

Southern Arkansas University (SAUM), 4-year

**11 Employees with salaries over
\$100,000 or more as of 6/30/2011**

Cost Containment 2010-2011

Name of Institution: Southern Arkansas University

Completed By: Roger Giles

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Cost Containment Input
What input are you using from faculty, staff, students, and public in working to contain costs?
There is constant dialogue in the formal budget process of SAU to control costs and work more efficiently. Each unit presents their budget and makes and is encouraged to make suggestions for improvements.
Do you have a Committee on Cost Containment?
The committee is the presidents and the vice presidents. Each vice presidents works in their area and brings ideas and proposals forward.
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?
There is not a formal recognition process at this time. Good suggestions and results have resulted from the existing process and this was not considered needed.

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	5,755	
Retooling HVAC controls	Y	179,479	
Replacing windows	Y		
Other describe: Trayless Dining	Y	25,000	
Other describe:	N		
Other describe:	N		
Total Utilities		210,234	
Personnel			
Consolidating departments	Y	0	Tenured faculty
Staff reductions or reorganizations	Y		IPEDS 2010 Feedback Report indicactes SAU staffed (not faculty) at 68% of comparison group
Temporary saving by keeping vacancies open	Y	87,080	
Hiring of temporary or adjunct faculty	Y		12% of classes taught are with adjuncts
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	400,000	estimated
Reduction in Student Support staff	N		also see saff reduction comment above
Reduction in maintenance staff	N		also see saff reduction comment above
Reduction in campus security	N		also see saff reduction comment above
Defer salary increases	Y	210,000	No COLA for FY 2012
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		This has not proven to be a cost savings atin the past SAU
Closing academic programs with low enrollments	N		none in the past year, done in prior years
Other describe: Graduate Assistantships from tuition to straight dollar amount	Y	72,568	
Other describe: Budget Reductions as part of the budget process - all areas	Y	321,767	
Other describe:	N		
Total Personnel		1,091,415	
Operating Budget Cuts			
Reduce Travel budget	Y	17,500	Defer some optional travel
Revised travel policy	N		
Reduction in office and teaching supplies	Y	31,920	approximately 2%
Reduce printing of materials	Y	1,630	using eblasts, enewsletters, etc.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		Already on five plus year cycle
Changed academic schedule to create efficiencies	Y		addition of online classes savings difficult to measure
Centralization of printing	Y		
4 day work week in summer for employees	Y	17,139	specific savings are difficult to calculate
Other describe: electronic financial aid	Y	2,100	
Other describe: Housing pstage and printing	Y	2,800	
Other describe:	Y	5,420	Bike patrol, donated training, Alet Express, Alertus Desktop
Total Operating		78,509	
Total Savings		\$ 1,380,158	

Employees paid \$100,000 or more as of 6/30/2011

Institution	Name	Title	FY 2011	Notes
Southern Arkansas University	David F. Rankin	President	\$180,000	
Southern Arkansas University	David L. Crouse	VP Academic Affairs	\$124,360	
Southern Arkansas University	Darrell Morrison	VP Finance	\$120,627	
Southern Arkansas University	Donna Y. Allen	VP Student Affairs	\$114,221	
Southern Arkansas University	Roger Giles	VP Administration	\$113,831	
Southern Arkansas University	Charles J. Lewis	VP Faciities	\$102,003	
Southern Arkansas University	Lisa Toms	Dean, Business	\$108,000	
Southern Arkansas University	Zaidy MohdZain	Dean, Education	\$108,000	
Southern Arkansas University	Ben Johnson	Dean, Liberal & Performing	\$103,544	
Southern Arkansas University	Joe Winstead	Dean, Science and Tech	\$101,544	
Southern Arkansas University	Kim Bloss	Dean, Graduate	\$101,761	