ARKANSAS STATE UNIVERSITY MID-SOUTH West Memphis, Arkansas

Summary Budget
Approved June 1, 2016

UNRESTRICTED EDUCATIONAL AND GENERAL FUND

for the Fiscal Year Ending June 30, 2017

Unrestricted Educational and General Fund Budget Summary Revenues and Expenditures For The Fiscal Year Ending June 30, 2015

4,159,880
75,000
775,000
718,091
7,548,921
160,000
4,000
218,000
100,000
1,500,000
15,258,892
4,390,187
1,513,053
1,394,391
963,717
4,073,555
2,184,559
401,000
338,430
15,258,892

Unrestricted Educational and General Fund REVENUES

Student Tuition & Fees		4,159,880
County Appropriations		75,000
Grants & Contracts		775,000
Other Operating Revenue		718,091
State Appropriation: State Appropriation State Appropriation-ADTEC Total State Appropriations	6,048,921 1,500,000	7,548,921
Gifts		160,000
Invest Income		4,000
Auxiliary: Bookstore Athletics Athletics-Gifts Food Service Vending Total Auxiliary	85,000 3,000 25,000 95,000 10,000	218,000
Transfer from Plant Funds		100,000
Transfer from Debt Service-Millage		1,500,000
Total Revenue		15,258,892

Unrestricted Educational and General Fund EXPENDITURES

Instruction

Communications Salaries	78,463	
Staff Benefits	31,189	
Supplies and Operations	1,980	
Travel	1,000	
Total Communications		112,632
Humanities	44.000	
Salaries	44,232	
Staff Benefits	16,772	
Supplies and Operations Travel	1,740 500	
Total Humanities	300	63,244
rotal riumanities		03,244
Math Salaries	127,557	
Staff Benefits	49,108	
Supplies and Operations	3,220	
Travel	2,000	
Total Math		181,885
Physical Education		
Salaries	85,050	
Staff Benefits	34,012	
Supplies and Operations	1,480	
Travel	1,000	
Total Physical Education		121,542
Natural Science		
Salaries	178,085	
Staff Benefits	67,364	
Supplies and Operations	11,933	
Travel	2,500	250,000
Total Natural Science		259,882
Social Science		
Salaries	121,013	
Staff Benefits	41,305	
Supplies and Operations	2,720	
Travel	2,000	167.020
Total Social Science		167,038
Allied Health		
Salaries	47,286	
Staff Benefits	17,493	
Supplies and Operations	102,900	
Travel	1,000	160.670
Total Allied Health		168,679

Respiratory therapy Salaries Staff Benefits Supplies and Operations Travel Total Respiratory therapy	112,095 39,112 40,100 1,500	192,807
Business Technology Salaries Staff Benefits Supplies and Operations Travel Total Business Technology	134,112 44,711 4,400 1,500	184,723
Hospitality Supplies and Operations		3,440
Education Salaries Staff Benefits Supplies and Operations Travel Total Education	51,671 18,526 1,040 500	71,737
Manufacturing Technology Salaries Staff Benefits Supplies and Operations Travel Total Manufactoring Technology	9,600 873 14,880 	25,853
Tech Core Supplies and Operations		9,000
Machine Tool Technology Supplies and Operations Travel Total Machine Tool Technology	17,008 1,000	18,008
Welding Technology Salaries Staff Benefits Supplies and Operations Travel Total Welding Technology	60,000 14,548 25,550 1,000	101,098
Information Systems Supplies and Operations Travel	6,650 500	7.450
Total Information Systems		7,150

Media Supplies and Operations		2,500
HT Diesel Salaries Staff Benefits Supplies and Operations Travel Total HT Diesel	55,000 19,318 20,240 1,000	95,558
Airframe/Powerplant Salaries Staff Benefits Supplies and Operations Travel Total Airframe/Powerplant	42,925 16,465 34,880 500	94,770
Process Technology Supplies and Operations Travel Total Process Technology	20,250 1,000	21,250
Developmental Communications Salaries Staff Benefits Supplies and Operations Travel Total Developmental Communications	80,800 31,740 2,380 1,500	116,420
Developmental Math Salaries Staff Benefits Supplies and Operations Travel Total Developmental Math	120,963 41,294 3,220 2,000	167,477
Business & Industry Salaries Staff Benefits Supplies and Operations Travel Total Business & Industry	44,500 4,047 105,375 11,000	164,922
Technical Center-Instruction		
Technical Center-Medical Professions Salaries Staff Benefits Supplies and Operations Travel Total Technical Center-Medical Professions	227,133 84,405 53,455 2,000	366,993

Technical Center-Food Technology		
Supplies and Operations	22,376	
Travel	1,000	
Total Technical Center-Food Technology		23,376
Technical Center-Mechatronics		
Supplies and Operations	7,997	
Travel	500	
Total Technical Center-Mechatronics		8,497
Technical Center-Machine Tool Technology	40.400	
Salaries	40,400	
Staff Benefits	15,871	
Supplies and Operations	15,313	
Travel	500	72,084
Technical Center-Welding Technology		72,004
Salaries	67,119	
Staff Benefits	22,434	
Supplies and Operations	19,383	
Travel	1,000	
Total Technical Center-Welding Technology		109,936
Technical Center-Computer Engineering		
Salaries	79,306	
Staff Benefits	31,388	
Supplies and Operations	3,490	
Travel	500	
Total Technical Center-Computer Engineering		114,684
Technical Center-Audio Visual Technology		
Salaries	42,500	
Staff Benefits	16,365	
Supplies and Operations	11,708	
Travel Total Technical Center-Audio Visual Technology	1,000	71,573
Total Technical Center-Addio Visual Technology		71,373
Technical Center-Diesel Technology	70.050	
Salaries Staff Benefits	72,850 25,304	
Supplies and Operations	29,209	
Travel	1,000	
Total Technical Center-Diesel Technology	1,000	128,363
Technical Center-Aviation Mechanic Technology		
Salaries	57,000	
Staff Benefits	19,782	
Supplies and Operations	14,093	
Travel	1,000	
Total Technical Center-Aviation Mechanic Technology		91,875

