

UofA

UNIVERSITY OF ARKANSAS

2016

FOR THE FISCAL YEAR ENDING JUNE 30, 2016

BUDGET

Hope/Texarkana Campus

**UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
OPERATING BUDGET
FISCAL YEAR 2016**

<u>ESTIMATED REVENUE</u>	ACTUAL 2013/14	% OF TOTAL	ESTIMATE 2014/15	% OF TOTAL	ESTIMATE 2015/16	% OF TOTAL
STUDENT FEES	2,402,801	22.90%	2,292,450	22.63%	2,564,529	25.44%
STATE APPROPRIATIONS:						
RSA Allotment A	4,491,997	42.81%	4,491,997	44.34%	4,447,077	44.11%
RSA Allotment B	-	0.00%	-	0.00%	44,920	0.45%
Workforce 2000 Appn.	1,958,947	18.67%	1,958,947	19.34%	1,939,647	19.24%
Other State Appn.	-	0.00%	-	0.00%	-	0.00%
SUB-TOTAL STATE APPNS	6,450,944	61.49%	6,450,944	63.67%	6,431,644	63.80%
GIFTS AND GRANTS	239,139	2.28%	50,100	0.49%	50,100	0.50%
LOCAL SALES TAX	1,250,000	11.91%	1,208,000	11.92%	950,000	9.42%
OTHER INCOME	103,545	0.99%	85,000	0.84%	85,000	0.84%
TOTAL E & G	10,446,429	99.57%	10,086,494	99.56%	10,081,273	100.00%
BOOKSTORE INCOME	45,372	0.43%	45,000	0.44%	0	0.00%
TOTAL ESTIMATED REVENUE	10,491,801	100.00%	10,131,494	100.00%	10,081,273	100.00%

BUDGET ALLOCATIONS

SALARIES	5,199,006	49.57%	5,085,536	51.14%	4,942,617	49.03%
STUDENT LABOR	70,337	0.67%	70,000	0.70%	50,000	0.50%
STAFF BENEFITS	2,095,845	19.98%	2,034,090	20.46%	1,836,201	18.21%
ELECTRICITY	294,332	2.81%	351,164	3.53%	396,458	3.93%
NATURAL GAS	42,138	0.40%	32,891	0.33%	46,514	0.46%
WATER AND SEWAGE	30,687	0.29%	41,514	0.42%	43,000	0.43%
INSTITUTIONAL SCHOLARSHIPS	178,139	1.70%	172,337	1.73%	175,000	1.74%
INSURANCE	37,626	0.36%	45,554	0.46%	45,600	0.45%
TRAVEL	62,064	0.59%	65,370	0.66%	60,000	0.60%
SUPPLIES AND SERVICES	1,477,960	14.09%	1,158,662	11.65%	1,418,103	14.07%
LIBRARY HOLDINGS	9,962	0.09%	10,000	0.10%	4,500	0.04%
EQUIPMENT	209,965	2.00%	77,489	0.78%	75,000	0.74%
DEBT SERVICE	781,078	7.45%	798,875	8.03%	807,739	8.01%
CONTINGENCY	-	0.00%	-	0.00%	180,541	1.79%
TOTAL E & G	10,489,139	100.00%	9,943,482	100.00%	10,081,273	100.00%
BOOKSTORE	12	0.00%	0	0.00%	0	0.00%
TOTAL BUDGET ALLOCATIONS	10,489,151	100.00%	9,943,482	100.00%	10,081,273	100.00%

