee Name: <br> Title: <br> Base Salary: | University of Arkansas, Fayetteville <br> Stoyanoff, Dawn ** |  |  |  |  |  |  |
| 2 |  |  |  |  |  |  |  |  |
| 3 |  | Assoc. V Chanc/Univ Info Tech |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 | \$ | 220,000 |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  |  |  |  |  |
| 8 |  | Total Base Salary | \$ | 220,000 | 0 | \$ | 220,000 |  |
|  | Benefits Provid | to All Full-Time Employees |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 3,850 |  | \$ | 3,850 |  |
| 10 | Health Insurance |  | \$ | 2,567 |  | \$ | 2,567 |  |
| 11 | Life Insurance |  | \$ | 23 |  | \$ | 23 |  |
| 12 | Social Security Ma |  | \$ | 5,607 |  | \$ | 5,607 |  |
| 13 | Unemployment Ins |  | \$ | 15 |  | \$ | 15 |  |
| 14 | Long-Term Disabil | surance | \$ | 10 |  | \$ | 10 |  |
|  | Special Benefi | IOT Provided All Employees |  |  |  |  |  |  |
| 15 | Car Provided or C | Allowance |  |  |  | \$ | - |  |
| 16 | House(s) Provide | Housing Allowance |  |  |  | \$ | - |  |
| 17 | Deferred Compen | on Actually Paid During Fiscal Year |  |  |  | \$ | - |  |
| 18 | Annual Bonus |  |  |  |  | \$ | - |  |
| 19 | Special Bonuses |  |  |  |  | \$ | - |  |
| 20 | Additional Life In | nce Premiums |  |  |  | \$ | - |  |
| 21 | Club Dues (Coun | Club, Civic Clubs, etc.) |  |  |  | \$ | - |  |
| 22 | Other Compensa |  |  |  |  | \$ | - |  |
|  | Explain: |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| 23 | Total Compensat |  | \$ | 232,072 | 0 | \$ | 232,072 |  |
| 24 | Deferred Compen | on Annual Accumulation but NOT Paid |  |  |  |  |  |  |

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|  | Salaries of \$100,000 or More |  | Public Funds |  | Private Funds |  | Total |  | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: <br> Employee Name: <br> Title: <br> Base Salary: | University of Arkansas, Fayetteville |  |  |  |  |  |  |  |
| 2 |  | Watson, Jason Michael |  |  |  |  |  |  |  |
| 3 |  | Head Volleyball Coach |  |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 | \$ | 120,303 |  |  |  |  |  |
| 5 | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |  |  |  |  |
| 6 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |  |  |
| 7 | Remaining Salary from other Sources |  |  |  | \$ | 53,046 |  |  | W Volleyball Foundation |
| 8 | Total Base Salary |  | \$ | 120,303 | \$ | 53,046 | \$ | 173,349 |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |  |  |  |
| 9 | Retirement Match |  |  |  |  |  | \$ | 26,557 | W Volleyball Foundation |
| 10 | Health Insurance |  |  |  |  |  | \$ | 11,882 | W Volleyball Foundation |
| 11 | Life Insurance |  |  |  |  |  | \$ | 93 | W Volleyball Foundation |
| 12 | Social Security Match |  |  |  |  |  | \$ | 11,379 | W Volleyball Foundation |
| 13 | Unemployment Insurance |  |  |  |  |  | \$ | 40 | W Volleyball Foundation |
| 14 | Long-Term Disability Insurance |  |  |  |  |  | \$ | 39 | W Volleyball Foundation |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |  |  |  |
| 15 | Car Provided or Car Allowance |  |  |  |  |  | \$ | - |  |
| 16 | House(s) Provided or Housing Allowance |  |  |  |  |  | \$ | - |  |
| 17 | Deferred Compensation Actually Paid During Fiscal Year |  |  |  |  |  | \$ | - |  |
| 18 | Annual Bonus |  |  |  |  |  | \$ | - |  |
| 19 | Special Bonuses |  |  |  |  |  | \$ | - |  |
| 20 | Additional Life Insurance Premiums |  |  |  |  |  | \$ | - |  |
| 21 | Club Dues (Country Club, Civic Clubs, etc.) |  |  |  | \$ | 1,455 | \$ | 1,455 | taxable - athletic club membership |
| 22 | Other Compensation Other Compensation per Vendor contracts |  |  |  | \$ | 20,000 |  | 20,000 | W Volleyball Foundation |
|  | Explain: Graduation Rate, APR, GSR Incentive |  |  |  | \$ | 1,250 | \$ | 1,250 | RAZORBACK FOUNDATION |
|  |  |  |  |  | \$ | 2,000 | \$ | 2,000 | taxable - Sponsored Apparel |
|  |  |  |  |  | \$ | 473 | \$ | 473 | taxable travel |
| 23 |  |  | \$ | 120,303 | \$ | 78,224 | \$ | 248,517 |  |
| 24 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |  |  |  |