Total Instruction	-	\$ 4,390,187
Total Unallocated Instruction		895,651
1,000	2,000	005.054
Travel	2,000	
Supplies and Operations	40,000	
Salaries & Benefits-Adjunct	853,651	
Unallocated Instruction		
		81,229
Staff Benefits	20,629	
Salaries	60,600	
ADTEC-Machine Tool Technology	00.000	
ADTEC Machine Teel Technology		
Total ADTEC-Manufacturing Technology		74,311
Staff Benefits	19,311	
Salaries	55,000	
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ADTEC-Manufacturing Technology		

Public Service

KWEM Salaries Staff Benefits Supplies and Operations Travel Total KWEM Facilities-Waivers	23,538 8,722 14,000 250	46,510 5,000
Fee Waivers		,
Special Events Supplies and Operations		9,000
Arkansas Workforce Center Salaries Staff Benefits Supplies and Operations Total Arkansas Workforce Center	34,227 4,070 74,040	112,337
University Center Admin Salaries Staff Benefits Supplies and Operations Total University Center Admin	65,634 24,992 12,993	103,619
Delta Cuisine Supplies and Operations		240
ADTEC Project Support Salaries Staff Benefits Payment to Subawardees Supplies and Operations Travel Total ADTEC Project Support	84,964 26,366 1,098,922 18,595 7,500	1,236,347
Total Public Service		\$ 1,513,053

Academic Support

Admin-Instruction		
Salaries	34,075	
Staff Benefits	11,204	
Supplies and Operations Travel	1,221 2,500	
Total Admin-Instruction	2,500	49,000
Total / talliii mod dolloll		10,000
Admin-WF Tech		
Salaries	96,072	
Staff Benefits	35,336	
Supplies and Operations	3,160	
Travel	2,800	127 260
Total Admin-WF Tech		137,368
Learning Success Center		
Salaries	176,800	
Staff Benefits	28,258	
Supplies and Operations	4,130	
Travel	1,500	
Total Learning Success Center		210,688
Library Madia Cantar		
Library Media Center Salaries	74 555	
Staff Benefits	74,555 29,201	
Supplies and Operations	29,122	
Travel	1,800	
Holdings	25,000	
Total Library Media Center		159,678
•		
Assessment		
Salaries	30,408	
Staff Benefits	10,975	
Supplies and Operations	21,540	CO 000
Total Assessment		62,923
Academic Computing		
Salaries	150,313	
Staff Benefits	52,043	
Supplies and Operations	139,510	
Travel	1,900	
Total Academic Computing		343,766
Data System-Academic		
Supplies and Operations		70,000
Supplies and Operations		70,000
Other Academic Support		
Salaries	37,689	
Staff Benefits	9,008	
Supplies and Operations	12,210	
Travel	13,800	
Total Other Academic Support		72,707

Academic Support-Continued

Student Printing			
Supplies and Operations			25,000
Admin-Business and Industry			
Salaries	3,500		
Staff Benefits	1,460		
Supplies and Operations	3,940		
Travel	1,500		
Total Admin-Business and Industry			10,400
Technical Center Administration			
Salaries	145,768		
Staff Benefits	59,753		
Supplies and Operations	25,340		
Travel	22,000		
Total Technical Center Administration			252,861
Total Academic Support		\$	1,394,391
Total Academic Support		Φ	1,394,391

Student Services

Student Life Salaries Staff Benefits Supplies and Operations Travel Total Student Life	65,650 21,819 1,140 2,500	91,109
Registrar Salaries Staff Benefits	156,976 60,939	
Supplies and Operations Travel Total Registrar	28,590 2,400	248,905
Admissions Salaries Staff Benefits	60,000 20,488	
Supplies and Operations Travel Total Admissions	5,280 2,500	88,268
Financial Aid & Veterans' Affairs Office Salaries Staff Benefits	136,879 57,654	
Supplies and Operations Travel Total Financial Aid Office	15,525 2,400	212,458
Scholarship Program Supplies and Operations		4,000
Student Marketing Supplies and Operations		28,000
Recruiting Salaries Staff Benefits Supplies and Operations Travel	44,183 18,668 19,920 1,800	
Total Recruiting		84,571
Career Services Salaries Staff Benefits Supplies and Operations Travel Total Career Services	50,000 18,132 6,305 1,000	75,437
Student Support Salaries Staff Benefits Supplies and Operations	12,831 5,564 3,100	

Travel _______<u>550</u>
Total Student Support

22,045

Student Services-Continued

Disability Services Supplies and Operations		2,150
Counseling Supplies and Operations		13,538
Student Activities Salaries Staff Benefits Supplies and Operations Travel Total Student Activities	8,360 760 12,000 2,000	23,120
Recreation & Fitness Center Salaries Staff Benefits Supplies and Operations Travel Total Recreation	48,538 5,915 10,254 175	64,882
Secondary Center-Counseling Supplies and Operations		1,234
Other Student Services Supplies and Operations Travel Total Other Student Services	1,000 3,000	4,000
Total Student Services		\$ 963,717

