

# **Arkansas Department of Higher Education**

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

**Fiscal Year 2019-20**



**Institutional Finance**

**December 2018**

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

**PERSONAL SERVICES RECOMMENDATIONS FOR  
NON-CLASSIFIED PERSONNEL  
2019-21 BIENNIUM**

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A.C.A. §6-61-209 requires the Arkansas Higher Education Coordinating Board to present a consolidated budget request from the state-supported colleges and universities to the General Assembly and the Governor prior to each regular session of the General Assembly. As part of this process, the quantity of positions, titles, and line-item maximum salaries for all non-classified administrative, academic, and auxiliary positions at each Arkansas public institution of higher education have been reviewed, and changes are recommended.

These recommendations, to be effective July 1, 2019, recognize the varying structures and sizes of institutions, while maintaining reasonable consistency among similar positions at institutions. The primary objective of the ADHE staff was to maintain relative uniformity in titles and line-item maximums for similar positions in comparable institutions, while recognizing the varying missions and structures of institutions, priorities of the new biennium, and FTE enrollment growth.

While additional positions and titles were recommended when institutions demonstrated a compelling need, ADHE staff attempted to keep the net growth at a minimum due to concerns over budget shortfalls and the expansion of state services. Salary recommendations for new positions were based on salaries for similar positions previously established at comparable Arkansas institutions.

Institutions of higher education, apart from UAMS, have 19,355 positions currently authorized. For the 2019-21 Biennium, institutions requested an increase of 543 positions and the deletion of 251 positions, for a net new request of 292 positions. ADHE staff recommends a net increase of 175 positions, for a total recommendation of 19,530 positions (a 0.9 percent increase). UAMS currently has 8,801 authorized positions and had a net new position request of 254. ADHE staff recommends a net increase of 84 for a total of 8,885 positions.

Institutions' state funding is not based on the number of approved positions. Additional positions do not generate a need for new funding. If institutional growth necessitates additional positions during the year, positions may be requested from the appropriate pool.

Summaries of authorized, requested, and recommended positions for two-year and four-year institutions are shown in Table 9-A and Table 9-B. Recommended

maximum salaries for selected key administrative and academic positions are shown in Table 9-C and Table 9-D.

ADHE Executive Staff recommend that the Arkansas Higher Education Coordinating Board approve the following resolution.

**RESOLVED**, That the Arkansas Higher Education Coordinating Board adopts the recommended number of positions, titles, and maximum salaries for non-classified positions in academic, administrative, and auxiliary positions for the 2019-21 Biennium as recommended by staff.

**FURTHER RESOLVED**, That the Director of the Arkansas Department of Higher Education is authorized to make technical corrections consistent with Coordinating Board action.

**FURTHER RESOLVED**, That the Coordinating Board requests the Director to transmit the Personal Services recommendations to the Governor and the General Assembly for consideration for the 2019-21 Biennium.

TABLE 7-A 2017-19 PERSONAL SERVICES SUMMARY FOR INSTITUTIONS OF HIGHER EDUCATION  
NON-CLASSIFIED POSITIONS FOR UNIVERSITIES