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|  | Salaries of \$100,000 or More |  | Public Funds |  | Private Funds |  |  | Total | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 |  | University of Arkansas, Fayetteville |  |  |  |  |  |  |  |
| 2 | Employee Name: <br> Title: <br> Base Salary: | Case, Douglas Alan |  |  |  |  |  |  |  |
| 3 |  | Asst Track Coach |  |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 | \$ | 83,629 |  |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  | \$ | 80,210 |  |  | Salaries \& Benefits-M Track foundation |
| 8 |  | Total Base Salary | \$ | 83,629 | \$ | 80,210 | \$ | 163,839 |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 8,394 | \$ | 8,050 | \$ | 16,444 | Salaries \& Benefits-M Track foundation |
| 10 | Health Insurance |  | \$ | 6,065 | \$ | 5,817 |  | 11,882 | Salaries \& Benefits-M Track foundation |
| 11 | Life Insurance |  | \$ | 47 | \$ | 46 | \$ | 93 | Salaries \& Benefits-M Track foundation |
| 12 | Social Security Ma |  | \$ | 5,398 | \$ | 5,177 | \$ | 10,575 | Salaries \& Benefits-M Track foundation |
| 13 | Unemployment Ins |  | \$ | 18 | \$ | 17 | \$ | 35 | Salaries \& Benefits-M Track foundation |
| 14 | Long-Term Disabilly | surance | \$ | 20 | \$ | 19 | \$ | 39 | Salaries \& Benefits-M Track foundation |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |  |  |  |
| 15 | Car Provided or Car Allowance |  |  |  | \$ | 12,226 | \$ | 12,226 |  |
| 16 | House(s) Provided or Housing Allowance |  |  |  |  |  | \$ | - |  |
| 17 | Deferred Compensation Actually Paid During Fiscal Year |  |  |  |  |  | \$ | - |  |
| 18 | Annual Bonus Career Service |  | \$ | 306 | \$ | 294 | \$ | 600 | Salaries \& Benefits-M Track foundation |
| 19 | Special Bonuses |  |  |  |  |  | \$ | - |  |
| 20 | Additional Life Insurance Premiums |  |  |  |  |  | \$ | - |  |
| 21 | Club Dues (Country Club, Civic Clubs, etc.) |  |  |  |  |  | \$ | - |  |
| 22 | Other Compensation |  |  |  | \$ | 2,000 | \$ | 2,000 | taxable - Sponsored Apparel |
|  | Explain: |  |  |  | \$ | 720 | \$ | 720 | Taxable - Athletic tickets |
|  | 2017 Men's Track and Field Conference Champion Pendant |  |  |  | \$ | 700 | \$ | 700 | taxable spouse travel |
|  |  |  |  |  | \$ | 190 | \$ | 190 | Taxable - spouse souvenir |
| 23 | Total Compensation |  | \$ | 103,877 | \$ | 115,466 | \$ | 219,343 |  |
| 24 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |  |  |  |

