## Arkansas Division of Higher Education

## Administrative Compensation Survey

Fiscal Year 2020-2021


December 2021

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

# Administrator's Compensation Survey 

For Public Institutions of Higher Education

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## UNIVERSITIES

## Arkansas State University







| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001090 |  |  |  |  |
| 3 |  | ASUJ |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Terril |  |  |  |  |
| 6 |  | Mohajir |  |  |  |  |
| 7 |  | Vice Chancellor for Athletics (Employment Ended 2/8/2021) |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 208,254 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  | \$ 65,833 |  | Red Wolves Foundation |  |
| 12 | Total Base Salary | \$ 208,254 | \$ 65,833 | \$ 274,087 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 15,823 |  | \$ 15,823 |  |  |
| 14 | Health Insurance | \$ 8,392 |  | \$ 8,392 |  |  |
| 15 | Life Insurance | \$ 100 |  | \$ 100 |  |  |
| 16 | Social Security Match | \$ 3,590 |  | \$ 3,590 |  |  |
| 17 | Unemployment Insurance | \$ |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 217 |  | \$ 217 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus | \$ - |  | \$ |  |  |
| 23 | Special Bonuses |  | \$ 30,000 | \$ 30,000 | Red Wolves Foundation |  |
| 24 | Arkansas Employee Career Service Recognition Payment | \$ 800 |  | \$ 800 |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  | \$ 4,803 | \$ 4,803 | Red Wolves Foundation |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 237,176 | \$ 100,636 | \$ 337,812 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Lori A. Winn |  |  |  |  |
| 44 | Phone No. | 870-972-3454 |  |  |  |  |















| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001090 |  |  |  |  |
| 3 |  | ASUJ |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Mickey |  |  |  |  |
| 6 |  | Latour |  |  |  |  |
| 7 |  | Dean of Schools |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 170,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 170,000 | \$ | \$ 170,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 15,583 |  | \$ 15,583 |  |  |
| 14 | Health Insurance | \$ 5,402 |  | \$ 5,402 |  |  |
| 15 | Life Insurance | \$ 138 |  | \$ 138 |  |  |
| 16 | Social Security Match | \$ 9,531 |  | \$ 9,531 |  |  |
| 17 | Unemployment Insurance | \$ |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 217 |  | \$ 217 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 200,871 | \$ | \$ 200,871 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Lori A. Winn |  |  |  |  |
| 44 | Phone No. | 870-972-3454 |  |  |  |  |









































| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001090 |  |  |  |  |
| 3 |  | ASUJ |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Derrick |  |  |  |  |
| 6 |  | Lett |  |  |  |  |
| 7 |  | Asst Football Coach |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 110,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 110,000 | \$ | \$ 110,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 5,958 |  | \$ 5,958 |  |  |
| 14 | Health Insurance | \$ 3,627 |  | \$ 3,627 |  |  |
| 15 | Life Insurance | \$ 75 |  | \$ 75 |  |  |
| 16 | Social Security Match | \$ 3,537 |  | \$ 3,537 |  |  |
| 17 | Unemployment Insurance | \$ |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 75 |  | \$ 75 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 123,272 | \$ | \$ 123,272 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Lori A. Winn |  |  |  |  |
| 44 | Phone No. | 870-972-3454 |  |  |  |  |




| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| - | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001090 |  |  |  |  |
| 3 |  | ASUJ |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Jeffery |  |  |  |  |
| 6 |  | Jeones |  |  |  |  |
| 7 |  | ASU Asst Coach |  |  |  |  |
|  | Base Salary Information: |  |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-ltem Maximum for Fiscal Year | \$ 85,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-ltem (up to 25\% of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance ( 2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  | \$ 23,118 |  | d Wolves Foundation |  |
| 12 | Total Base Salary | \$ 85,000 | \$ 23,118 | \$ 108,118 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 3,928 |  | \$ 3,928 |  |  |
| 14 | Health Insurance | 5,440 |  | \$ 5,440 |  |  |
| 15 | Life Insurance | \$ 63 |  | \$ 63 |  |  |
| 16 | Social Security Match | \$ 2,272 |  | \$ 2,272 |  |  |
| 17 | Unemployment Insurance |  |  | \$ - |  |  |
| 18 | Long-Term Disability Insurance | \$ 38 |  | \$ 38 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  |  |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ - |  |  |
| 22 | Annual Bonus |  |  | \$ - |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ - |  |  |
|  | Additional Life Insurance Premiums |  |  | \$ - |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | S |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ - |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | + |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ - |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 96,741 | \$ 23,118 | \$ 119,859 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Lori A. Winn |  |  |  |  |
| 44 | Phone No. | 870-972-3454 |  |  |  |  |