Institution	AY 2017 FTE	Authorized 2018-19 Positions*				Filled 2017-18 Positions*				Deleted Positions				Requested Added Positions*				Recommended Added Positions				Total Positions				Percent Increase				
		Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	
		<b>Four-Year Institutions: Sorted by SREB Grouping</b>																												
ASUJ	12,928	251	1,179	73	1,503	240	1,141	64	1,445	11	7	0	18	26	2	0	28	26	2	0	28	266	1,174	73	1,513	6.0%	-0.4%	0.0%	0.7%	
ASU-SYS		21	0	0	21	18	0	0	18	0	0	0	0	0	0	0	0	0	0	0	0	21	0	0	21	0.0%	0.0%	0.0%	0.0%	
ASU-ABI		12	20	0	32	8	7	0	15	0	0	0	0	0	0	0	0	0	0	0	0	12	20	0	32	0.0%	0.0%	0.0%	0.0%	
ATU	7,983	218	761	42	1,021	166	620	30	816	0	2	1	3	7	9	0	16	4	9	0	13	222	768	41	1,031	1.8%	0.9%	-2.4%	1.0%	
ATU-Ozark		27	153	1	181	18	93	0	111	2	10	0	12	3	9	0	12	3	9	0	12	28	152	1	181	3.7%	-0.7%	0.0%	0.0%	
HSU	3,221	90	346	29	465	87	341	27	455	0	0	0	0	5	0	0	5	5	0	0	5	95	346	29	470	5.6%	0.0%	0.0%	1.1%	
SAUM	4,245	67	284	13	364	62	261	13	336	1	0	0	1	12	0	0	12	6	0	0	6	72	284	13	369	7.5%	0.0%	0.0%	1.4%	
UAF	24,666	818	2,464	317	3,599	717	2,254	313	3,284	3	0	5	8	55	52	19	126	43	50	18	111	858	2,514	330	3,702	4.9%	2.0%	4.1%	2.9%	
UA-GWG		14	0	0	14	12	0	0	12	0	0	0	0	0	0	0	0	0	0	0	0	14	0	0	14	0.0%	0.0%	0.0%	0.0%	
UAFS	5,253	155	683	34	872	130	466	23	619	0	0	0	0	0	0	0	0	0	0	0	0	155	683	34	872	0.0%	0.0%	0.0%	0.0%	
UALR	8,621	329	1,355	54	1,738	281	1,108	54	1,443	11	17	7	35	35	0	7	42	27	0	7	34	345	1,338	54	1,737	4.9%	-1.3%	0.0%	-0.1%	
UAM	2,508	58	265	23	346	48	195	21	264	0	0	0	0	6	0	0	6	3	0	0	3	61	265	23	349	5.2%	0.0%	0.0%	0.9%	
UAMCT-C		6	49	0	55	4	26	0	30	0	0	0	0	0	2	0	2	0	0	0	0	6	49	0	55	0.0%	0.0%	0.0%	0.0%	
UAMCT-M		6	44	0	50	6	23	0	29	0	0	0	0	0	1	0	1	0	0	0	0	6	44	0	50	0.0%	0.0%	0.0%	0.0%	
UAM-AHEOTA-W		1	4	0	5	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	1	4	0	5	0.0%	0.0%	0.0%	0.0%	