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*** New Hire April 23, 2019

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|  | Salaries of \$100,000 or More | Public Funds | Private Funds | Total | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: University of Arkansas, Fayetteville |  |  |  |  |
| 2 | Employee Name: Smith, Elecia C.** |  |  |  |  |
| 3 | Title: Research Associate |  |  |  |  |
| 4 | Salary within the Line-Item Maximum for 2018-19 | \$ 115,000 |  |  |  |
| 5 | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |
| 6 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |
| 7 | Remaining Salary from other Sources |  |  |  |  |
| 8 | Total Base Salary | \$ 115,000 | 0 | \$ 115,000 |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |
| 9 | Retirement Match | \$ 10,550 |  | \$ 10,550 |  |
| 10 | Health Insurance | \$ 12,391 |  | \$ 12,391 |  |
| 11 | Life Insurance | \$ 93 |  | \$ 93 |  |
| 12 | Social Security Match | \$ 7,718 |  | \$ 7,718 |  |
| 13 | Unemployment Insurance | \$ 20 |  | \$ 20 |  |
| 14 | Long-Term Disability Insurance | \$ 39 |  | \$ 39 |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |
| 15 | Car Provided or Car Allowance |  |  | \$ |  |
| 16 | House(s) Provided or Housing Allowance |  |  | \$ |  |
| 17 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |
| 18 | Annual Bonus |  |  | \$ |  |
| 19 | Special Bonuses |  |  | \$ |  |
| 20 | Additional Life Insurance Premiums |  |  | \$ |  |
| 21 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |
| 22 | Other Compensation Teaching MGMT 2103 | \$ 10,000 |  | \$ 10,000 |  |
|  | Explain: |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| 23 | Total Compensation | \$ 155,811 | 0 | \$ 155,811 |  |
| 24 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |

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**Hired 5/13/19 from another position on campus

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University of Arkansas

## Arkansas Archeological Survey

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University of Arkansas

## Arkansas School for Math,

## Sciences and the Arts

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University of Arkansas
Criminal Justice Institute

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## University of Arkansas <br> Clinton School of Public Service

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University of Arkansas

## Division of Agriculture

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## University of Arkansas Fort Smith

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Survey completed by: Julie Bryant $\quad$ Phone No. 479-788-7055

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## University of Arkansas Little Rock

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Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Started new position 11-16-18

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Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Started new position 05-01-19

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Fiscal 2019 Administrator's Compensation Survey


Fiscal 2015 Administrator's Compensation Survey


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| $\stackrel{\text { ¢ }}{ \pm}$ |  | Salaries of \$100,000 or More |  | ublic Funds | Private Funds |  | Total | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: | UALR |  |  |  |  |  |  |
| 2 | Employee Name: | Brian Keltch |  |  |  |  |  |  |
| 3 | Title: | Dir Information Technology |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-2019 | \$ | 136,890 |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) | \$ | 2,125 |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* | \$ |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  | \$ |  |  |  |
| 8 |  | Total Base Salary | \$ | 139,015 | \$ - | \$ | 139,015 |  |
|  | Benefits Provid | to All Full-Time Employees |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 14,602 | \$ | \$ | 14,602 |  |
| 10 | Health Insurance |  | \$ | 8,353 |  | \$ | 8,353 |  |
| 11 | Life Insurance |  | \$ | 93 | \$ | \$ | 93 |  |
| 12 | Social Security Ma |  | \$ | 10,454 | \$ | \$ | 10,454 |  |
| 13 | Unemployment Ins |  | \$ |  | \$ | \$ | - |  |
| 14 | Long-Term Disabill | surance | \$ | 39 | \$ - | \$ | 39 |  |
|  | Special Benefi | NOT Provided All Employees |  |  |  |  |  |  |
| 15 | Car Provided or C | Allowance |  |  | \$ |  |  |  |
| 16 | House(s) Provide | Housing Allowance |  |  |  |  |  |  |
| 17 | Deferred Compen | on Actually Paid During Fiscal Year |  |  |  |  |  |  |
| 18 | Annual Bonus |  | \$ | - |  | \$ | - |  |
| 19 | Special Bonuses |  |  |  |  |  |  |  |
| 20 | Additional Life In | ance Premiums |  |  |  |  |  |  |
| 21 | Club Dues (Coun | Club, Civic Clubs, etc.) |  |  |  |  |  |  |
| 22 | Other Compensat |  | \$ | 7,000 |  | \$ | 7,000 |  |
|  | Explain: |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| 23 | Total Compensati |  | \$ | 179,556 | \$ | \$ | 179,556 |  |
| 24 | Deferred Compen | on Annual Accumulation but NOT Paid |  |  |  |  |  |  |
| Survey completed by: Debra Simpson-Webster Phone No. 501-569-8681 |  |  |  |  |  |  |  |  |