Institutional Support

Board of Visitors Supplies and Operations Travel Total Board of Visitors	27,000 1,000	28,000
Chancellor's Office Salaries Staff Benefits Supplies and Operations Travel Total Chancellor's Office	236,057 68,313 41,465 5,000	350,835
Planning Salaries Staff Benefits Supplies and Operations Travel Total Planning	27,500 9,655 220 1,500	38,875
HLC Accreditation Supplies and Operations Travel Total HLC Accreditation	3,000 5,000	8,000
Vice Chancellor for Finance and Administration Salaries Staff Benefits Supplies and Operations Travel Total Vice Chancellor for Finance and Administration	115,326 33,519 5,280 2,500	156,625
Vice Chancellor for Student Affairs Salaries Staff Benefits Supplies and Operations Travel Total Vice Chancellor for Student Affairs	108,621 32,032 1,230 2,800	144,683
Vice Chancellor for Learning and Instruction Salaries Staff Benefits Supplies and Operations Travel Total Vice Chancellor for Learning and Instruction	103,020 30,623 1,220 2,500	137,363
Finance Office Salaries Staff Benefits Supplies and Operations Travel Total Finance Office	275,999 109,481 124,907 5,500	515,887

Institutional Support-Continued

Switchboard		
Salaries	28,517	
Staff Benefits	12,330	
Supplies and Operations Travel	480 300	
Total Switchboard		41,627
Total Owitchboard		41,021
Human Resources/Payroll		
Salaries	160,356	
Staff Benefits	63,181	
Supplies and Operations	35,330	
Travel	2,400	
Total Human Resources/Payroll		261,267
Retiree Cost		
Staff Benefits		29,700
Cian Bonomo		20,100
Administrative Computing		
Salaries	136,175	
Staff Benefits	47,053	
Supplies and Operations	105,550	
Travel	1,350	
Total Administrative Computing		290,128
Datatel Administration		
Salaries	78,775	
Staff Benefits	31,261	
Supplies and Operations	271,250	
Travel	8,000	
Total Datatel Administration		389,286
Advancement		
Salaries	139,603	
Staff Benefits	48,771	
Supplies and Operations	10,100	
Travel	3,050	
Total Advancement		201,524
Grant Management	70.000	
Salaries Staff Benefits	73,300	
Supplies and Operations	22,687 76,480	
Travel	1,800	
Total Grant Management	1,000	174,267
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Publicity and Information/Web Design		
Salaries	211,098	
Staff Benefits	75,141	
Supplies and Operations	267,990	
Travel	2,000	556 220
Total Publicity and Information/Web Design		556,229

Institutional Support-Continued

Total Institutional Support		\$ 4,073,555
Total Other Institutional Support		749,259
Contingency-One-time Purchases	423,519	
Contingency	115,740	
Staff Benefits	50,000	
Salaries	160,000	
Other Institutional Support		

Operations and Maintenance of Plant

Staff Benefits 36,907 Supplies and Operations 1,800 Travel Total Plant Administration 146,081	Plant Administration Salaries	102,744	
Supplies and Operations 1,800 1,			
Travel 1,800 Total Plant Administration 146,081 Custodial 25,588 Salaries 25,588 Staff Benefits 12,378 Supplies and Operations 465,113 Travel 300 Material Management 22,919 Staff Benefits 11,752 Supplies and Operations 1,090 Travel 300 Total Material Management 36,061 Security-Buildings 300 Supplies and Operations 38,400 Security-Campus 38,400 Selaries 165,000 Staff Benefits 28,590 Supplies and Operations 7,087 Travel 1,500 Total Security-Campus 202,177 Building Maintenance 31,500 Salaries 109,166 Staff Benefits 42,258 Supplies and Operations 217,778 Travel 1,100 Total Building Maintenance 370,302 Grounds Maintenance 87,			
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Staff Benefits 12,378 Supplies and Operations 465,113 Travel 300 Total Custodial 503,379 Material Management 22,919 Staff Benefits 11,752 Supplies and Operations 1,090 Travel 300 Total Material Management 36,061 Security-Buildings 390 Supplies and Operations 38,400 Security-Campus 165,000 Staff Benefits 28,590 Supplies and Operations 7,087 Travel 1,500 Total Security-Campus 202,177 Building Maintenance 31,500 Staff Benefits 42,258 Supplies and Operations 217,778 Travel 1,100 Total Building Maintenance 370,302 Grounds Maintenance 87,004 Staff Benefits 39,555 Supplies and Operations 99,200 Travel 99,200 Total Grounds Maintenance 226,650 Ot			
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Supplies and Operations 38,400	- -		
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Salaries 109,166 Staff Benefits 42,258 Supplies and Operations 217,778 Travel 1,100 Total Building Maintenance 370,302 Grounds Maintenance 87,004 Salaries 87,004 Staff Benefits 39,555 Supplies and Operations 99,200 Travel 900 Total Grounds Maintenance 226,650 Other Operations and Maintenance of Plant 606,500 Property Insurance 55,000 Total Other Operations and Maintenance of Plant 661,500	Total Security-Sampus		202,177
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Utilities 606,500 Property Insurance 55,000 Total Other Operations and Maintenance of Plant 661,500	Other Operations and Maintenance of Plant		
Property Insurance 55,000 Total Other Operations and Maintenance of Plant 661,500		606.500	
Total Other Operations and Maintenance of Plant 661,500			
Total Operations and Maintenance of Plant \$ 2.184.559			661,500
Total Operations and Maintenance of Plant \$ 2.184.559			
• -1:5:1555	Total Operations and Maintenance of Plant		\$ 2,184,559

Scholarships and Fellowships	\$	401,000
Auxiliary		
Athletic		
Salaries 54,240		
Staff Benefits 11,405		
Supplies and Operations 76,785		
Travel 31,280		170 710
Total Athletic		173,710
Café Grill		
Salaries 61,419		
Staff Benefits 15,261		
Supplies and Operations 87,740		
Travel		
Total Café Grill		164,720
Total Auxiliary		\$338,430
·		
Total Expenditures	\$	15,258,892
iotal Exponentialos	Ψ	10,200,032

ARKANSAS STATE UNIVERSITY MID-SOUTH

West Memphis, Arkansas

Detail Budget
Approved June 1, 2016

UNRESTRICTED EDUCATIONAL AND GENERAL FUND

for the Fiscal Year Ending June 30, 2017

Unrestricted Educational and General Fund Budget Detail Revenues and Expenditures