2,650

188,012

0

**UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
INCOME BUDGET DETAIL
FISCAL YEAR ENDING JUNE 30, 2016**

EDUCATIONAL & GENERAL UNRESTRICTED

		ACTUAL	ESTIMATED	ESTIMATED
		2013-2014	2014-2015	2015-2016
ACCOUNT NO.	STUDENT FEES:			
11 - 110 - 4 - 000	IN DISTRICT REG FEES/F&S	936,931	920,592	1,000,000
11 - 111 - 4 - 000	OUT OF STATE FEES/F&S	98,020	63,143	85,000
11 - 112 - 4 - 000	OUT OF COUNTY REG FEES/F&S	791,429	768,896	865,871
11 - 120 - 4 - 000	IN STATE REG FEES/SUMMER	152,851	144,515	150,000
11 - 121 - 4 - 000	OUT OF STATE FEES/SUMMER	777	1,068	1,000
11 - 128 - 4 - 000	FACILITY FEE	71,460	68,000	71,780
11 - 129 - 4 - 000	MUSIC FEES	1,802	2,741	3,000
11 - 130 - 4 - 000	ASSET TEST FEES	2,560	2,946	2,000
11 - 131 - 4 - 000	PROCTOR EXAMS	125	2,050	2,000
11 - 132 - 4 - 000	COMMUNITY SERVICE REG FEES	12,505	10,000	15,000
11 - 133 - 4 - 000	SECURITY FEE	65,269	72,174	94,032
11 - 135 - 4 - 000	LAB FEES	18,292	16,377	23,788
11 - 136 - 4 - 000	PARKING FEES	12,615	11,295	13,095
11 - 137 - 4 - 000	NURSING TESTING FEES	16,744	14,000	18,006
11 - 138 - 4 - 000	ATI TESTING - NURSING	6,620	5,500	6,421
11 - 139 - 4 - 000	OTHER FEES	1,740	1,200	1,426
11 - 140 - 4 - 000	PARAMEDIC TESTING FEES	400	600	388
11 - 142 - 4 - 000	BIOLOGY LAB FEES	765	750	684
11 - 144 - 4 - 000	DOCUMENTATION FEE	7,566	7,415	8,300
11 - 146 - 4 - 000	FITNESS CENTER FEES	120	-	116
11 - 150 - 4 - 000	INSTRUCTIONAL SUPPORT FEE	190,982	170,989	191,508
11 - 154 - 4 - 000	ARNEC TESTING FEE	-	1,000	-
11 - 158 - 4 - 000	CCOT INCOME	4,311	3,348	3,200
11 - 159 - 4 - 000	ELLA INCOME	8,917	3,851	7,913
11 - 190 - 4 - 000	STUDENT ACTIVITY FEE	23,941	21,435	24,000
11 - 199 - 4 - 000	LESS: TRANSFER OF STUDENT	(23,941)	(21,435)	(24,000)
	TOTAL STUDENT FEES	2,402,801	2,292,450	2,564,529

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
 INCOME BUDGET DETAIL
 FISCAL YEAR ENDING JUNE 30, 2016

EDUCATIONAL & GENERAL UNRESTRICTED

ACTUAL 2013-2014	ESTIMATED 2014-2015	ESTIMATED 2015-2016
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STATE APPROPRIATIONS:

11 - 201 - 4 - 000	RSA ALLOTMENT A	4,491,997	4,491,997	4,447,077
11 - 202 - 4 - 000	RSA ALLOTMENT B	-	-	44,920
11 - 205 - 4 - 000	WORKFORCE 2000	1,958,947	1,958,947	1,939,647
TOTAL STATE APPROPRIATIONS		6,450,944	6,450,944	6,431,644

GIFTS AND GRANTS

11 - 220 - 4 - 000	INDUSTRY TRAINING INCOME	16,224	16,445	17,000
11 - 225 - 4 - 000	SRT-CDL TRAINING INCOME	145,105	-	-
11 - 230 - 4 - 000	KIDS COLLEGE INCOME	38,440	36,000	36,000
11 - 304 - 4 - 000	PELL ADMN EXP ALLOWANCE	5,310	5,100	5,100
11 - 309 - 4 - 000	OTHER FED PROGRAMS	28,487	9,000	9,000
11 - 717 - 4 - 000	U-CAN SCHOLARSHIP INCOME	5,573	-	-
TOTAL GIFTS AND GRANTS		239,139	66,545	67,100

SALES AND SERVICES

11 - 270 - 4 - 000	HEMPSTEAD HALL REVENUE	13,614	10,000	20,000
11 - 271 - 4 - 000	HEMPSTEAD HALL TICKET AGENT INCOM	1,494	-	1,000
11 - 411 - 4 - 000	RETURNED CHECK FEES	57	100	100
11 - 413 - 4 - 000	VENDING SALES	1,368	7,105	7,000
11 - 414 - 4 - 000	COPY SERVICE SALES	114	200	200
11 - 415 - 4 - 000	M&R SALES	-	-	5,000
11 - 416 - 4 - 000	PRINTER SALES	469	235	300
11 - 418 - 4 - 000	CARDIAC TRAINING CENTER FEES	8,285	11,610	10,000
11 - 419 - 4 - 000	SIGN LEASE	5,100	5,500	5,500
TOTAL SALES AND SERVICES		30,501	34,750	49,100