## Arkansas Tech University



| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Barbara |  |  |  |  |
| 6 |  | Johnson |  |  |  |  |
| 7 |  | Executive VP/Provost |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 195,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 195,000 | \$ | \$ 195,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 19,500 |  | \$ 19,500 |  |  |
| 14 | Health Insurance | \$ 6,046 |  | \$ 6,046 |  |  |
| 15 | Life Insurance | \$ 124 |  | \$ 124 |  |  |
| 16 | Social Security Match | \$ 11,314 |  | \$ 11,314 |  |  |
| 17 | Unemployment Insurance | \$ 88 |  | \$ 88 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 232,072 | \$ | \$ 232,072 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, Pa | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |




| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Mary |  |  |  |  |
| 6 |  | Gunter |  |  |  |  |
| 7 |  | Executive Assistant to the President |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 158,910 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) | \$ 13,134 |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 172,044 | \$ | \$ 172,044 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 25,062 |  | \$ 25,062 |  |  |
| 14 | Health Insurance | \$ 6,285 |  | \$ 6,285 |  |  |
| 15 | Life Insurance | \$ 62 |  | \$ 62 |  |  |
| 16 | Social Security Match | \$ 11,024 |  | \$ 11,024 |  |  |
| 17 | Unemployment Insurance | \$ 77 |  | \$ 77 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment | \$ 800 |  | \$ 800 |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 215,355 | \$ | \$ 215,355 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, P | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Jason |  |  |  |  |
| 6 |  | Geiken |  |  |  |  |
| 7 |  | Vice President for Development |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 170,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 170,000 | \$ | \$ 170,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 17,000 |  | \$ 17,000 |  |  |
| 14 | Health Insurance | \$ 9,047 |  | \$ 9,047 |  |  |
| 15 | Life Insurance | \$ 124 |  | \$ 124 |  |  |
| 16 | Social Security Match | \$ 11,954 |  | \$ 11,954 |  |  |
| 17 | Unemployment Insurance | \$ 77 |  | \$ 77 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 208,202 | \$ | \$ 208,202 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, Pa | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Judy |  |  |  |  |
| 6 |  | Cezeaux |  |  |  |  |
| 7 |  | Dean of College |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 166,650 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 166,650 | \$ | \$ 166,650 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 16,665 |  | \$ 16,665 |  |  |
| 14 | Health Insurance | \$ 6,285 |  | \$ 6,285 |  |  |
| 15 | Life Insurance | \$ 124 |  | \$ 124 |  |  |
| 16 | Social Security Match | \$ 10,921 |  | \$ 10,921 |  |  |
| 17 | Unemployment Insurance | \$ 75 |  | \$ 75 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 200,720 | \$ | \$ 200,720 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, Pa | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Keegan |  |  |  |  |
| 6 |  | Nichols |  |  |  |  |
| 7 |  | Vice President for Student Affairs |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 161,307 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 161,307 | \$ | \$ 161,307 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 16,131 |  | \$ 16,131 |  |  |
| 14 | Health Insurance | \$ 6,046 |  | \$ 6,046 |  |  |
| 15 | Life Insurance |  |  | \$ |  |  |
| 16 | Social Security Match | \$ 10,840 |  | \$ 10,840 |  |  |
| 17 | Unemployment Insurance | \$ 73 |  | \$ 73 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 194,396 | \$ | \$ 194,396 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, Pa | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Richard |  |  |  |  |
| 6 |  | Schoephoerster |  |  |  |  |
| 7 |  | Dean of College |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 157,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 157,000 | \$ | \$ 157,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 15,700 |  | \$ 15,700 |  |  |
| 14 | Health Insurance | \$ 6,285 |  | \$ 6,285 |  |  |
| 15 | Life Insurance | \$ 124 |  | \$ 124 |  |  |
| 16 | Social Security Match | \$ 11,597 |  | \$ 11,597 |  |  |
| 17 | Unemployment Insurance | \$ 71 |  | \$ 71 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 190,777 | \$ | \$ 190,777 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, Pa | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |



| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Jeffrey |  |  |  |  |
| 6 |  | Robertson |  |  |  |  |
| 7 |  | Dean of College |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 148,131 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 148,131 | \$ | \$ 148,131 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 14,843 |  | \$ 14,843 |  |  |
| 14 | Health Insurance |  |  | \$ |  |  |
| 15 | Life Insurance |  |  | \$ |  |  |
| 16 | Social Security Match | \$ 10,597 |  | \$ 10,597 |  |  |
| 17 | Unemployment Insurance | \$ 67 |  | \$ 67 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  | \$ 300 | \$ 300 | Grant Funds |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 173,637 | \$ 300 | \$ 173,937 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, Pa | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Jeffrey |  |  |  |  |
| 6 |  | Cass |  |  |  |  |
| 7 |  | Dean of College |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 145,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 145,000 | \$ | \$ 145,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 22,214 |  | \$ 22,214 |  |  |
| 14 | Health Insurance | \$ 6,285 |  | \$ 6,285 |  |  |
| 15 | Life Insurance | \$ 124 |  | \$ 124 |  |  |
| 16 | Social Security Match | \$ 10,750 |  | \$ 10,750 |  |  |
| 17 | Unemployment Insurance | \$ 65 |  | \$ 65 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 184,439 | \$ | \$ 184,439 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, Pa | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |









| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001089 |  |  |  |  |
| 3 |  | ATU |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Phillip |  |  |  |  |
| 6 |  | Fisher |  |  |  |  |
| 7 |  | Associate Vice President |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 110,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 110,000 | \$ | \$ 110,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 16,852 |  | \$ 16,852 |  |  |
| 14 | Health Insurance |  |  | \$ |  |  |
| 15 | Life Insurance |  |  | \$ |  |  |
| 16 | Social Security Match | \$ 8,395 |  | \$ 8,395 |  |  |
| 17 | Unemployment Insurance | \$ 50 |  | \$ 50 |  |  |
| 18 | Long-Term Disability Insurance |  |  | \$ |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 135,297 | \$ | \$ 135,297 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Wendy Condley, Pa | yroll Manager |  |  |  |
| 44 | Phone No. | 479-968-0226 |  |  |  |  |










## Henderson State University













## Southern Arkansas University Magnolia
























## University of Arkansas Fund

University of Arkansas

## System Administration



































University of Arkansas

## Fayetteville Campus



























































































































































































































University of Arkansas AREON








University of Arkansas

## Arkansas Archeological Survey



University of Arkansas

## Arkansas School for Math,

## Sciences and the Arts




University of Arkansas

## Criminal Justice Institute



University of Arkansas
Clinton School of Public Service




University of Arkansas

## Division of Agriculture

























## University of Arkansas Fort Smith



| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 00111000 |  |  |  |  |
| 3 |  | UAFS |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Georgia |  |  |  |  |
| 6 |  | Hale |  |  |  |  |
| 7 |  | Provost |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 183,600 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 183,600 | \$ | \$ 183,600 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 18,727 |  | \$ 18,727 |  |  |
| 14 | Health Insurance | \$ 4,849 |  | \$ 4,849 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 11,216 |  | \$ 11,216 |  |  |
| 17 | Unemployment Insurance | \$ 206 |  | \$ 206 |  |  |
| 18 | Long-Term Disability Insurance | \$ 34 |  | \$ 34 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 218,725 | \$ | \$ 218,725 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Linda Word |  |  |  |  |
| 44 | Phone No. | 479-788-7047 |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 00111000 |  |  |  |  |
| 3 |  | UAFS |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Lee |  |  |  |  |
| 6 |  | Krehbiel |  |  |  |  |
| 7 |  | Vice Chancellor for Student Affairs |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 163,200 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 163,200 | \$ | \$ 163,200 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 16,726 |  | \$ 16,726 |  |  |
| 14 | Health Insurance | \$ 12,043 |  | \$ 12,043 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 10,857 |  | \$ 10,857 |  |  |
| 17 | Unemployment Insurance | \$ 184 |  | \$ 184 |  |  |
| 18 | Long-Term Disability Insurance | \$ 34 |  | \$ 34 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment | \$ 800 |  | \$ 800 |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 203,937 | \$ | \$ 203,937 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Linda Word |  |  |  |  |
| 44 | Phone No. | 479-788-7047 |  |  |  |  |



| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 00111000 |  |  |  |  |
| 3 |  | UAFS |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Latisha |  |  |  |  |
| 6 |  | Settlage |  |  |  |  |
| 7 |  | Department Chairperson |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 145,591 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  | \$ 10,000 |  | Fort Smith Foundation |  |
| 12 | Total Base Salary | \$ 145,591 | \$ 10,000 | \$ 155,591 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 15,814 |  | \$ 15,814 |  |  |
| 14 | Health Insurance | \$ 7,342 |  | \$ 7,342 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 11,295 |  | \$ 11,295 |  |  |
| 17 | Unemployment Insurance | \$ 174 |  | \$ 174 |  |  |
| 18 | Long-Term Disability Insurance | \$ 34 |  | \$ 34 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 180,343 | \$ 10,000 | \$ 190,343 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Linda Word |  |  |  |  |
| 44 | Phone No. | 479-788-7047 |  |  |  |  |






| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 00111000 |  |  |  |  |
| 3 |  | UAFS |  |  |  |  |
| 4 |  | Chih-Chien |  |  |  |  |
| 5 |  |  |  |  |  |  |
| 6 |  | Yu |  |  |  |  |
| 7 |  | Assistant Dean |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 133,175 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) | \$ 7,865 |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 141,040 | \$ | \$ 141,040 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 14,350 |  | \$ 14,350 |  |  |
| 14 | Health Insurance | \$ 12,043 |  | \$ 12,043 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 10,434 |  | \$ 10,434 |  |  |
| 17 | Unemployment Insurance | \$ 158 |  | \$ 158 |  |  |
| 18 | Long-Term Disability Insurance | \$ 34 |  | \$ 34 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 178,152 | \$ | \$ 178,152 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Linda Word |  |  |  |  |
| 44 | Phone No. | 479-788-7047 |  |  |  |  |




| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 00111000 |  |  |  |  |
| 3 |  | UAFS |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Paulette |  |  |  |  |
| 6 |  | Meikle |  |  |  |  |
| 7 |  | Assistant Dean |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 114,240 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 114,240 | \$ | \$ 114,240 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 11,652 |  | \$ 11,652 |  |  |
| 14 | Health Insurance | \$ 4,849 |  | \$ 4,849 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 8,714 |  | \$ 8,714 |  |  |
| 17 | Unemployment Insurance | \$ 128 |  | \$ 128 |  |  |
| 18 | Long-Term Disability Insurance | \$ 34 |  | \$ 34 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 139,710 | \$ | \$ 139,710 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Linda Word |  |  |  |  |
| 44 | Phone No. | 479-788-7047 |  |  |  |  |




| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 00111000 |  |  |  |  |
| 3 |  | UAFS |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Sayo |  |  |  |  |
| 6 |  | Fakayode |  |  |  |  |
| 7 |  | Department Chairperson |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 110,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 110,000 | \$ | \$ 110,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 11,220 |  | \$ 11,220 |  |  |
| 14 | Health Insurance | \$ 12,043 |  | \$ 12,043 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 8,009 |  | \$ 8,009 |  |  |
| 17 | Unemployment Insurance | \$ 123 |  | \$ 123 |  |  |
| 18 | Long-Term Disability Insurance | \$ 34 |  | \$ 34 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 141,522 | \$ | \$ 141,522 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Linda Word |  |  |  |  |
| 44 | Phone No. | 479-788-7047 |  |  |  |  |



| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 00111000 |  |  |  |  |
| 3 |  | UAFS |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Curtis |  |  |  |  |
| 6 |  | Janz |  |  |  |  |
| 7 |  | Director of Athletics |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 108,120 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 108,120 | \$ | \$ 108,120 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 11,126 |  | \$ 11,126 |  |  |
| 14 | Health Insurance | \$ 12,043 |  | \$ 12,043 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 7,952 |  | \$ 7,952 |  |  |
| 17 | Unemployment Insurance | \$ 122 |  | \$ 122 |  |  |
| 18 | Long-Term Disability Insurance | \$ 34 |  | \$ 34 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 139,490 | \$ | \$ 139,490 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 | Survey completed by: | Linda Word |  |  |  |  |
| 44 | Phone No. | 479-788-7047 |  |  |  |  |





## University of Arkansas Little Rock
















































## University of Arkansas

## Monticello



| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001085 |  |  |  |  |
| 3 |  | UAM |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Jeffrey |  |  |  |  |
| 6 |  | Weaver |  |  |  |  |
| 7 |  | Vice Chancellor for Advancement |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 153,631 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) | \$ 2,369 |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 156,000 | \$ | \$ 156,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 16,365 |  | \$ 16,365 |  |  |
| 14 | Health Insurance | \$ 8,189 |  | \$ 8,189 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 11,328 |  | \$ 11,328 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 17 |  | \$ 17 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 191,992 | \$ | \$ 191,992 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\begin{aligned} & \text { Sage Loyd } \\ & \hline 870-460-1422 \\ & \hline \end{aligned}$ |  |  |  |  |



| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001085 |  |  |  |  |
| 3 |  | UAM |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Alex |  |  |  |  |
| 6 |  | Becker |  |  |  |  |
| 7 |  | Vice Chancellor for Finance and Administration |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 140,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 140,000 | \$ | \$ 140,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 9,582 |  | \$ 9,582 |  |  |
| 14 | Health Insurance | \$ 13,475 |  | \$ 13,475 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 10,641 |  | \$ 10,641 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 17 |  | \$ 17 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment | \$ 800 |  | \$ 800 |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 174,608 | \$ | \$ 174,608 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\begin{aligned} & \text { Sage Loyd } \\ & \hline 870-460-1422 \\ & \hline \end{aligned}$ |  |  |  |  |





| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001085 |  |  |  |  |
| 3 |  | UAM |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Robert |  |  |  |  |
| 6 |  | Ficklin |  |  |  |  |
| 7 |  | Interim Dean, Forest Resources/Director AFRC |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 107,560 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 107,560 | \$ | \$ 107,560 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 4,928 |  | \$ 4,928 |  |  |
| 14 | Health Insurance | \$ 4,712 |  | \$ 4,712 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 7,432 |  | \$ 7,432 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 17 |  | \$ 17 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 124,742 | \$ | \$ 124,742 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\begin{aligned} & \text { Sage Loyd } \\ & \hline 870-460-1422 \\ & \hline \end{aligned}$ |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001085 |  |  |  |  |
| 3 |  | UAM |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Linda |  |  |  |  |
| 6 |  | Rushing |  |  |  |  |
| 7 |  | Vice Chancellor College of Technology Crossett |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 107,111 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 107,111 | \$ | \$ 107,111 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 7,768 |  | \$ 7,768 |  |  |
| 14 | Health Insurance | \$ 4,712 |  | \$ 4,712 |  |  |
| 15 | Life Insurance | \$ 60 |  | \$ 60 |  |  |
| 16 | Social Security Match | \$ 9,694 |  | \$ 9,694 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 17 |  | \$ 17 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment | \$ 1,500 |  | \$ 1,500 |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 130,862 | \$ | \$ 130,862 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\begin{aligned} & \text { Sage Loyd } \\ & \hline 870-460-1422 \\ & \hline \end{aligned}$ |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | FY21 |  |  |  |  |
| 2 |  | 001085 |  |  |  |  |
| 3 |  | UAM |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Bob |  |  |  |  |
| 6 |  | Ware |  |  |  |  |
| 7 |  | Vice Chancellor College of Technology McGehee |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 107,111 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 107,111 | \$ | \$ 107,111 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 6,665 |  | \$ 6,665 |  |  |
| 14 | Health Insurance | \$ 4,712 |  | \$ 4,712 |  |  |
| 15 | Life Insurance | \$ 60 |  | \$ 60 |  |  |
| 16 | Social Security Match | \$ 8,190 |  | \$ 8,190 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 17 |  | \$ 17 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment | \$ 1,500 |  | \$ 1,500 |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 128,255 | \$ | \$ 128,255 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\begin{aligned} & \text { Sage Loyd } \\ & \hline 870-460-1422 \\ & \hline \end{aligned}$ |  |  |  |  |




## University of Arkansas for Medical Sciences




| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001109 |  |  |  |  |
| 3 |  | UAMS |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Cam |  |  |  |  |
| 6 |  | Patterson |  |  |  |  |
| 7 |  | Chancellor, U of A for Med Sciences |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 394,062 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to 25\% of LIM) | \$ - |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* | \$ 615,938 |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 394,062 | \$ | \$ 394,062 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 28,180 |  | \$ 28,180 |  |  |
| 14 | Health Insurance | \$ 19,156 |  | \$ 19,156 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 38,247 |  | \$ 38,247 |  |  |
| 17 | Unemployment Insurance | \$ 4,555 |  | \$ 4,555 |  |  |
| 18 | Long-Term Disability Insurance | \$ 33 |  | \$ 33 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ - |  |  |
| 23 | Special Bonuses | \$ 10,100 |  | \$ 10,100 |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other | \$ 89 |  | \$ 89 |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 494,515 | \$ | \$ 494,515 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 44 | Survey completed by: Phone No. | $\frac{\text { Amber O'Hanlon }}{\text { 501-296-1767 }}$ |  |  |  |  |
























| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001109 |  |  |  |  |
| 3 |  | UAMS |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | James |  |  |  |  |
| 6 |  | Clardy |  |  |  |  |
| 7 |  | Associate Dean |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 275,202 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to 25\% of LIM) | \$ |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* | \$ 54,798 |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 275,202 |  | \$ 275,202 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 27,940 |  | \$ 27,940 |  |  |
| 14 | Health Insurance | \$ 13,881 |  | \$ 13,881 |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 15,018 |  | \$ 15,018 |  |  |
| 17 | Unemployment Insurance | \$ 1,511 |  | \$ 1,511 |  |  |
| 18 | Long-Term Disability Insurance | \$ 33 |  | \$ 33 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ - |  |  |
| 23 | Special Bonuses | \$ 3,300 |  | \$ 3,300 |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ - |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other | \$ 921 |  | \$ 921 |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 337,898 | \$ | \$ 337,898 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 44 | Survey completed by: Phone No. | $\frac{\text { Amber O'Hanlon }}{\text { 501-296-1767 }}$ |  |  |  |  |










| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001109 |  |  |  |  |
| 3 |  | UAMS |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Erick |  |  |  |  |
| 6 |  | Messias |  |  |  |  |
| 7 |  | Associate Dean |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 275,202 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to 25\% of LIM) | \$ |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* | \$ 24,798 |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 275,202 |  | \$ 275,202 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 32,934 |  | \$ 32,934 |  |  |
| 14 | Health Insurance | \$ - |  | \$ - |  |  |
| 15 | Life Insurance | \$ 93 |  | \$ 93 |  |  |
| 16 | Social Security Match | \$ 15,905 |  | \$ 15,905 |  |  |
| 17 | Unemployment Insurance | \$ 1,334 |  | \$ 1,334 |  |  |
| 18 | Long-Term Disability Insurance | \$ 33 |  | \$ 33 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ - |  |  |
| 23 | Special Bonuses | \$ 50,500 |  | \$ 50,500 |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ - |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other | \$ 639 |  | \$ 639 |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 376,642 | \$ | \$ 376,642 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 44 | Survey completed by: Phone No. | $\frac{\text { Amber O'Hanlon }}{\text { 501-296-1767 }}$ |  |  |  |  |





























































































































































































































































































































## University of Arkansas Pine Bluff




























## University of Central Arkansas




























| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001092 |  |  |  |  |
| 3 |  | UCA |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Phillip |  |  |  |  |
| 6 |  | Bailey |  |  |  |  |
| 7 |  | Associate Vice-President |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 120,695 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 120,695 | \$ | \$ 120,695 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 12,070 |  | \$ 12,070 |  |  |
| 14 | Health Insurance | \$ 8,715 |  | \$ 8,715 |  |  |
| 15 | Life Insurance | \$ 209 |  | \$ 209 |  |  |
| 16 | Social Security Match | \$ 8,915 |  | \$ 8,915 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 252 |  | \$ 252 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 150,856 | \$ | \$ 150,856 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\frac{\text { Rachel Hall }}{\text { (501) 852-1215 }}$ |  |  |  |  |





| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001092 |  |  |  |  |
| 3 |  | UCA |  |  |  |  |
| 4 |  | - |  |  |  |  |
| 5 |  | Gayle |  |  |  |  |
| 6 |  | Seymour |  |  |  |  |
| 7 |  | Associate Dean |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 110,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 110,000 | \$ | \$ 110,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 11,000 | \$ 57 | \$ 11,057 | SURF grant |  |
| 14 | Health Insurance | \$ 8,471 | \$ 40 | \$ 8,511 | SURF grant |  |
| 15 | Life Insurance | \$ 189 | \$ 1 | \$ 190 | SURF grant |  |
| 16 | Social Security Match | \$ 8,164 | \$ 43 | \$ 8,207 | SURF grant |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 230 | \$ 1 | \$ 231 | SURF grant |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  | \$ 575 | \$ 575 | SURF grant | Non-teaching overload |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 138,054 | \$ 717 | \$ 138,771 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\frac{\text { Rachel Hall }}{\text { (501) 852-1215 }}$ |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001092 |  |  |  |  |
| 3 |  | UCA |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  | Stephanie |  |  |  |  |
| 6 |  | McBrayer |  |  |  |  |
| 7 |  | Project/Program Administrator |  |  |  |  |
|  |  | Base Salary Information: |  |  |  | Memo Field (Optional) |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds |  |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 110,646 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) | \$ 4,223 |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 114,869 | \$ | \$ 114,869 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 11,587 |  | \$ 11,587 |  |  |
| 14 | Health Insurance |  |  | \$ |  |  |
| 15 | Life Insurance | \$ 197 |  | \$ 197 |  |  |
| 16 | Social Security Match | \$ 8,891 |  | \$ 8,891 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 240 |  | \$ 240 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment | \$ 1,000 |  | \$ 1,000 |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 136,784 | \$ | \$ 136,784 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\frac{\text { Rachel Hall }}{\text { (501) 852-1215 }}$ |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001092 |  |  |  |  |
| 3 |  | UCA |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  |  |  |  |  |  |
| 6 |  | Mills |  |  |  |  |
| 7 |  | Associate Dean |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 103,000 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 103,000 | \$ | \$ 103,000 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 14,935 |  | \$ 14,935 |  |  |
| 14 | Health Insurance | \$ 8,673 |  | \$ 8,673 |  |  |
| 15 | Life Insurance | \$ 178 |  | \$ 178 |  |  |
| 16 | Social Security Match | \$ 7,721 |  | \$ 7,721 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 215 |  | \$ 215 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other | \$ 100 |  | \$ 100 |  | Be Well Program - Bear Bucks |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 134,822 | \$ | \$ 134,822 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\frac{\text { Rachel Hall }}{\text { (501) 852-1215 }}$ |  |  |  |  |


| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
|  | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2021 |  |  |  |  |
| 2 |  | 001092 |  |  |  |  |
| 3 |  | UCA |  |  |  |  |
| 4 |  |  |  |  |  |  |
| 5 |  |  |  |  |  |  |
| 6 |  | Massey |  |  |  |  |
| 7 |  | Director of Internal Audits |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 103,414 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to $25 \%$ of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 103,414 | \$ | \$ 103,414 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 10,491 |  | \$ 10,491 |  |  |
| 14 | Health Insurance | \$ 10,947 |  | \$ 10,947 |  |  |
| 15 | Life Insurance | \$ 180 |  | \$ 180 |  |  |
| 16 | Social Security Match | \$ 7,455 |  | \$ 7,455 |  |  |
| 17 | Unemployment Insurance |  |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 216 |  | \$ 216 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ - |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment | \$ 1,500 |  | \$ 1,500 |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other | \$ 100 |  | \$ 100 |  | Be Well Program - Bear Bucks |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 134,303 | \$ | \$ 134,303 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. | $\frac{\text { Rachel Hall }}{\text { (501) 852-1215 }}$ |  |  |  |  |
































## COLLEGES

## Arkansas Northeastern College




| Administrator's Compensation Survey |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ¢ | Salaries of \$100,000 or More |  |  |  |  |  |
|  | Institution and Employee Information |  |  |  |  |  |
| 1 | Fiscal Year Reporting: Institution Fice Code: Institution Abbreviation: Employee College ID: Employee First Name: Employee Last Name: Position Title: | 2020-2021 |  |  |  |  |
| 2 |  | 012860 |  |  |  |  |
| 3 |  | ANC |  |  |  |  |
| 4 |  | Billie June |  |  |  |  |
| 5 |  |  |  |  |  |  |
| 6 |  | Walters |  |  |  |  |
| 7 |  | Executive Vice President |  |  |  |  |
|  |  | Base Salary Information: |  |  |  |  |
|  |  | Public Funds | Private Funds | Total | Source of Private Funds | Memo Field (Optional) |
| 8 | Salary within the Line-Item Maximum for Fiscal Year | \$ 124,656 |  |  |  |  |
| 9 | State Funds Used to pay above Line-Item (up to 25\% of LIM) |  |  |  |  |  |
| 10 | UAMS Professional Income Allowance (2.5 multiplier)* |  |  |  |  |  |
| 11 | Remaining Salary from other Sources |  |  |  |  |  |
| 12 | Total Base Salary | \$ 124,656 | \$ | \$ 124,656 |  |  |
|  | Benefits Provided to All Full-Time Employees |  |  |  |  |  |
| 13 | Retirement Match | \$ 14,959 |  | \$ 14,959 |  |  |
| 14 | Health Insurance | \$ 5,412 |  | \$ 5,412 |  |  |
| 15 | Life Insurance | \$ 801 |  | \$ 801 |  |  |
| 16 | Social Security Match | \$ 9,536 |  | \$ 9,536 |  |  |
| 17 | Unemployment Insurance | \$ |  | \$ |  |  |
| 18 | Long-Term Disability Insurance | \$ 275 |  | \$ 275 |  |  |
|  | Special Benefits NOT Provided All Employees |  |  |  |  |  |
| 19 | Car Provided or Car Allowance |  |  | \$ |  |  |
| 20 | House(s) Provided or Housing Allowance |  |  | \$ |  |  |
| 21 | Deferred Compensation Actually Paid During Fiscal Year |  |  | \$ |  |  |
| 22 | Annual Bonus |  |  | \$ |  |  |
| 23 | Special Bonuses |  |  | \$ |  |  |
| 24 | Arkansas Employee Career Service Recognition Payment |  |  | \$ |  |  |
| 25 | Additional Life Insurance Premiums |  |  | \$ |  |  |
| 26 | Club Dues (Country Club, Civic Clubs, etc.) |  |  | \$ |  |  |
|  | Other Compensation |  |  |  |  |  |
| 27 | Other Compensation 1: Moving Allowance |  |  | \$ |  |  |
| 28 | Other Compensation 2: Stipend |  |  | \$ |  |  |
| 29 | Other Compensation 3: Athletic Tournament Appearance |  |  | \$ |  |  |
| 30 | Other Compensation 4: Incentive Bonus |  |  | \$ |  |  |
| 31 | Other Compensation 5: Teaching Overload |  |  | \$ |  |  |
| 32 | Other Compensation 6: Taxable Athletic Tickets |  |  | \$ |  |  |
| 33 | Other Compensation 7: Taxable Sponsored Apparel |  |  | \$ |  |  |
| 34 | Other Compensation 8: Television/Radio Show |  |  | \$ |  |  |
| 35 | Other Compensation 9: Electronic Allowance |  |  | \$ |  |  |
| 36 | Other Compensation 10: Entertainment Expense |  |  | \$ |  |  |
| 37 | Other Compensation 11: Taxable Health Benefits |  |  | \$ |  |  |
| 38 | Other Compensation 12: Other |  |  | \$ |  |  |
| 39 | Other Compensation 13: Other |  |  | \$ |  |  |
| 40 | Other Compensation 14: Other |  |  | \$ |  |  |
|  | Total Compensation |  |  |  |  |  |
| 41 | Total Compensation | \$ 155,639 | \$ | \$ 155,639 |  |  |
| 42 | Deferred Compensation Annual Accumulation but NOT Paid |  |  |  |  |  |
| 43 <br> 44 | Survey completed by: Phone No. |  |  |  |  |  |