UAPB	2,611	97	261	39	397	68	205	34	307	0	0	0	0	3	2	0	5	0	1	0	1	97	262	39	398	0.0%	0.4%	0.0%	0.3%	
UAPB-AES & EP		4	149	0	153	2	104	0	106	0	0	0	0	0	0	0	0	0	0	0	0	4	149	0	153	0.0%	0.0%	0.0%	0.0%	
UA SYSTEM	N/A	76	0	0	76	56	0	0	56	3	0	0	3	3	0	0	3	3	0	0	3	76	0	0	76	0.0%	0.0%	0.0%	0.0%	
UA-Div of Agri		0	0	0	0	0	0	0	0	0	0	0	0	9	75	0	84	9	75	0	84	432	878	0	1,310	-2.7%	9.2%	0.0%	5.0%	
UA-AAS		3	62	0	65	3	34	0	37	0	0	0	0	0	0	0	0	0	0	0	0	3	62	0	65	0.0%	0.0%	0.0%	0.0%	
UA-AES		84	586	0	670	77	385	0	462	4	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	-100.0%	-100.0%	0.0%	-100.0%
UA-AREON		11	0	0	11	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	11	0	0	11	0.0%	0.0%	0.0%	0.0%	
UA-ASMSA		55	74	0	129	46	35	0	81	4	5	0	9	8	1	0	9	8	1	0	9	59	70	0	129	7.3%	-5.4%	0.0%	0.0%	
UA-CES		360	218	0	578	272	146	0	418	17	0	0	17	0	0	0	0	0	0	0	0	0	0	0	0	0	-100.0%	-100.0%	0.0%	-100.0%
UA-CJI		33	0	0	33	23	0	0	23	0	0	0	0	0	0	0	0	0	0	0	0	33	0	0	33	0.0%	0.0%	0.0%	0.0%	
UA-CS		10	21	0	31	8	13	0	21	0	0	0	0	0	0	0	0	0	0	0	0	10	21	0	31	0.0%	0.0%	0.0%	0.0%	
UCA	10,468	250	1,194	87	1,531	228	1,128	80	1,436	0	16	0	16	47	25	3	75	22	25	0	47	272	1,203	87	1,562	8.8%	0.8%	0.0%	2.0%	
Total without UAMS		3,056	10,172	712	13,940	2,586	8,587	659	11,832	56	58	13	127	219	178	29	426	159	172	25	356	3,159	10,286	724	14,169	3.4%	1.1%	1.7%	1.6%	
UAMS		1,892	2,403	4,506	8,801	1,745	2,026	4,501	8,272	0	0	0	0	109	0	145	254	9	0	75	84	1,901	2,403	4,581	8,885	0.5%	0.0%	1.7%	1.0%	
Total with UAMS		4,948	12,575	5,218	22,741	4,331	10,613	5,160	20,104	56	58	13	127	328	178	174	680	168	172	100	440	5,060	12,689	5,305	23,054	2.3%	0.9%	1.7%	1.4%	
Total 2-yr & 4-yr without UAMS		3,798	14,837	720	19,355	3,232	11,918	665	15,815	72	166	13	251	309	197	37	543	208	190	28	426	3,934	14,861	735	19,530	3.6%	0.2%	2.1%	0.9%	