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
 INCOME BUDGET DETAIL
 FISCAL YEAR ENDING JUNE 30, 2016

EDUCATIONAL & GENERAL UNRESTRICTED

				ACTUAL	ESTIMATED	ESTIMATED	
				2013-2014	2014-2015	2015-2016	
OTHER INCOME							
11 -	907 -	4 -	000	LOCAL SALES TAX RECEIPTS	1,250,000	1,208,000	950,000
11 -	910 -	4 -	000	INTEREST INCOME	571	250	400
11	917	4	000	OFFICE RENTAL INCOME	3,000	3,000	3,000
11 -	919 -	4 -	000	MISCELLANEOUS REVENUE	69,473	30,555	15,500
TOTAL OTHER INCOME				1,323,044	1,241,805	968,900	
TOTAL E&G UNRESTRICTED INCOME				10,446,429	10,086,494	10,081,273	
AUXILIARY ENTERPRISES							
11 -	950 -	4 -	000	BOOKSTORE INCOME	45,372	45,000	-
TOTAL AUXILIARY ENTERPRISES				45,372	45,000	-	
TOTAL UNRESTRICTED				10,491,801	10,131,494	10,081,273	

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
 BUDGETED EXPENSES
 FISCAL YEAR 2015/2016

ACCT	DEPARTMENT	100 SALARIES	110 EX HELP	160 BENEFITS	200 SUPPLIES	250 TRAVEL	700 EQUIPMENT	745 LIBR HOLL	TOTAL	TOTAL WOBNTFS
100	INSTRUCTION									
105	Blackboard	0	0	0	36,478	0	0	0	36,478	36,478
106	Dean Arts & Humanities	55,439	0	20,512	900	0	0	0	76,851	56,339
107	AA TEACHING	4,500	0	1,665	200	0	0	0	6,365	4,700
108	DISTANCE EDUCATION DIV	1,000	0	370	182	0	0	0	1,552	1,182
109	FOREIGN LANGUAGE	6,000	0	2,220	0	0	0	0	8,220	6,000
110	SOCIAL SCIENCE	188,586	0	69,777	2,750	0	0	0	261,113	191,336
111	MATHEMATICS	254,281	0	94,084	5,000	0	0	0	353,365	259,281
112	ENGLISH	274,734	0	101,652	4,500	0	1,200	0	382,086	280,434
113	HUMANITIES	155,323	0	57,470	2,400	0	0	0	215,193	157,723
114	PHYSICAL EDUCATION	0	0	0	0	0	0	0	0	0
115	SCIENCE	230,888	1,500	85,429	18,770	0	0	0	336,587	251,158
116	SPEECH	0	0	0	0	0	0	0	0	0
117	CRIMINAL JUSTICE	0	0	0	0	0	0	0	0	0
120	NURSING/LPN	195,271	0	72,250	23,000	0	0	0	290,521	218,271
121	CARE (T&I)	0	0	0	10,000	0	0	0	10,000	10,000
122	POWER PLANT TECHNOLOGY	36,057	0	13,341	800	0	0	0	50,198	36,857
123	AIR CONDITIONING/REF	46,254	0	17,114	8,000	0	0	0	71,368	54,254
124	INDUSTRIAL MAINTENANCE	50,048	0	18,518	5,900	0	0	0	74,466	55,948
125	T&I CHAIRMAN	100,335	3,000	37,124	3,650	0	0	0	144,109	106,985
126	DIESEL MECHANICS	41,057	0	15,191	5,900	0	0	0	62,148	46,957
127	CONCURRENT INSTRUCTION	0	0	0	47,300	0	0	0	47,300	47,300
128	INDUSTRIAL ELECTRICITY	48,830	0	18,067	10,400	0	0	0	77,297	59,230
129	WELDING	66,879	0	24,745	16,300	0	0	0	107,924	83,179
130	ACADEMIC SKILLS	92,007	0	34,043	5,400	0	0	0	131,450	97,407
131	TELECOMMUNICATIONS	0	0	0	0	0	0	0	0	0
132	ARNEC	43,096	0	15,946	38,130	0	0	0	97,172	81,226
133	HEALTH PROFESSIONS	29,946	2,000	11,080	1,300	0	0	0	44,326	33,246
145	FUNERAL SERVICE EDU.	125,506	0	46,437	6,400	0	0	0	178,343	131,906
146	CARDIAC TRAINING	0	0	0	4,095	0	0	0	4,095	4,095
147	CHILD CARE (CDA)	44,905	0	16,615	800	0	0	0	62,320	45,705
148	UAMS NURSING	0	0	0	200	0	0	0	200	200
150	BUSINESS TECHNOLOGY	247,823	2,000	91,695	8,500	0	0	0	350,018	258,323
152	TAACT	8,898	0	3,292	0	0	0	0	12,190	8,898
157	CERTIFIED NURSE ASST.	5,500	0	2,035	550	0	0	0	8,085	6,050
158	CCOT	1,962	0	726	700	0	0	0	3,388	2,662
159	PreK ELLA	5,154	0	1,907	0	0	0	0	7,061	5,154
160	EMT	47,037	0	17,404	1,500	0	0	0	65,941	48,537
161	PARAMEDIC	17,600	0	6,512	4,530	0	0	0	28,642	22,130