For The Fiscal Year Ending June 30, 2016

Revenues:	
Student Tuition & Fees	4,159,880
County Appropriations	75,000
Grants & Contracts	775,000
Other Operating Revenue	718,091
State Appropriation	7,548,921
Gifts	160,000
Invest Income	4,000
Auxiliary	218,000
Transfer from Plant Funds	100,000
Transfer from Debt Service-Millage	1,500,000
Total Revenues	15,258,892
Expenditures:	
Instruction	4,390,187
Public Service	1,513,053
Academic Support	1,394,391
Student Services	963,717
Institutional Support	4,073,555
Operation and Maintenance of Plant	2,184,559
Scholarships and Fellowships	401,000
Auxiliary	338,430
Total Expenditures	15,258,892

Unrestricted Educational and General Fund REVENUES

Student Tuition & Fees		4,159,880
County Appropriations		75,000
Grants & Contracts		775,000
Other Operating Revenue		718,091
State Appropriation: State Appropriation State Appropriation-ADTEC Total State Appropriations	6,048,921 1,500,000	7,548,921
Gifts		160,000
Invest Income		4,000
Auxiliary: Bookstore Athletics Athletics-Gifts Food Service Vending Total Auxiliary	85,000 3,000 25,000 95,000 10,000	218,000
Transfer from Plant Funds		100,000
Transfer from Debt Service-Millage		1,500,000
Total Revenue		15,258,892

Unrestricted Educational and General Fund EXPENDITURES

Instruction

Communications Salaries Jacob Hutichinson-Instructor-10 mo. Daniel Turner-Instructor-10 mo. Total Salaries Staff Benefits Supplies and Operations Travel Total Communications	37,875 40,588 78,463 31,189 1,980 1,000	112,632
Humanities Salaries Mary Field-Instructor-10 mo. Staff Benefits Supplies and Operations Travel Total Communications	44,232 16,772 1,740 500	63,244
Math Salaries Anthony Wilkinson- Lead Instructor-10 mo. Vacant-Instructor-10 mo. Patrick Shipp - Instructor - 10 mo. Total Salaries Staff Benefits Supplies and Operations Travel Total Math	42,925 44,232 40,400 127,557 49,108 3,220 2,000	181,885
Physical Education Salaries Chris Parker-Lead Instructor-10 mo. Sonja Tate - Instructor - 10 mo. Junior Weaver -Instructor- 10 mo20% Total Salaries Staff Benefits Supplies and Operations Travel Total Physical Education	42,500 37,500 5,050 85,050 34,012 1,480 1,000	121,542
Natural Science Salaries Erin Gordon- Lead Instructor-10 mo. Dr. Raymond Hawkins-Instructor - 10 mo. Dr. Craig Lafferty-Instructor-10 mo. Grace Troutman-Instructor-10 mo. Total Salaries Staff Benefits Supplies and Operations Travel	42,925 41,208 42,000 51,952 178,085 67,364 11,933 2,500	

Total Natural Science 259,882

Social Science		
Salaries		
Mark McClellan-Lead Instructor-10 mo.	42,925	
Carol Lane-Instructor-10 mo.	40,588	
Dr. Michael Lejman-Instructor-10 mo.	37,500	
Total Salaries	121,013	
Staff Benefits	41,305	
Supplies and Operations Travel	2,720	
Total Social Science	2,000	167,038
Total Godal Golerice		107,030
Allied Health		
Salaries		
Pam Capps-Lead Instructor - 10 mo.	47,286	
Staff Benefits	17,493	
Supplies and Operations	102,900	
Travel	1,000	160 670
Total Allied Health		168,679
Respiratory therapy		
Salaries		
Janet Weathers-Lead Instructor-10 mo.	60,095	
Kelli Gaines-Instructor-12 mo.	52,000	
Total Salaries	112,095	
Staff Benefits	39,112	
Supplies and Operations Travel	40,100 1,500	
Total Respiratory therapy	1,300	192,807
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Business Technology		
Salaries	E0 E00	
Karen Mitchusson-Lead Instructor-12 mo.	50,500	
Sanjay Chowdury-Instructor-10 mo. John Wilkinson-Instructor-10 mo.	41,806	
Total Salaries	41,806 134,112	
Staff Benefits	44,711	
Supplies and Operations	4,400	
Travel	1,500	
Total Business Technology	1,000	184,723
Hospitality		101,120
Supplies and Operations		3,440
Education		
Salaries		
Lori Forrester-Lead Instructor-10 mo.	51,671	
Staff Benefits	18,526	
Supplies and Operations	1,040	
Travel	500	
Total Education		71,737

Manufacturing Technology Salaries		
Extra Help	9,600	
Staff Benefits	873	
Supplies and Operations	14,880	
Travel Total Manufacturing Technology	500	25,853
Total Manadataning Technology		20,000
Tech Core Supplies and Operations		9,000
Machine Tool Technology Supplies and Operations	17,008	
Travel	1,000	
Total Machine Tool Technology	1,000	18,008
Welding Technology		
Salaries		
James Cook-Lead Instructor-12 mo.	60,000	
Staff Benefits	14,548	
Supplies and Operations Travel	25,550 1,000	
Total Welding Tech	1,000	101,098
3		- ,
Information Systems		
Supplies and Operations	6,650	
Travel Total Information Systems	500	7,150
Total Information Systems		7,130
Media		
Supplies and Operations		2,500
HT Diesel		
Salaries		
Donnie Brown-Lead Instructor-12 mo.	55,000	
Staff Benefits	19,318	
Supplies and Operations	20,240	
Travel	1,000	05 550
Total HT Diesel		95,558
Airframe/Powerplant		
Salaries	40.005	
Paul Cierzniewski-Instructor-10 mo. Staff Benefits	42,925 16,465	
Supplies and Operations	34,880	
Travel	500	
Total Airframe/Powerplant		94,770
Process Tech		
Supplies and Operations	20,250	
Travel	1,000	
Total Process Tech	.,	21,250