Started new position 08-01-18

Fiscal 2019 Administrator's Compensation Survey


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| $\stackrel{0}{ \pm}$ |  | Salaries of \$100,000 or More |  | ublic Funds |  | Total | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: | UALR |  |  |  |  |  |
| 2 | Employee Name: | Sonya F. Premeaux |  |  |  |  |  |
| 3 | Title: | Associate Dean |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-2019 | \$ | 135,517 |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) | \$ | 7,495 |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* | \$ | - |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  | \$ |  |  |
| 8 |  | Total Base Salary | \$ | 143,012 | \$ | 143,012 |  |
|  | Benefits Provid | to All Full-Time Employees |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 14,301 |  | 14,301 |  |
| 10 | Health Insurance |  | \$ | 198 |  | 198 |  |
| 11 | Life Insurance |  | \$ | 93 |  | 93 |  |
| 12 | Social Security Ma |  | \$ | 9,967 | \$ | 9,967 |  |
| 13 | Unemployment Ins |  | \$ | - |  | - |  |
| 14 | Long-Term Disabill | nsurance | \$ | 39 |  | 39 |  |
|  | Special Benefi | NOT Provided All Employees |  |  |  |  |  |
| 15 | Car Provided or C | Allowance |  |  | \$ |  |  |
| 16 | House(s) Provide | Housing Allowance |  |  |  |  |  |
| 17 | Deferred Compen | ion Actually Paid During Fiscal Year |  |  |  |  |  |
| 18 | Annual Bonus |  | \$ | - |  |  |  |
| 19 | Special Bonuses |  |  |  |  |  |  |
| 20 | Additional Life In | ance Premiums |  |  |  |  |  |
| 21 | Club Dues (Coun | Club, Civic Clubs, etc.) |  |  |  |  |  |
| 22 | Other Compensat |  | \$ | - |  |  |  |
|  | Explain: |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| 23 | Total Compensati |  | \$ | 167,610 | \$ | 167,610 |  |
| 24 | Deferred Compen | ion Annual Accumulation but NOT Paid |  |  |  |  |  |
| Survey completed by: Debra Simpson-Webster Phone No. 501-569-8681 |  |  |  |  |  |  |  |

Fiscal 2019 Administrator's Compensation Survey


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Started new position 05-01-19

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Fiscal 2019 Administrator's Compensation Survey


## University of Arkansas

## Monticello

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Sage Loyd Phone No. 870-460-1422

Fiscal 2019 Administrator's Compensation Survey


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## University of Arkansas for Medical Sciences

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501-526-6672

Fiscal 2019 Administrator's Compensation Survey


[^120]Fiscal 2019 Administrator's Compensation Survey


[^121]Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

Fiscal 2019 Administrator's Compensation Survey


[^122]Fiscal 2019 Administrator's Compensation Survey


[^123]Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Tammora McClendon
Phone No.
501-526-6672

Fiscal 2019 Administrator's Compensation Survey


[^124]Fiscal 2019 Administrator's Compensation Survey


[^125]Fiscal 2019 Administrator's Compensation Survey

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Survey completed by: Tammora McClendon Phone No. 501-526-6672

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Survey completed by: Tammora McClendon
Phone No.
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[^126]Fiscal 2019 Administrator's Compensation Survey


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501-526-6672

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Survey completed by: Tammora McClendon Phone No. 501-526-6672

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Survey completed by: Tammora McClendon Phone No. 501-526-6672

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[^127]Fiscal 2019 Administrator's Compensation Survey

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[^128]Fiscal 2019 Administrator's Compensation Survey


[^129]Fiscal 2019 Administrator's Compensation Survey


[^130]Fiscal 2019 Administrator's Compensation Survey


[^131]Fiscal 2019 Administrator's Compensation Survey


[^132]Fiscal 2019 Administrator's Compensation Survey


[^133]Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

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Survey completed by: Tammora McClendon Phone No. 501-526-6672

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[^134]Fiscal 2019 Administrator's Compensation Survey


[^135]Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

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[^136]Fiscal 2019 Administrator's Compensation Survey


[^137]Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


[^138]Fiscal 2019 Administrator's Compensation Survey


[^139]Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Tammora McClendon
Phone No.
501-526-6672

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[^140]Fiscal 2019 Administrator's Compensation Survey


[^141]Fiscal 2019 Administrator's Compensation Survey


[^142]Fiscal 2019 Administrator's Compensation Survey


[^143]Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

Fiscal 2019 Administrator's Compensation Survey


[^144]Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Tammora McClendon
Phone No.
501-526-6672

Fiscal 2019 Administrator's Compensation Survey


[^145]Fiscal 2019 Administrator's Compensation Survey


[^146]Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

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Survey completed by: Tammora McClendon Phone No. 501-526-6672

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Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

Fiscal 2019 Administrator's Compensation Survey


[^147]Fiscal 2019 Administrator's Compensation Survey


[^148]Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

Fiscal 2019 Administrator's Compensation Survey


[^149]Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Tammora McClendon Phone No. 501-526-6672

Fiscal 2019 Administrator's Compensation Survey


[^150]Fiscal 2019 Administrator's Compensation Survey


[^151]Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Tammora McClendon
Phone No.
501-526-6672

## University of Arkansas Pine Bluff

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter Phone No.

