

**Arkansas Division of Higher Education**

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

**Fiscal Year 2020-21**



**Institutional Finance**

**December 2019**

**Arkansas Division 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.