\*Moves are considered to be authorized, filled, and requested in the category to which they were moved.

TABLE 7-B 2017-19 PERSONAL SERVICES SUMMARY FOR INSTITUTIONS OF HIGHER EDUCATION  
NON-Classified Positions for Colleges

Institution	AY 2017 FTE	Authorized 2018-19 Positions*				Filled 2017-18 Positions*				Deleted Positions				Requested Added Positions*				Recommended Added Positions				Total Positions				Percent Increase			
		Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total	Admin	Academic	Auxiliary	Total
<b>Two-Year Institutions: Sorted by Institution</b>																													
ANC	949	33	199	1	233	31	80	1	112	2	7	0	9	10	0	0	10	10	0	0	10	41	192	1	234	24.2%	-3.5%	0.0%	0.4%
ASUB	2,860	69	346	1	416	63	229	1	293	2	0	0	2	2	0	0	2	2	0	0	2	69	346	1	416	0.0%	0.0%	0.0%	0.0%
ASUMH	1,007	23	120	0	143	18	96	0	114	0	0	0	0	0	0	0	0	0	0	0	0	23	120	0	143	0.0%	0.0%	0.0%	0.0%
ASUMS	999	47	199	1	247	31	153	0	184	0	0	0	0	3	0	0	3	3	0	0	3	50	199	1	250	6.4%	0.0%	0.0%	1.2%
ASUN	1,906	39	231	0	270	35	161	0	196	0	0	0	0	0	0	1	1	0	0	1	1	39	231	1	271	0.0%	0.0%	0.0%	0.4%
BRTC	1,223	36	192	0	228	30	119	0	149	1	47	0	48	21	1	0	22	0	1	0	1	35	146	0	181	-2.8%	-24.0%	0.0%	-20.6%
CCCUA	914	26	158	1	185	25	107	1	133	0	40	0	40	0	0	0	0	0	0	0	0	26	118	1	145	0.0%	-25.3%	0.0%	-21.6%
COTO	802	19	156	0	175	17	136	0	153	0	0	0	0	2	0	0	2	2	0	0	2	21	156	0	177	10.5%	0.0%	0.0%	1.1%
EACC	675	35	240	0	275	25	191	0	216	0	0	0	0	4	0	0	4	4	0	0	4	39	240	0	279	11.4%	0.0%	0.0%	1.5%
NAC	1,329	29	292	0	321	23	286	0	309	2	1	0	3	2	1	1	4	1	1	1	3	28	292	1	321	-3.4%	0.0%	0.0%	0.0%
NPC	1,802	48	240	1	289	46	164	1	211	3	8	0	11	7	7	5	19	7	7	0	14	52	239	1	292	8.3%	-0.4%	0.0%	1.0%
NWACC	4,985	106	752	0	858	93	642	0	735	0	0	0	0	33	5	0	38	14	4	0	18	120	756	0	876	13.2%	0.5%	0.0%	2.1%
OZC	823	22	150	0	172	21	118	0	139	1	5	0	6	1	5	0	6	1	5	0	6	22	150	0	172	0.0%	0.0%	0.0%	0.0%
PCCUA	989	26	194	0	220	25	138	0	163	1	0	0	1	1	0	0	1	1	0	0	1	26	194	0	220	0.0%	0.0%	0.0%	0.0%
SACC	1,005	40	211	2	253	35	99	2	136	0	0	0	0	0	0	1	1	0	0	1	1	40	211	3	254	0.0%	0.0%	50.0%	0.4%
SAUT	925	29	135	0	164	24	95	0	119	3	0	0	3	4	0	0	4	4	0	0	4	30	135	0	165	3.4%	0.0%	0.0%	0.6%
SAUT-FTA		2	50	0	52	2	34	0	36	0	0	0	0	0	0	0	0	0	0	0	0	2	50	0	52	0.0%	0.0%	0.0%	0.0%
SAUT-ECC		2	20	0	22	2	16	0	18	0	0	0	0	0	0	0	0	0	0	0	0	2	20	0	22	0.0%	0.0%	0.0%	0.0%
SEAC	952	23	279	0	302	16	108	0	124	0	0	0	0	0	0	0	0	0	0	0	0	23	279	0	302	0.0%	0.0%	0.0%	0.0%
UACCB	891	27	195	0	222	27	160	0	187	0	0	0	0	0	0	0	0	0	0	0	0	27	195	0	222	0.0%	0.0%	0.0%	0.0%
UACCH	1,024	25	126	1	152	24	99	0	123	0	0	0	0	0	0	0	0	0	0	0	0	25	126	1	152	0.0%	0.0%	0.0%	0.0%
UACCM	1,552	36	180	0	216	33	100	0	133	1	0	0	1	0	0	0	0	0	0	0	0	35	180	0	215	-2.8%	0.0%	0.0%	-0.5%
UACCRM	521	20	91	1	112	17	73	1	91	0	0	0	0	8	0	1	9	4	0	0	4	24	91	1	116	20.0%	0.0%	0.0%	3.6%
UA-PTC	4,340	109	743	0	852	87	355	0	442	6	103	0	109	2	0	0	2	2	0	0	2	105	640	0	745	-3.7%	-13.9%	0.0%	-12.6%
Grand Total		742	4,665	8	5,415	646	3,331	6	3,983	16	108	0	124	90	19	8	117	49	18	3	70	775	4,575	11	5,361	4.4%	-1.9%	37.5%	-1.0%

\*Moves are considered to be authorized in the category they are moved to.