870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

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Fiscal 2019 Administrator's Compensation Survey


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Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey

| . |  | Salaries of \$100,000 or More |  | ublic Funds | Private Funds |  | Total | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: | University of Arkansas at Pine Bluff |  |  |  |  |  |  |
| 2 | Employee Name: | Janet Purnell-Broiles |  |  |  |  |  |  |
| 3 | Title: | Chief of Staff/Executive Assistant |  |  |  |  |  |  |
|  | Base Salary: | 124,913.00 |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 | \$ | 124,913 |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  |  |  |  |  |
| 8 |  | Total Base Salary | \$ | 124,913 | 0 | \$ | 124,913 |  |
|  | Benefits Provid | to All Full-Time Employees |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 6,246 |  | \$ | 6,246 |  |
| 10 | Health Insurance |  | \$ | 10,963 |  | \$ | 10,963 |  |
| 11 | Life Insurance |  | \$ | 96 |  | \$ | 96 |  |
| 12 | Social Security Ma |  | \$ | 3,617 |  | \$ | 3,617 |  |
| 13 | Unemployment Ins |  | \$ | - |  | \$ | - |  |
| 14 | Long-Term Disabilit | surance | \$ | 48 |  | \$ | 48 |  |
|  | Special Benefit | NOT Provided All Employees |  |  |  |  |  |  |
| 15 | Car Provided or C | Allowance |  |  |  | \$ | - |  |
| 16 | House(s) Provided | Housing Allowance |  |  |  | \$ | - |  |
| 17 | Deferred Compen | on Actually Paid During Fiscal Year |  |  |  | \$ | - |  |
| 18 | Annual Bonus |  |  |  |  | \$ | - |  |
| 19 | Special Bonuses |  |  |  |  | \$ | - |  |
| 20 | Additional Life Ins | ance Premiums |  |  |  | \$ | - |  |
| 21 | Club Dues (Coun | Club, Civic Clubs, etc.) |  |  |  | \$ | - |  |
| 22 | Other Compensat |  |  |  |  | \$ | - |  |
|  | Explain: |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| 23 | Total Compensati |  | \$ | 145,882 | 0 | \$ | 145,882 |  |
| 24 | Deferred Compen | on Annual Accumulation but NOT Paid |  |  |  |  |  |  |

Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey

| . |  | Salaries of \$100,000 or More |  | ublic Funds | Private Funds |  | Total | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: | University of Arkansas at Pine Bluff |  |  |  |  |  |  |
| 2 | Employee Name: | John Kuykendall Jr. |  |  |  |  |  |  |
| 3 | Title: | Director of Alumni \& Gov. Relations |  |  |  |  |  |  |
|  | Base Salary: | 113,763.00 |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 | \$ | 105,066 |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) | \$ | 8,697 |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  |  |  |  |  |
| 8 |  | Total Base Salary | \$ | 113,763 | 0 | \$ | 113,763 |  |
|  | Benefits Provid | to All Full-Time Employees |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 12,000 |  | \$ | 12,000 |  |
| 10 | Health Insurance |  | \$ | 8,222 |  | \$ | 8,222 |  |
| 11 | Life Insurance |  | \$ | 96 |  | \$ | 96 |  |
| 12 | Social Security Ma |  | \$ | 6,831 |  | \$ | 6,831 |  |
| 13 | Unemployment Ins |  | \$ | - |  | \$ | - |  |
| 14 | Long-Term Disabilit | surance | \$ | 48 |  | \$ | 48 |  |
|  | Special Benefit | OTT Provided All Employees |  |  |  |  |  |  |
| 15 | Car Provided or C | Allowance |  |  |  | \$ | - |  |
| 16 | House(s) Provided | Housing Allowance |  |  |  | \$ | - |  |
| 17 | Deferred Compen | on Actually Paid During Fiscal Year |  |  |  | \$ | - |  |
| 18 | Annual Bonus |  |  |  |  | \$ | - |  |
| 19 | Special Bonuses |  |  |  |  | \$ | - |  |
| 20 | Additional Life Ins | nce Premiums |  |  |  | \$ | - |  |
| 21 | Club Dues (Coun | Club, Civic Clubs, etc.) |  |  |  | \$ | - |  |
| 22 | Other Compensat |  | \$ | 900 |  | \$ | 900 |  |
|  | Explain: | Career Service Payment |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| 23 | Total Compensati |  | \$ | 141,860 |  | \$ | 141,860 |  |
|  | Deferred Compen | on Annual Accumulation but NOT Paid |  |  |  |  |  |  |

Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Glaldys Benford \& Cynthia Hunter
870-575-8405/870-575-8863

## University of Central Arkansas

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


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Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey

| $\begin{array}{\|l\|} \hline \dot{0} \\ 2 \\ 0 \\ \hline \underline{E} \\ \hline \end{array}$ |  | Salaries of \$100,000 or More | Public Funds |  | Private <br> Funds |  |  | Total | Source of Private Funds |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | Institution: <br> Employee Name: <br> Title: <br> Base Salary: | University of Central Arkansas | 158,855 |  |  |  |  |  |  |
| $\begin{array}{\|l\|} \hline 2 \\ \hline 3 \\ \hline \end{array}$ |  | Bradley Teague |  |  |  |  |  |  |  |
|  |  | Head Coach/Athletic Director |  |  |  |  |  |  |  |
| 4 |  | Salary within the Line-Item Maximum for 2018-19 |  |  |  |  |  |  |
| 5 |  | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |  |  |
| 6 |  | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |  |  |
| 7 |  | Remaining Salary from other Sources |  |  |  |  |  |  |  |
| 8 |  | Total Base Salary | \$ | 158,855 | \$ | - |  |  | \$ | 158,855 |  |
| Benefits Provided to All Full-Time Employees |  |  |  |  |  |  |  |  |  |
| 9 | Retirement Match |  | \$ | 15,946 |  |  |  |  | \$ | 15,946 |  |
| 10 | Health Insurance |  | \$ | 10,309 |  |  | \$ | 10,309 |  |
| 11 | Life Insurance |  | \$ | 259 |  |  | \$ | 259 |  |
| 12 | Social Security Ma |  | \$ | 10,029 | \$ | 435 | \$ | 10,464 | UCA Foundation |
| 13 | Unemployment Insur |  |  |  |  |  | \$ | - |  |
| 14 | Long-Term Disabil | surance | \$ | 351 |  |  | \$ | 351 |  |
| Special Benefits NOT Provided All Employees |  |  |  |  |  |  |  |  |  |
| 15 | Car Provided or C | Allowance |  |  | \$ | 1,235 | \$ | 1,235 | UCA Foundation |
| 16 | House(s) Provide | Housing Allowance |  |  |  |  | \$ | - |  |
| 17 | Deferred Compen | on Actually Paid During Fiscal Year |  |  |  |  | \$ | - |  |
| 18 | Annual Bonus |  |  |  |  |  | \$ |  |  |
| 19 | Special Bonuses |  |  |  | \$ | 30,000 | \$ | 30,000 | UCA Foundation |
| 20 | Additional Life In | ance Premiums |  |  |  |  | \$ | - |  |
| 21 | Club Dues (Coun | Club, Civic Clubs, etc.) |  |  | \$ | 4,440 | \$ | 4,440 | UCA Foundation |
| 22 | Other Compensa |  |  |  |  |  | \$ | - |  |
|  | Explain: Career Service |  | \$ | 600 |  |  | \$ | 600 |  |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| 23 | Total Compensat |  | \$ | 196,349 | \$ | 36,110 | \$ | 232,459 |  |
| 24 Deferred Compensation Annual Accumulation but NOT Paid   <br> Survey completed by: Valerie Nicholson Phone No. 501-852-1215 |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |

Fiscal 2019 Administrator's Compensation Survey


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## COLLEGES

## Arkansas Northeastern College

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## Arkansas State University Beebe

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Fiscal 2019 Administrator's Compensation Survey


## Arkansas State University Mid-South

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Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## Arkansas State University Mountain Home

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Note: Vice Chancellor of Academic Affairs - base salary budgeted was $\$ 111,732$. Exited ASUMH on 5/31/2019-actual pay was $\$ 102,421$

Fiscal 2019 Administrator's Compensation Survey


## Arkansas State University Newport

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Sara Moss Phone No. 870-512-7874

Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Sara Moss $\quad$ Phone No. 870-512-7874

Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Sara Moss $\quad$ Phone No. 870-512-7874

Fiscal 2019 Administrator's Compensation Survey

Survey completed by: Sara Moss Phone No. 870-512-7874

## Black River Technical College

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Julie Edington Phone No. (870) 248-4000, Ext. 4032

Fiscal 2019 Administrator's Compensation Survey


## College of the Ouachitas

Fiscal 2019 Administrator's Compensation Survey


## Cossatot Community College of the University of Arkansas

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## East Arkansas

## Community College

Fiscal 2019 Administrator's Compensation Survey


Survey completed by:_ Richard Stipe $\quad$ Phone No. 870-633-4480

Fiscal 2019 Administrator's Compensation Survey

Survey completed by: $\quad$ Richard Stipe $\quad$ Phone No. 870-633-4480

## National Park College

Fiscal 2019 Administrator's Compensation Survey


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Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## North Arkansas College

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## Northwest Arkansas Community College

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## Ozarka College

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## Phillips Community College of the University of Arkansas

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Stan Sullivant Phone No. 870-816-1274

## South Arkansas <br> Community College

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## Southern Arkansas University

Tech

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## Southeast Arkansas College

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## University of Arkansas

## Community College at Batesville

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## University of Arkansas <br> Community College at Hope- <br> Texarkana

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## University of Arkansas Community College at Morrilton

Fiscal 2019 Administrator's Compensation Survey


PLEASE NOTE: Dr. Larry Davis retired January 31, 2019.
The amount listed in line 8 is the promised salary for FY19. All other information is actual paid for time worked July 1, 2018 to Jan. 31, 2019

Fiscal 2019 Administrator's Compensation Survey


PLEASE NOTE: Diana Arn is currently serving as Interim Chancellor and is receiving additional compensation for such.
The additional compensation affects lines 8, 9, and 12.

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


# University of Arkansas <br> Community College at Rich Mountain 

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


## University of Arkansas

## Pulaski Technical College

Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Fiscal 2019 Administrator's Compensation Survey


Survey completed by: Charlette Moore
Phone No.
501-812-2299
** Hired on 1/14/19

Fiscal 2019 Administrator's Compensation Survey


## APPENDIX

## Instructions for Administrator's Compensation Survey

In accordance with ACA 6-63-316, the institutions of higher education are required to report all administrators who earn a salary of $\$ 100,000$ or more. For these purposes, "administrator" means an employee included as executive, administrative, or managerial on the IPEDS/EEO-6 reports.

A detailed definition of executive, administrative, and managerial can be found on the IPEDS website.
Include positions whose primary role is administration and not primarily instruction.

For the purposes of this survey, coaches should be included.
Include the source of funding for all line \#'s where dollar amounts are entered.
Line \#:

1. Institution name
2. Employee name
3. Employee title as it appears in the 2019 fiscal year appropriation act
4. Enter the amount of base salary budgeted up to the line-item maximum
5. Enter the amount of base salary budgeted in excess of the line-item maximum up to $25 \%$ above the maximum paid from public funds
6. <UAMS only> Enter the amount of base salary paid by the Professional Income Allowance authorized by ACT 294 Section 28
7. Enter any amount of base salary paid from private funds or foundations
8. Total base salary will be calculated automatically

## This section is used to report benefits that all full-time employees receive:

9. Enter Retirement Match
10. Enter Health Insurance
11. Enter Life Insurance
12. Enter FICA
13. Enter Unemployment Insurance
14. Enter Long-Term Disability Insurance

## This section is used to report special benefits that are not received by all employees:

15. Enter the amount which was taxable to the president for personal use of the vehicle or the allowance.
16. Use the insured value of home divided by 25 years and multiply that value by the percent of the total square footage that is represented by the non-public areas of the home, or give the housing allowance provided.
17. Enter amount of deferred compensation which has actually been paid during the fiscal year
18. Amount of annual bonus paid or is expected to be paid in the current fiscal year that is not based on meeting certain goals
19. Amount of bonuses paid or is expected to be paid in the current fiscal year because goals or objectives were met
20. Enter any amount for life insurance above the standard amount available to all employees
21. Enter amount paid for memberships to any clubs or organizations
22. Enter any other compensation, may include dependent tuition benefits in excess of employee policy, annual budget for expense account paid by the institution, etc. Do not include cell phone costs.
23. Total compensation will be calculated automatically
24. Deferred Compensation accumulated but not paid

## Аст 321 of 2009

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

Act 321 of the Regular Session
State of Arkansas
87th General Assembly
Regular Session, 2009
${ }^{\text {Ass minawn }}$ Bill
SENATE BILL 55
By: Senators G. Baker, Madison
By: Representative J. Roebuck

For An Act To Be Entitled
an act to increase salary transparency for
ADMINISTRATORS IN STATE-SUPPORTED INSTITUTIONS OF HIGHER EDUCATION; AND FOR OTHER PURPOSES.