Developmental Communications		
Salaries Jeff Gray-Lead Instructor-10 mo.	42,925	
Christopher Tindall-Instructor-10 mo.	37,875	
Total Salaries	80,800	
Staff Benefits	31,740	
Supplies and Operations	2,380	
Travel	1,500	
Total Developmental Communications		116,420
Developmental Math		
Salaries	40.005	
Stephanie Krehl-Lead Instructor-10 mo.	42,925	
Shermel Brown-Instructor-10 mo. Sammie Redd-Instructor-10 mo.	39,405	
Total Salaries	38,633 120,963	
Staff Benefits	41,294	
Supplies and Operations	3,220	
Travel	2,000	
Total Developmental Math	<u> </u>	167,477
Business & Industry		
Salaries		
Extra Help	44,500	
Staff Benefits	4,047	
Supplies and Operations	105,375	
Travel	11,000	
Total Ducinaga 9 Industry		464 000
Total Business & Industry		164,922
Total Business & Industry Secondary Center-Instruction		164,922
Secondary Center-Instruction Secondary Center-Medical Professions		164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries		164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo.	60,000	164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo.	42,500	164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo.	42,500 38,633	164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo.	42,500 38,633 42,500	164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo.	42,500 38,633 42,500 37,500	164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo.	42,500 38,633 42,500	164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help	42,500 38,633 42,500 37,500 6,000	164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations	42,500 38,633 42,500 37,500 6,000 227,133	164,922
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations Travel	42,500 38,633 42,500 37,500 6,000 227,133 84,405	
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations	42,500 38,633 42,500 37,500 6,000 227,133 84,405 53,455	164,922 366,993
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations Travel	42,500 38,633 42,500 37,500 6,000 227,133 84,405 53,455	
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations Travel Total Secondary Center-Medical Professions	42,500 38,633 42,500 37,500 6,000 227,133 84,405 53,455	
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations Travel Total Secondary Center-Medical Professions Secondary Center-Food Technology Supplies and Operations Travel	42,500 38,633 42,500 37,500 6,000 227,133 84,405 53,455 2,000	366,993
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations Travel Total Secondary Center-Medical Professions Secondary Center-Food Technology Supplies and Operations	42,500 38,633 42,500 37,500 6,000 227,133 84,405 53,455 2,000	
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations Travel Total Secondary Center-Medical Professions Secondary Center-Food Technology Supplies and Operations Travel Total Secondary Center-Food Technology Supplies and Operations Travel Total Secondary Center-Food Technology Secondary Center-Mechatronics	42,500 38,633 42,500 37,500 6,000 227,133 84,405 53,455 2,000 22,376 1,000	366,993
Secondary Center-Instruction Secondary Center-Medical Professions Salaries Martha Herron-Lead Instructor-12 mo. Sheena Bass-Instructor-10 mo. Jeremy Smith-Instructor-10 mo. Vacant-Instructor-10 mo. Vacant-Instructor-10 mo. Extra Help Total Salaries Staff Benefits Supplies and Operations Travel Total Secondary Center-Medical Professions Secondary Center-Food Technology Supplies and Operations Travel Total Secondary Center-Food Technology	42,500 38,633 42,500 37,500 6,000 227,133 84,405 53,455 2,000	366,993

Secondary Center-Machine Tool Technology Salaries		
Kelly Bearden-Instructor-10 mo.	40,400	
Staff Benefits	15,871	
Supplies and Operations	15,313	
Travel	500	
Total Secondary Center-Machine Tool Technology		72,084
Secondary Center-Welding Tech		
Salaries		
Leslie Hubbard-Instructor-10 mo65%	24,619	
James Moses-Instructor-10 mo.	42,500	
Total Salaries	67,119	
Staff Benefits	22,434	
Supplies and Operations	19,383	
Travel	1,000	400.000
Total Secondary Center-Welding Tech		109,936
Secondary Center-Computer Engineering Salaries		
Raymond Duch-Instructor-10 mo.	41,806	
Vacant-Instructor-10 mo.	37,500	
Total Salaries	79,306	
Staff Benefits	31,388	
Supplies and Operations	3,490	
Travel	500	
Total Secondary Center-Computer Engineering		114,684
Secondary Center-Audio Visual Technology		
Salaries	40.500	
Anwar Jamison-Lead Instructor-10 mo.	42,500	
Staff Benefits	16,365	
Supplies and Operations Travel	11,708	
Total Secondary Center-Audio Visual Technology	1,000	71,573
Total Secondary Center-Addio Visual Technology		71,373
Secondary Center-Diesel Technology Salaries		
Matthew Howard-Instructor-10 mo.	37,500	
Roger Smith-Instructor-12 mo50%	25,750	
Extra Help	9,600	
Total Salaries	72,850	
Staff Benefits	25,304	
Supplies and Operations	29,209	
Travel	1,000	
Total Secondary Center-Diesel Technology		128,363
Secondary Center-Aviation Mechanic Technology Salaries		
Millard Smith-Lead Instructor-12 mo.	57,000	
Staff Benefits	19,782	
Supplies and Operations	14,093	
Travel	1,000	

Instruction-Continued

ADTEC-Manufacturing Technology Salaries John Judd-Lead Instructor - 12 mo. Staff Benefits Total ADTEC-Manufacturing Technology	55,000 19,311	74,311
ADTEC-Machine Tool Technology Salaries		
Gary Giordano-Lead Instructor - 12 mo.	60,600	
Staff Benefits	20,629	
Total ADTEC-Machine Tool Technology		81,229
Unallocated Instruction		
Salaries-Adjunct	853,651	
Supplies and Operations	40,000	
Travel	2,000	
Total Unallocated Instruction		895,651
Total Instruction	_	4,390,187