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
 BUDGETED EXPENSES
 FISCAL YEAR 2015/2016

ACCT	DEPARTMENT	100 SALARIES	110 EX HELP	160 BENEFITS	200 SUPPLIES	250 TRAVEL	700 EQUIPMENT	745 LIBR HOLL	TOTAL	TOTAL WOBNTS
167	PREP ACADEMY	0	0	0	450	0	0	0	450	450
172	Texarkana Instruction Center	75,416	3,000	27,901	18,000	0	1,700	0	126,017	98,116
	SUB-TOTAL INSTRUCTION	2,500,332	11,500	925,122	292,985	0	2,900	0	3,732,839	2,807,717
200	COMMUNITY SERV-NON CR									
220	INDUSTRIAL RELATIONS	66,330	0	24,542	16,380	0	0	0	107,252	82,710
225	SRT-CDL TRAINING	0	0	0	0	0	0	0	0	0
230	KIDS COLLEGE	10,000	0	0	12,200	0	0	0	22,200	22,200
260	COMMUNITY EDUCATION	32,597	0	12,061	4,095	0	0	0	48,753	36,692
270	HEMPSTEAD HALL	187,443	12,000	69,354	54,060	-	11,400	-	334,257	264,903
	SUB-TOTAL PUBLIC SERVICE	296,370	12,000	105,957	86,735	0	11,400	0	512,462	406,505
300	ACADEMIC SUPPORT									
301	LIBRARY	102,875	7,500	38,064	25,060	0	0	4,500	177,999	139,935
310	VC-ACADEMICS	116,500	0	43,105	4,550	32,000	0	0	196,155	153,050
320	STAFF DEVELOPMENT	0	0	0	3,150	0	0	0	3,150	3,150
	SUB-TOTAL ACADEMIC SUPPORT	219,375	7,500	81,169	32,760	32,000	0	4,500	377,304	296,135
400	STUDENT SERVICES									
410	ENROLLMENT SERVICES	58,940	2,000	21,808	9,500	0	0	0	92,248	70,440
420	STUDENT SERVICES	188,902	0	69,894	7,055	10,000	0	0	275,851	205,957
425	ENROLLMENT MANAGEMENT	86,016	0	31,826	4,500	0	0	0	122,342	90,516
430	TESTING SERVICES	44,695	0	16,537	8,000	0	660	0	69,892	53,355
440	FINANCIAL AID	93,005	3,000	34,412	10,735	0	0	0	141,152	106,740
480	STUDENT RELATIONS	32,320	0	11,958	9,555	0	0	0	53,833	41,875
481	CAREER SERVICES	28,104	0	10,398	1,200	0	0	0	39,702	29,304
	SUB-TOTAL STUDENT SERVICES	531,982	5,000	196,833	50,545	10,000	660	0	795,020	598,187
500	INSTITUTIONAL SUPPORT									
510	BOARD OF TRUSTEES	0	0	0	2,500	0	0	0	2,500	2,500
520	CHANCELLOR'S OFFICE	218,603	0	83,069	5,500	18,000	0	0	325,172	242,103
530	BUSINESS OFFICE	286,178	2,000	108,748	20,000	0	0	0	416,926	308,178
532	HUMAN RESOURCES	79,491	2,000	30,207	13,623	0	0	0	125,321	95,114
533	INSTITUTIONAL ADVANCEMENT	84,775	0	32,215	3,150	0	0	0	120,140	87,925

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
 BUDGETED EXPENSES
 FISCAL YEAR 2015/2016