## Subtitle

TO INCREASE SALARY TRANSPARENCY FOR
administrators in state-SuPPorted Institutions of higher education.
be IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
SECTION 1. Arkansas Code Title 6, Chapter 63, Subchapter 3 is amended to add an additional section to read as follows:

6-63-316. Reporting of salaries of administrators.
(a) As used in this section, "administrator" means an employee
included as executive, administrative, or managerial on the IPEDS/EEO-6 reports.
(b)(1) A state-supported institution of higher education shall submit a report listing each administrator at the state-supported institution of
higher education who earns a salary of one hundred thousand dollars (\$100,000) or more to the Higher Education Coordinating Board and the Department of Higher Education by July 1 each year, beginning July 1, 2010. (2) The report shall be posted on the department website no later than July 15 each year, beginning July 15, 2010.
(c) The report shall include:

As Engrossed: $\mathbf{5 2 / 1 2 / 0 9}$

```
    (1) Each administrator's;
        (A) Name;
        (B) Position;
        (C) Salary;
        (D) Retirement Matching;
        (E) Health Insurance Matching;
        (F) Life Insurance Matching; and
        (G) Social Security Matching.
        (2) All special contract provisions for each administrator such
as:
        (A) A house provided or a housing allowance;
        (B) A vehicle provided or a vehicle allowance;
        (C) Deferred compensations; or
        (D) Other fringe benefits not provided all employees;
        (3) The total value of each administrator's compensation
package; and
        (4) The funding source for each benefit in an administrator's
```

compensation package.
/s/ G. Baker


[^0]:    Survey completed by: Mickey Quattlebaum

[^1]:    Survey completed by: Mickey Quattlebaum

[^2]:    Survey completed by: Mickey Quattlebaum

[^3]:    Survey completed by: Mickey Quattlebaum

[^4]:    Survey completed by: Mickey Quattlebaum

[^5]:    Survey completed by: Mickey Quattlebaum

[^6]:    Survey completed by: Mickey Quattlebaum

[^7]:    Survey completed by: Jill Bond

[^8]:    Survey completed by: Jill Bond

[^9]:    Survey completed by: Jill Bond

[^10]:    Survey completed by: Jill Bond
    Phone No.
    (870) 235-4021

[^11]:    Survey completed by: Jill Bond
    Phone No.
    (870) 235-4021

[^12]:    Survey completed by: Jill Bond

[^13]:    Survey completed by: Jill Bond

[^14]:    Survey completed by: Jill Bond

[^15]:    Survey completed by: Jill Bond
    Phone No.
    (870) 235-4021

[^16]:    Survey completed by: Jill Bond
    Phone No.
    (870) 235-4021

[^17]:    Survey completed by: Jill Bond
    Phone No.
    (870) 235-4021

[^18]:    Survey completed by: Jill Bond

[^19]:    Survey completed by: Becky Shoemaker Lingelbach

[^20]:    Survey completed by: Tammora McClendon

[^21]:    Survey completed by: Tammora McClendon

[^22]:    Survey completed by: Tammora McClendon

[^23]:    Survey completed by: Tammora McClendon

[^24]:    Survey completed by: Tammora McClendon

[^25]:    Survey completed by: Tammora McClendon

[^26]:    Survey completed by: Tammora McClendon

[^27]:    Survey completed by: Tammora McClendon

[^28]:    Survey completed by: Tammora McClendon

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[^31]:    Survey completed by: Tammora McClendon

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[^148]:    Survey completed by: Tammora McClendon

[^149]:    Survey completed by: Tammora McClendon

[^150]:    Survey completed by: Tammora McClendon

[^151]:    Survey completed by: Tammora McClendon

[^152]:    Survey completed by: Lindsay Robinson
    Phone No.
    479-619-4397