## Arkansas State University Beebe





## Arkansas State University Mid-South







## Arkansas State University Mountain Home





## Arkansas State University Newport







## Arkansas State University Three Rivers



## Black River Technical College



## Cossatot Community College of the University of Arkansas






## East Arkansas

## Community College



## National Park College






## North Arkansas College






## Northwest Arkansas Community College











## Ozarka College





## Phillips Community College of the University of Arkansas





## South Arkansas <br> Community College




## Southern Arkansas University

Tech



## Southeast Arkansas College



## University of Arkansas

## Community College at Batesville




## University of Arkansas Community College at HopeTexarkana




## University of Arkansas Community College at Morrilton






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




## University of Arkansas

Pulaski Technical College




## 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.

## EMPLOYEES SHOULD BE LISTED BY SALARY BEGINNING WITH THE HIGHEST PAID ON THE FIRST SHEET ON THE TEMPLATE.

Include the source of funding for all line \#'s where dollar amounts are entered.
Line \#:

1. Fiscal Year Reporting (must be entered as 2021)
2. Institution Fice Code (https://static.ark.org/eeuploads/adhe/Fice and Abbreviations.pdf)
3. Institution Abbreviation (https://static.ark.org/eeuploads/adhe/Fice and Abbreviations.pdf)
4. Employee College ID (generated by local institution)
5. Employee First Name
6. Employee Last Name
7. Employee title as it appears in the 2021 fiscal year appropriation act
8. Enter the amount of base salary budgeted up to the line-item maximum
9. Enter the amount of base salary budgeted in excess of the line-item maximum up to $25 \%$ above the maximum paid from public funds
10. <UAMS only> Enter the amount of base salary paid by the Professional Income Allowance authorized by ACT 294, Section 28
11. Enter any amount of base salary paid from private funds or foundations
12. Total base salary will be calculated automatically

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

13. Enter Retirement Match
14. Enter Health Insurance
15. Enter Life Insurance
16. Enter Social Security Match
17. Enter Unemployment Insurance
18. Enter Long-Term Disability Insurance

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

19. Enter the amount that was taxable to the president for personal use of the vehicle or the allowance.
20. 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.
21. Enter amount of deferred compensation which has actually been paid during the fiscal year.
22. Amount of annual bonus paid or is expected to be paid in the current fiscal year that is not based on meeting certain goals.
23. Amount of bonuses paid or is expected to be paid in the current fiscal year because goals or objectives were met.
24. Amount of Career Service Recognition paid to employee.
25. Enter any amount for life insurance above the standard amount available to all employees.
26. Enter amount paid for memberships to any clubs or organizations.
27. Enter any other compensation paid for moving allowance.
28. Enter any other compensation paid as a stipend.
29. Enter any other compensation paid for an athletic tournament appearance.
30. Enter any other compensation paid as an incentive bonus.
31. Enter any other compensation paid for a teaching overload.
32. Enter any other compensation paid as taxable athletic tickets.
33. Enter any other compensation paid as taxable sponsored apparel.
34. Enter any other compensation paid for television/radio shows.
35. Enter any other compensation paid as an electronics allowance.
36. Enter any other compensation paid as an entertainment expense.
37. Enter any other compensation paid as taxable health benefits.
38. 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.
39. 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.
40. 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.
41. Total compensation will be calculated automatically.
42. Deferred Compensation accumulated but not paid.

Please DO NOT alter the format of the template. If additional sheets are needed, please make a copy of an existing sheet by right-clicking the sheet, selecting "Move or Copy", and create a copy.

## 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
As Ansill
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: $\mathbf{~ 2 / 1 2 / 0 9}$

(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.