ACCT	DEPARTMENT	100 SALARIES	110 EX HELP	160 BENEFITS	200 SUPPLIES	250 TRAVEL	700 EQUIPMENT	745 LIBR HOLL	TOTAL	TOTAL WOBNFTS
534	STATE INCOME TAX FEE	0	0	0	2,200	0	0	0	2,200	2,200
535	INSTITUTIONAL EFFECTIVENESS	95,622	0	36,336	500	0	0	0	132,458	96,122
536	INSTITUTIONAL RESEARCH	52,540	0	19,965	1,300	0	0	0	73,805	53,840
541	VC ACADEMICS SALARY	0	0	0	0	0	0	0	0	0
542	VC STUDENT SERVICE SAL	0	0	0	0	0	0	0	0	0
569	ARE-ON	0	0	0	20,000	0	0	0	20,000	20,000
570	CATALOGS & BULLETINS	0	0	0	14,560	0	0	0	14,560	14,560
571	INSURANCE NON-PROPERTY	0	0	0	15,600	0	0	0	15,600	15,600
572	POSTAL SERVICE	0	0	0	3,000	0	0	0	3,000	3,000
573	GRADUATION	0	0	0	8,645	0	0	0	8,645	8,645
574	GENERAL INSTN EXPENSE	0	0	0	40,000	0	0	0	40,000	40,000
575	NCA ACCREDITATION EXP	0	0	0	6,500	0	0	0	6,500	6,500
576	SWITCHBOARD	20,216	10,000	7,682	32,000	0	0	0	69,898	62,216
577	COPY SERVICE	0	0	0	900	0	0	0	900	900
578	COMPUTER SERVICES	230,892	0	87,739	159,350	0	60,040	0	538,021	450,282
579	BAD DEBT WRITE-OFF	0	0	0	1,000	0	0	0	1,000	1,000
580	MOTOR POOL	0	0	0	10,000	0	0	0	10,000	10,000
581	SECURITY	94,511	0	34,969	7,250	0	0	0	136,730	101,761
590	PUBLIC RELATIONS	99,136	0	37,130	115,000	0	0	0	251,266	214,136
	SUB-TOTAL INSTUTIONAL SUPPORT	1,281,984	14,000	478,060	482,578	18,000	60,040	0	2,314,642	1,836,582
600	PLANT MAINTENANCE									
610	BUILDING MAINTENANCE	22,063	0	8,163	90,000	0	0	0	120,226	112,063
615	BUILDING MAINTENANCE-TEXARKANA	0	0	0	5,000	0	0	0	5,000	5,000
620	CUSTODIAL SERVICE	0	0	0	310,000	0	0	0	310,000	310,000
625	CUSTODIAL SERVICE-TEXARKANA	0	0	0	39,000	0	0	0	39,000	39,000
630	GROUNDS MAINTENANCE	88,378	0	32,700	20,000	0	0	0	141,078	108,378
635	GROUNDS MAINTENANCE-TEXARKANA	0	0	0	7,500	0	0	0	7,500	7,500
641	ELECTRICITY	0	0	0	396,458	0	0	0	396,458	396,458
642	WATER & SEWER	0	0	0	43,000	0	0	0	43,000	43,000
643	NATURAL GAS	0	0	0	46,514	0	0	0	46,514	46,514
650	INSURANCE	0	0	0	45,600	0	0	0	45,600	45,600
690	SHIPPING & RECEIVING	22,153	0	8,197	1,000	0	0	0	31,350	23,153
	SUB-TOTAL PLANT MAINT	132,594	0	49,060	1,004,072	0	0	0	1,185,726	1,136,666

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
 BUDGETED EXPENSES
 FISCAL YEAR 2015/2016

ACCT	DEPARTMENT	100 SALARIES	110 EX HELP	160 BENEFITS	200 SUPPLIES	250 TRAVEL	700 EQUIPMENT	745 LIBR HOLT	TOTAL	TOTAL WOBNFTS
700	SCHOLARSHIPS									
701	ACADEMIC SCHOLARSHIPS	0	0	0	50,550	0	0	0	50,550	50,550
702	ACHIEVEMENT SCHOLARSHIPS	0	0	0	0	0	0	0	0	0
703	STAFF/DEP SCHOLARSHIPS	0	0	0	12,500	0	0	0	12,500	12,500
704	LAW ENFOR. SCHOLARSHIPS	0	0	0	500	0	0	0	500	500
705	OVER 60 SCHOLARSHIPS	0	0	0	6,000	0	0	0	6,000	6,000
706	CHANCELLOR'S SCHOLAR.	0	0	0	19,600	0	0	0	19,600	19,600
707	UA SYSTEM SCHOLARSHIPS	0	0	0	4,500	0	0	0	4,500	4,500
708	VAL/SAL SCHOLARSHIPS	0	0	0	10,350	0	0	0	10,350	10,350
709	PROGRAM SPECIFIC SCHOLARSHIPS	0	0	0	0	0	0	0	0	0
710	SUPPLEMENTAL SCHOLARSHIPS	0	0	0	1,000	0	0	0	1,000	1,000
711	AATYC SCHOLARSHIP	0	0	0	500	0	0	0	500	500
712	AMBASSADOR SCHOLARSHIPS	0	0	0	5,000	0	0	0	5,000	5,000
713	UACCH CERTIFICATE SCHOLARSHIP	0	0	0	1,500	0	0	0	1,500	1,500
714	GED SCHOLARSHIP	0	0	0	2,000	0	0	0	2,000	2,000
715	CONCURRENT TUITION SCHOLARSHIP	0	0	0	45,000	0	0	0	45,000	45,000
717	U-CAN SCHOLARSHIP	0	0	0	0	0	0	0	0	0
719	BRIDGE SCHOLARSHIPS	0	0	0	16,000	0	0	0	16,000	16,000
	SUB-TOTAL SCHOLARSHIPS	0	0	0	175,000	0	0	0	175,000	175,000
	TOTAL E&G EXPENDITURES	4,942,617	50,000	1,836,201	2,124,675	60,000	75,000	4,500	9,092,993	7,256,792
900	TRANSFERS									
901	COLLEGE SAVINGS BOND LOAN	0	0	0	112,000	0	0	0	112,000	112,000
910	2010 BOND DEBT SERVICE	0	0	0	546,739	0	0	0	546,739	546,739
913	2013 BOND DEBT SERVICE	0	0	0	149,000	0	0	0	149,000	149,000
	SUB-TOTAL DEBT SERVICE	0	0	-	807,739	0	0	0	807,739	807,739
	CONTINGENCY	0	0	0	180,541	0	0	0	180,541	180,541
	TOTAL EDUCATIONAL & GENERAL	4,942,617	50,000	1,836,201	3,112,955	60,000	75,000	4,500	10,081,273	8,245,072