Public Service

KWEM		
Salaries		
Phillip Para-Digital Media Specialist-50%	23,538	
Staff Benefits Supplies and Operations	8,722 14,000	
Travel	250	
Total KWEM		46,510
		,
Facilities-Waivers		5.000
Fee Waivers		5,000
Special Events		
Supplies and Operations		9,000
Arkansas Workforce Center		
Salaries Kayla Figher Administrative Specialist 109/	2 227	
Kayla Fisher-Administrative Specialist -10% Extra Help	2,227 32,000	
Total Salaries	34,227	
Staff Benefits	4,070	
Supplies and Operations	74,040	
Total Arkansas Workforce Center		112,337
		•
University Center Admin		
Salaries		
Roshell Coleman-Assoc. VC Learning & Instr-50%	34,075	
Beth Arnold-Administrative Specialist-50%	16,235	
Plus Career Service Bonus 50%	400	
James Vail-Computer Support Technician-50% Total Salaries	14,924 65,634	
Staff Benefits	24,992	
Supplies and Operations	12,993	
Total University Center Admin	12,000	103,619
Delta Cuisine		
Supplies and Operations		240
ADTEC Project Support		
Salaries		
Dr. Callie Dunavin-Assoc. VC Institutional Research	84,064	
Plus Career Service Bonus	900	
Total Salaries	84,964	
Staff Benefits	26,366	
Payment to Subawardees	1,098,922	
Supplies and Operations	18,595	
Travel	7,500	
Total ADTEC Project Support		1,236,347
Total Public Service	_	1,513,053
		• •

Academic Support

Admin-Instruction		
Salaries	04.075	
Roshell Coleman - Assoc. V. C. Learning & Instr-50%	34,075	
Staff Benefits	11,204	
Supplies and Operations Travel	1,221 2,500	
Total Admin-Instruction	2,300	49,000
Total Admini-mistraction		49,000
Admin-Workforce Technology		
Salaries		
Pete Selden-Assoc VC of Workforce Prog	70,000	
Plus Career Service Bonus	600	
Vacant-Administrative Specialist	25,472	
Total Salaries	96,072	
Staff Benefits	35,336	
Supplies and Operations	3,160	
Travel	2,800	
Total Admin-Workforce Technology		137,368
Learning Success Center		
Salaries		
Erin Schlauch-Director of Learning Success Center	40,300	
Extra Help-Learning Success Center	24,000	
Extra Help-Tutorial Service	112,500	
Total Salaries	176,800	
Staff Benefits	28,258	
Supplies and Operations	4,130	
Travel	1,500	
Total Learning Success Center		210,688
Library Media Center		
Salaries		
Claire R. Jones-Director of Library Media Center	45,273	
Plus Career Service Bonus	700	
Patricia McGarrity-Library Support Assistant	21,222	
Extra Help	7,360	
Total Salaries	74,555	
Staff Benefits	29,201	
Supplies and Operations	29,122	
Travel	1,800	
Library Holdings	25,000	
Total Library Media Center	<u> </u>	159,678
Assessment		
Salaries		
Michelle McMillen - Dir. of Institutional Effectiveness-50%	27 500	
	27,500	
Anabeth Bartholomew-GED Testing Coordinator-10% Plus Career Service Bonus-10%	2,838	
Total Salaries	70 30,408	
Staff Benefits	30,406 10,975	
Supplies and Operations	21,540	ഭാ വാാ
Total Assessment		62,923

Academic Support-Continued

Academic Computing Salaries		
Phillip Marshall-Director of Infomation Systems-50%	45,806	
Plus Career Service Bonus-50%	350	
Melissa Powers-Instr Technology Technician	38,633	
Plus Career Service Bonus	600	
Roland Handy-Systems and Network Adminstrator	33,250	
Charles Parker-Computer Operator-50%	14,924	
Extra Help	16,750	
Total Salaries Staff Benefits	150,313 52,043	
Supplies and Operations	139,510	
Travel	1,900	
Total Academic Computing		343,766
Data System-Academic		
Supplies and Operations		70,000
Other Academic Support		
Salaries		
Beth Arnold-Administrative Specialist-50%	16,235	
Plus Career Service Bonus 50%	400	
Extra Help Total Salaries	21,054 37,689	
Staff Benefits	9,008	
Supplies and Operations	12,210	
Travel	13,800	
Total Other Academic Support	,	72,707
Student Printing		
Supplies and Operations		25,000
Admin-Business and Industry		
Salaries	2.500	
Belinda Looney-Case Manager-10% Staff Benefits	3,500 1,460	
Supplies and Operations	3,940	
Travel	1,500	
Total Admin-Business and Industry	<u>, </u>	10,400
Secondary Center Admin		
Salaries		
Vacant-Director	50,000	
Larry McCain-Secondary Center Specialist	35,500	
Jodi King-Secondary Tech Education Activities Manager	35,000	
Rachel Heideman-Administrative Specialist Total Salaries	25,268	
Staff Benefits	145,768 59,753	
Supplies and Operations	25,340	
Travel	22,000	
Total Secondary Center Admin	,000	252,861
Total Academic Support	_	1,394,391