**TABLE 9-C**  
**MAXIMUM LINE ITEM COMPARISONS FOR SELECTED**  
**KEY POSITIONS - AHECB RECOMMENDATIONS**  
**FOR FOUR-YEAR INSTITUTIONS: FY 2019-20**

INSTITUTION	CHIEF EXECUTIVE OFFICER	CHIEF ACADEMIC OFFICER	CHIEF FISCAL OFFICER	CHIEF STUDENT OFFICER	DEAN	DEPT CHAIR	9-MONTH			
							PROFESSOR	ASSOC PROFESSOR	ASSIST PROFESSOR	INSTRUCTOR
UAF**	314,534	234,831	210,509	188,457	202,284	257,463	193,097	151,347	146,710	97,526
UALR	309,676	214,981	180,361	156,099	172,143	161,179	155,699	136,509	114,272	89,164
ASUJ	283,869	214,981	180,361	177,622	172,143	161,179	155,699	136,509	114,272	89,164
ATU	283,869	214,982	180,362	177,622	172,144	161,179	155,699	136,509	114,272	89,164
UCA	283,869	214,982	180,361	177,622	172,143	161,179	155,699	136,509	114,272	89,164
HSU	258,063	172,826	172,826	170,199	164,946	154,439	149,187	130,791	109,498	85,431
SAUM	258,063	161,176	155,588	150,915	139,249	128,215	119,851	105,898	97,532	80,794
UAM	232,257	161,176	155,588	150,915	139,249	128,215	119,851	105,898	97,532	80,794
UAPB	233,194	161,176	155,588	150,915	139,249	128,215	119,851	105,898	97,532	80,794
UAFS	232,257	185,840	172,826	170,200	139,249	154,439	149,187	130,791	109,498	85,431
UAMS*	387,095	373,665	315,793	N/A	308,955	450,083	314,011	287,843	272,143	215,741
ASU/SYS	348,979	202,826	218,731	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UA/SYS	450,560	234,830	221,934	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\*UAMS faculty salaries are for 12-month positions.

\*\*UAF Chief Student Officer is listed as a Vice Provost

**TABLE 9-D  
MAXIMUM LINE ITEM COMPARISONS FOR SELECTED  
KEY POSITIONS - AHECB RECOMMENDATIONS  
FOR TWO-YEAR INSTITUTIONS: FY 2019-20**

INST	CHIEF	CHIEF	CHIEF	CHIEF	DIVISION CHAIR	9-MONTH				
	EXECUTIVE OFFICER	ACADEMIC OFFICER	FISCAL OFFICER	STUDENT OFFICER		FACULTY	PROFESSOR	ASSOC PROFESSOR	ASSIST PROFESSOR	INSTRUCTOR
ANC	166,651	133,759	125,432	125,432	117,060	89,165				
ASUB	166,651	133,759	125,432	125,432	117,060		95,674	90,203	79,815	69,539
ASUMH	166,651	133,759	125,432	125,432	117,059	89,165				
ASUMS	166,651	133,759	125,432	125,432	117,060	89,165				
ASUN	166,651	133,759	125,432	125,432	117,060		95,674	90,203	79,815	69,539
BRTC	166,651	133,759	125,432	125,432	117,060	89,165				
CCCUA	166,651	133,759	125,432	125,432	117,060	89,165				
COTO	166,651	133,759	125,432	125,432	117,060	89,165				
EACC	166,651	133,759	125,432	125,432	117,060	89,165				
NAC	166,651	133,759	125,432	125,432	117,060	89,165				
NPC	166,651	133,759	125,432	125,432	117,060	89,165				
NWACC	166,651	133,759	125,432	125,432	117,060	89,165				
OZC	166,651	133,759	125,432	125,432	117,060	89,165				
PCCUA	166,651	133,759	150,216	125,432	117,060	89,165				
SACC	166,651	133,759	133,759	125,432	117,060	89,165				
SAUT	166,651	133,759	125,432	125,432	117,060	89,165				
SEAC	166,651	133,759	125,432	125,432	117,060	89,165				
UACCB	166,651	133,759	125,432	125,432	117,060	89,165				
UACCH	166,651	133,759	133,759	125,432	N/A	89,165				
UACCM	166,651	133,759	125,432	125,432	117,060	89,165				
UACCRM	166,651	133,759	125,432	125,432	117,060	89,165				
UA-PTC	166,651	139,543	125,432	N/A	117,060	89,165				