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
POSITION LISTING
FY 2016

No. Pos	Position	Grade	Sal/Max	Employee	Salary
1	CHANCELOR		\$ 150,076	Steven Thomason	\$ 169,455
2	VICE CHAN-ACADEMICS		\$ 120,455	Laura Clark	\$ 88,880
3	VICE CHAN-ADM SERVICES		\$ 120,455	Belinda Aaron	\$ 97,970
4	VICE CHAN-STUDENT SER.		\$ 112,956	Brian Berry	\$ 97,970
5	Director of Institutional Research		\$ 95,705	Danita Ormand	\$ 52,540
6	COUNSELOR		\$ 91,938	Phyllis Hamilton	\$ 53,475
6	COUNSELOR		\$ 91,938	Katelyn Smith	\$ 32,320
6	COUNSELOR		\$ 91,938	Misty Hughes	\$ 36,057
6	COUNSELOR		\$ 91,938	Mary White-FED SSS	\$ 49,244
6	COUNSELOR		\$ 91,938	Steven Ogden-FED SSS	\$ 44,588
6	COUNSELOR		\$ 91,938	Presley Pennington	\$ 30,300
37	COUNSELOR		\$ 91,938	Leigh Quillin	\$ 44,695
6	COUNSELOR		\$ 91,938	Vacant- Fed SSS	\$ -
6	COUNSELOR		\$ 91,938	Linda Waller=Fed CP	\$ 35,473
6	COUNSELOR		\$ 91,938	Karen Odell-Fed CC	\$ 28,473
6	COUNSELOR		\$ 91,938	Vacant - Fed CC	\$ -
6	COUNSELOR		\$ 91,938	Britanny Holleman CC	\$ 32,785
6	COUNSELOR		\$ 91,938	Nicole Woods - Fed CC	\$ 30,906
6	COUNSELOR		\$ 91,938	Vacant-Fed CC	\$ -
7	DIRECTOR		\$ 91,938	Jolane Cook	\$ 52,540
8	COORD CONT ED BUS OUTRCH		\$ 88,146	Belinda Henley	\$ 62,523
9	DIR PUBLIC RELATIONS/MARKT		\$ 88,146	Brent Talley	\$ 61,308
10	REGISTRAR		\$ 88,146	Diana Syata	\$ 36,384
11	DIR FINANCIAL AID		\$ 87,971	Becky Wilson	\$ 42,916
12	DIR PLANNING & ASSESSMENT		\$ 87,187	Dave Phillips	\$ -
13	DIR COMPUTER SERVICES		\$ 86,501	Charles Jordan	\$ 76,819
14	BUSINESS & INDUSTRY		\$ 85,639	Shaun Clark	\$ 47,286
15	BUSINESS MANAGER		\$ 84,492	Kelly Brzeski	\$ 67,213
16	DIRECTOR OF DEVELOPMENT		\$ 81,806	Jill Bobo	\$ 61,610
18	DIRECTOR OF ADMISSIONS		\$ 80,362	Judy Anderson	\$ 66,593