Student Services

Student Life		
Salaries Dr. Derek Moore-Assoc VC for Student Life	65,650	
Staff Benefits	21,819	
Supplies and Operations	1,140	
Travel	2,500	
Total Student Life		91,109
Designation		
Registrar Salaries		
Leslie Anderson-Registrar	59,398	
Plus Career Service Bonus	900	
Brenda Gadberry-Coord. of Admissions and Records	35,000	
Plus Career Service Bonus	600	
Sabrina Bullins-Registrar's Assistant	21,827	
Charles Tindall-Assistant Registrar	29,251	
_Extra Help	10,000	
Total Salaries	156,976	
Staff Benefits	60,939	
Supplies and Operations Travel	28,590	
Total Registrar	2,400	248,905
Total Negistral		240,900
Admissions/Advising		
Salaries		
John Easley-Assoc VC for Enrollment Management	60,000	
Staff Benefits	20,488	
Supplies and Operations	5,280	
Travel	2,500	00 260
Total Admissions		88,268
Financial Aid		
Salaries		
Carol McHann-Director	50,000	
Chris Davis-Financial Aid Analyst	29,544	
Plus Career Service Bonus	700	
Crystal Burger-Financial Aid Analyst	29,839	
Debra Jennings-Financial Aid Specialist	26,796 136,870	
Total Salaries Staff Benefits	136,879 57,654	
Supplies and Operations	15,525	
Travel	2,400	
Total Financial Aid Office	<u></u>	212,458
Scholarship Luncheon		4.000
Supplies and Operations		4,000
Student Marketing		
Supplies and Operations		28,000
•		

Student Services-Continued

Recruiting		
Salaries Courtney Fogleman-Enrollment Specialist/Recruiter	35,000	
2 EOC Counselors10%	7,000	
EOC Administrative Specialist-10%	2,183	
Total Salaries	44,183	
Staff Benefits	18,668	
Supplies and Operations	19,920	
Travel	1,800	
Total Recruiting		84,571
Career Services		
Salaries	50.000	
Vacant-Coordinator	50,000	
Staff Benefits	18,132	
Supplies and Operations	6,305	
Travel	1,000	75 407
Total Career Services		75,437
Student Support		
Salaries	10.500	
3 SSS Counselors-10%	10,560	
SSS Administrative Specialist-10% Total Salaries	2,271	
Staff Benefits	12,831 5,564	
Supplies and Operations	3,100	
Travel	550	
Total Student Support		22,045
		,0 .0
Disability Services		
Supplies and Operations		2,150
Counseling		
Supplies and Operations		13,538
Student Activities		
Salaries		
Extra Help	8,360	
Staff Benefits	760	
Supplies and Operations	12,000	
Travel	2,000	
Total Student Activities		23,120
Recreation & Fitness Center		
Salaries	0 ====	
Junior Weaver-Coordinator-10 mo15%	3,788	
Extra Help	44,750	
Total Salaries	48,538	
Staff Benefits	5,915	
Supplies and Operations	10,254	
Travel	<u> 175</u>	64 000
Total Recreation		64,882

Student Services-Continued

Secondary Center-Counseling Supplies and Operations		1,234
Other Student Services		
Supplies and Operations	1,000	
Travel	3,000	
Total Other Student Services		4,000
Total Student Services		963,717

Institutional Support

Board of Visitors		
Supplies and Operations	27,000	
Travel	1,000	00.000
Total Board of Visitors		28,000
Chancellor's Office		
Salaries		
Dr. Debra West-Chancellor	180,000	
Plus Career Service Bonus	600	
Deborah Webb-Exec. Assistant to the Chancellor Plus Career Service Bonus	54,657 800	
Total Salaries	236,057	
Staff Benefits	68,313	
Supplies and Operations	41,465	
Travel	5,000	
Total Chancellor's Office		350,835
Planning		
Salaries		
Michelle McMillen-Dir. of Institutional Effectiveness-50%	27,500	
Staff Benefits	9,655	
Supplies and Operations	220	
Travel	1,500	
Total Planning		38,875
HLC Accreditation		
Supplies and Operations	3,000	
Travel	5,000	
Total HLC Accreditation		8,000
Vice Chancellor for Finance and Administration		
Salaries		
Susan Marshall-Vice Chancellor	114,426	
Plus Career Service Bonus	900	
Total Salaries	115,326	
Staff Benefits	33,519	
Supplies and Operations	5,280	
Travel Total Vice Chancellor for Finance and Administration	2,500	156,625
Total vice chancelor for I marioe and Administration		100,020
Vice Chancellor for Student Affairs		
Salaries		
Jeremy Reece-Vice Chancellor	82,500	
Plus Career Service Bonus	600	
Andrew Moffett-Administrative Specialist Total Salaries	25,521 108,621	
Staff Benefits	32,032	
Supplies and Operations	1,230	
Travel	2,800	
Total Vice Chancellor for Student Affairs	<u> </u>	144,683

Institutional Support-Continued

Vice Chancellor for Learning and Instruction		
Salaries Dr. Cliff Jones-Senior Vice Chancellor	103,020	
Staff Benefits	30,623	
Supplies and Operations	1,220	
Travel	2,500	
Total Vice Chancellor for Learning and Instruction		137,363
F: 0#:		
Finance Office Salaries		
	77 100	
Karyn Weaver-Associate Vice Chancellor Plus Career Service Bonus	77,190 700	
Wendy Crawford-Business Manager	52,540	
Plus Career Service Bonus	800	
Lisa Haggard-Purchasing Agent	29,251	
Peg Hess-Fiscal Support Specialist	25,268	
Leigh McDaniel-Fiscal Support Specialist	26,291	
Ellie Selden-Grant Budget Analyst	35,554	
Plus Career Service Bonus	600	
Vacant-Fiscal Support Specialist	27,805	
Total Salaries	275,999	
Staff Benefits	109,481	
Supplies and Operations	124,907	
Travel	5,500	
Total Finance Office		515,887
Switchboard		
Salaries		
Nichole Seals-Admin. Specialist	23,397	
Extra Help	5,120	
Total Salaries	28,517	
Staff Benefits	12,330	
Supplies and Operations	480	
Travel	300	
Total Switchboard		41,627
Human Resources/Payroll		
Salaries		
Jackie Brubaker-Director	64,388	
Plus Career Service Bonus	900	
Boyce Elliott-HR Specialist	25,521	
Sandra Williams-PR Specialist	39,203	
Plus Career Service Bonus	800	
Vacant-HR Analyst	29,544	
Total Salaries	160,356	
Staff Benefits	63,181	
Supplies and Operations	35,330	
Travel	2,400	004.007
Total Human Resources/Payroll		261,267
Retiree Cost		
Staff Benefits		29,700