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE
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No. Pos	Position	Grade	Sal/Max	Employee	Salary
	Asst Director Hempstead Hall		\$ 80,362	Brad Rogers	\$ 40,400
19	DIRECTOR OF ADMIN SERVICES		\$ 58,745	Kathryn Hopkins	\$ 46,336
CLASSIFIED STAFF					
20	NETWORK SUPPORT ANALYST	C118	\$ 62,115	Merle Luster	\$ 40,468
21	HEI PROGRAM COORDINATOR	C116	\$ 56,340	Nancy Kenworthy	\$ 32,597
21	HEI PROGRAM COORDINATOR	C116	\$ 56,340	Sonya Thomas-FED CP	\$ 41,208
21	HEI PROGRAM COORDINATOR	C116	\$ 56,340		\$ -
22	PUBLIC INFORMATION SPECIALIST	C116	\$ 53,657	Casey Curtis	\$ 37,827
23	FINANCIAL AID ANALYST	C115	\$ 53,657	Kyla Walker	\$ 31,045
24	FISCAL SUPPORT ANALYST	C115	\$ 53,657	Bruce McRae	\$ 31,363
25	MAINTENANCE SUPERVISOR	C115	\$ 53,657	Tony Gibson	\$ 44,270
27	COMPUTER SUPPORT TECH Lighting/Sound Technician	C115	\$ 53,657	Ashley Davis Valerie Sanders.	\$ 45,458 \$ 30,906
28	TELECOMMUNICATIONS SPECIALIST	C114	\$ 51,102	Nancy Bailey	\$ 34,380
28	TELECOMMUNICATIONS SPECIALIST	C114	\$ 51,102	Paul Patton	\$ 28,690
29	SECURITY OFFICER SUPERVISOR	C113	\$ 48,669	Mike Fielding	\$ 32,597
30	ADMINISTRATIVE SPECIALIST	C112	\$ 46,351	Marla Mathews	\$ 29,579
30	ADMINISTRATIVE SPECIALIST	C112	\$ 46,351	Kaye Cheatham	\$ 26,819
31	FISCAL SUPPORT SPECIALIST	C112	\$ 46,351	Cindy Phillips	\$ 34,606
32	PURCHASING TECHNICIAN	C112	\$ 46,351	Sarah Gray	\$ 27,323
33	PAYROLL OFFICER	C110	\$ 40,991	Katy Wolf	\$ 31,453
34	ADMINISTRATIVE SPECIALIST II	C109	\$ 38,538	Tamara Baldwin	\$ -
34	ADMINISTRATIVE SPECIALIST II	C109	\$ 38,538	Stephanie McCoskey	\$ 21,827
34	ADMINISTRATIVE SPECIALIST II	C109	\$ 38,538	Demechia Rowe	\$ 28,104
34	ADMINISTRATIVE SPECIALIST II	C109	\$ 38,538	Ramona Brown - FED	\$ 27,723
34	ADMINISTRATIVE SPECIALIST II	C109	\$ 38,538	Twyla Pruden	\$ 23,166
34	ADMINISTRATIVE SPECIALIST II	C109	\$ 46,351	Vickey Brooks	\$ 23,917
35	LIBRARY TECHNICIAN	C109	\$ 38,538	Tara Powell	\$ 23,166
35	LIBRARY TECHNICIAN	C109	\$ 38,538	Shelia Jackson	\$ 23,166

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No. Pos	Position	Grade	Sal/Max	Employee	Salary
36	MAINTENANCE ASSISTANT	C108	\$ 36,227	Gene Ward	\$ 22,063
36	MAINTENANCE ASSISTANT	C108	\$ 36,227	Bruce Stapp	\$ 22,153
36	MAINTENANCE ASSISTANT	C108	\$ 36,227	Willard Willmon	\$ 22,153
36	MAINTENANCE ASSISTANT	C108	\$ 36,227	Steven Bass	\$ 21,955
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Bernice McDonald	\$ 21,256
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Sequoiah Anderson	\$ 19,044
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Vanessa Simmons	\$ 18,855
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Vacant	\$ 19,619
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Alison Knight	\$ 19,044
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Holly Harris	\$ 18,855
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Vacant- Fed SSS	\$ 25,250
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Donna Carter	\$ 19,619
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Terra Newsom	\$ 20,216
37	ADMINISTRATIVE SPECIALIST I	C106	\$ 31,994	Lekiesa Muldrow-FED	\$ 20,011
38	SECURITY OFFICER	C106	\$ 31,991	Wesley Wright	\$ 23,932
38	SECURITY OFFICER	C106	\$ 31,991	Lyndon Sanders	\$ 25,503
39	INSTITUTIONAL SERVICES SUPVR	C104	\$ 28,235	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Michael Bounds	\$ 15,737
40	INSTITUTIONAL SERVICES ASST.	C103	\$ 26,517	Vacant	\$ -