Institutional Support-Continued

Administrative Computing Salaries Phillip Marshall-Director of Information Technology-50% Plus Career Service Bonus-50% Tom Cook-Systems Technician Plus Career Service Bonus Charles Parker-Computer Operator-50% James Vail-Computer Support Technician-50% Extra Help Total Salaries Staff Benefits Supplies and Operations Travel Total Administrative Computing	45,806 350 53,021 900 14,924 14,924 6,250 136,175 47,053 105,550 1,350	290,128
Datatel Administration Salaries		
Bonnie Nichols-Database Specialist.	54,010	
Plus Career Service Bonus	700	
Jonna Allmon-Computer Support Tech	24,065	
Total Salaries	78,775	
Staff Benefits	31,261	
Supplies and Operations	271,250	
Travel	8,000	
Total Datatel Administration		389,286
Advancement		
Salaries	F0 000	
Diane Hampton-Vice Chancellor of Advancement-50%	50,000	
Elizabeth Williams-Director	55,000	
Vacant-Accountant	34,603	
Total Salaries	139,603	
Staff Benefits	48,771	
Supplies and Operations	10,100	
Travel	3,050	004 504
Total Advancement		201,524
Grant Management Salaries		
Sherri Reid-Director	55,000	
Claudia Ohneck-Program Compliance Office-15%	5,250	
Extra Help	13,050	
Total Salaries	73,300	
Staff Benefits	22,687	
Supplies and Operations	76,480	
Travel	1,800	
Total Grant Management	1,000	174,267
Total Orani Management		174,207

Institutional Support-Continued

Publicity and Information/Web Design	
Salaries	
Diane Hampton-Vice Chancellor of Advancement-50% 50,000	
Greg Gardner-Web and Media Developer 51,510	
Plus Career Service Bonus 600	
Phillip Para-Digital Media Specialist-50% 23,538	}
Peter Sullivan-Graphic Designer 40,000	
Vacant-Publicity Coordinator 45,450	
Total Salaries 211,098	_ }
Staff Benefits 75,141	
Supplies and Operations 267,990	
Travel 2,000	
Total Publicity and Information/Web Design	556,229
Other Institutional Support	
Salaries 160,000	
Staff Benefits 50,000	
Contingency 115,740	
Supplies and Operations 423,519	<u>)</u>
Total Other Institutional Support	749,259
Total Institutional Support	4,073,555

Operations and Maintenance of Plant

Plant Administration Salaries Randy Webb-Director	76,676	
Plus Career Service Bonus	800	
Diedra Hawkins-Administrative Specialist III	25,268	
Total Salaries	102,744	
Staff Benefits	36,907	
Supplies and Operations Travel	4,630	
Total Plant Administration	1,800	146,081
Total Flant Administration		140,001
Custodial		
Salaries		
Sherry Fountain-Institutional Service Assistant	24,888	
Plus Career Service Bonus	700	
Total Salaries	25,588	
Staff Benefits	12,378	
Supplies and Operations	465,113	
Travel	300	
Total Custodial		503,379
Material Management		
Salaries		
Luke Reasons-Warehouse Specialist	22,919	
Staff Benefits	11,752	
Supplies and Operations	1,090	
Travel	300	
Total Material Management		36,061
Security-Buildings		00.400
Supplies and Operations		38,400
Security-Campus		
Salaries	50.000	
Ross Proctorr-Director of Campus Safety	50,000	
Extra Help	115,000	
Total Salaries Staff Benefits	165,000	
	28,590	
Supplies and Operations Travel	7,087 1,500	
Total Security-Campus	1,300	202,177
Total Geculity-Campus		202,177
Building Maintenance Salaries		
Sarah Wooten-Assistant Director of Physical Plant	45,000	
Robert Barrentine-Equipment Mechanic	22,919	
Brenda Pannell-Maintenance Specialist	23,847	
Extra Help	23,647 17,400	
Total Salaries	109,166	
Staff Benefits	42,258	
Supplies and Operations	217,778	
Travel	1,100	
Total Building Maintenance	1,100	370,302
i otal Danang Mantonano		37 0,002

Operations and Maintenance of Plant-Continued

Grounds Maintenance		
Salaries		
Preston Parker-Coordinator	43,297	
Robert Fountain-Landscape Specialist	22,919	
Christian Lacefield-Maintenance Assistant	20,788	
Total Salaries	87,004	
Staff Benefits	39,555	
Supplies and Operations	99,200	
Travel	900	
Total Grounds Maintenance		226,659
Other Operations and Maintenance of Plant		
Utilities	606,500	
Property Insurance	55,000	
Total Other Operations and Maintenance of Plant		661,500
Total Operations and Maintenance of Plant	_	2,184,559

Scholarships and Fellowships

401,000

15,258,892

Auxiliary		
Athletic		
Stipends		
Chris Parker-Athletic Director	7,500	
Chris Parker-Head Coach, Men's	10,000	
Sonja Tate-Head Coach, Women's	10,000	
Dellamar Pennington-Assistant Coach, Men's	5,000	
Dwayne McCray-Assistant Coach, Women's	5,000	
Extra Help	16,740	
Total Salaries	54,240	
Staff Benefits	11,405	
Supplies and Operations	76,785	
Travel	31,280	
Total Athletic		173,710
Café Grill		
Salaries		
Suvra Das-Food Preparation Coordinator	22,394	
Plus Career Service Bonus	600	
Extra Help	38,425	
Total Salaries	61,419	
Staff Benefits	15,261	
Supplies and Operations	87,740	
Travel	300	
Total Café Grill		164,720
Total Auxiliary		338,430

Total Expenditures