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No. Pos	Position	Grade	Sal/Max	Employee	Salary
ACADEMIC POSITIONS-NON CLASSIFIED					
41	LIBRARIAN		\$ 95,706	Marielle McFarland	\$ 54,543
42	NURSING INSTRUCTOR		\$ 86,744	Emma Bissell	\$ 40,865
42	NURSING INSTRUCTOR		\$ 86,744	Cynthia Graham	\$ 48,518
42	NURSING INSTRUCTOR		\$ 86,744	Vacant	\$ -
43	NURSING INSTRUCTOR		\$ 86,744	Vacant	\$ -
43	INSTRUCTOR		\$ 80,296	Tosha Bradley	\$ 38,880
43	INSTRUCTOR		\$ 80,296	Jennifer Bailey	\$ 44,200
43	INSTRUCTOR		\$ 80,296	Vacant	\$ -
43	INSTRUCTOR		\$ 80,296	Sandra Champion	\$ 39,405
43	INSTRUCTOR		\$ 80,296	Jason Chism	\$ 38,880
43	INSTRUCTOR		\$ 80,296	Vacant	\$ -
43	INSTRUCTOR		\$ 80,296	Michael Cox	\$ 36,778
43	INSTRUCTOR		\$ 80,296	Karen Davis	\$ 71,223
43	INSTRUCTOR		\$ 80,296	Melanie Dillard	\$ 41,615
43	INSTRUCTOR		\$ 80,296	Ashli Dykes	\$ 43,813
43	INSTRUCTOR		\$ 80,296	Glenda Formby	\$ 39,931
43	INSTRUCTOR		\$ 80,296	Bobbie Smith	\$ 36,360
43	INSTRUCTOR		\$ 80,296	Judy Garrett	\$ 48,861
43	INSTRUCTOR		\$ 80,296	Loni Taylor	\$ 39,390
43	INSTRUCTOR		\$ 80,296	Gina Sutton	\$ 38,354
43	INSTRUCTOR		\$ 80,296	Sherri Hart	\$ 44,344
43	INSTRUCTOR		\$ 80,296	John Hollis	\$ 70,493
43	INSTRUCTOR		\$ 80,296	John Hopkins	\$ 48,671
43	INSTRUCTOR		\$ 80,296	Vacant	\$ 46,359
43	INSTRUCTOR		\$ 80,296	Cindy Lance	\$ 62,216
43	INSTRUCTOR		\$ 80,296	Vacant	\$ -
43	INSTRUCTOR		\$ 80,296	Amanda R Maggio	\$ 36,366
43	INSTRUCTOR		\$ 80,296	Jannie Moten	\$ 35,653

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No. Pos	Position	Grade	Sal/Max	Employee	Salary
43	INSTRUCTOR		\$ 80,296	Monica Knight	\$ 35,552
43	INSTRUCTOR		\$ 80,296	Rachel Parson	\$ 38,880
43	INSTRUCTOR		\$ 80,296	Lisa Pennington	\$ 38,880
43	INSTRUCTOR		\$ 80,296	Vic Phillips	\$ 59,390
43	INSTRUCTOR		\$ 80,296	Scott Bittle	\$ 35,148
43	INSTRUCTOR		\$ 80,296	Sondra Reaves	\$ 39,931
43	INSTRUCTOR		\$ 80,296	Brandon Renfro	\$ 36,366
43	INSTRUCTOR		\$ 80,296	Reginald Roy	\$ 36,057
43	INSTRUCTOR		\$ 80,296	Randy Sanders	\$ 79,316
43	INSTRUCTOR		\$ 80,296	Charlie Scoggins	\$ 55,329
43	INSTRUCTOR		\$ 80,296	Christophe Shaver	\$ 38,880
43	INSTRUCTOR		\$ 80,296	Larry Shaw	\$ 38,880
43	INSTRUCTOR		\$ 80,296	Staci Shupe	\$ 38,354
43	INSTRUCTOR		\$ 80,296	Vacant	\$ -
43	INSTRUCTOR		\$ 80,296	Lisa Butler	\$ 35,956
43	INSTRUCTOR		\$ 80,296	Terry Tubbs	\$ 38,354
43	INSTRUCTOR		\$ 80,296	Cathy Voss	\$ 37,087
42	INSTRUCTOR		\$ 80,296	Jan Whatley	\$ 53,639
43	INSTRUCTOR		\$ 80,296	Mark Wilcox	\$ 37,087
43	INSTRUCTOR		\$ 80,296	Ginny Witcher	\$ 47,907
43	INSTRUCTOR		\$ 80,296	Michael Young	\$ 7,272