

Exhibit H

Arkansas State University Jonesboro (ASU), 4-year

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

Cost Containment 2010-2011

Name of Institution: Arkansas State University-Jonesboro

Completed By: Donna McMillin, Assistant Vice Chancellor for Budget Planning & Development

Phone Number: (870) 972-3700

Cost Containment Input	<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>The University Planning Committee is a shared governance committee consisting of representatives from all constituency groups within the university community. Faculty, staff, deans, chairs, and students, both graduate and undergraduate, have representation on this committee. This committee serves as an advisory committee to the Chancellor relating to fiscal issues of the university. This committee provides the avenue for discussions related to all facets of the university's budget. This committee meets regularly beginning in late fall and continuing through the spring semester until the operating budget is finalized.</p> <p>The Academic Budget Committee is a shared governance committee consisting of representatives from all areas of the academic unit. Faculty senate, student government association, graduate student council, deans and chairs have representation on the committee. The Committee is utilized for budget development as well as assessing strategies to evaluate current operations related to budgetary efficiency and effectiveness.</p>
	<p>Do you have a Committee on Cost Containment?</p> <p>The University Planning Committee, the Academic Budget Committee and the Executive Council are all utilized to continually review operations and make recommendations for efficiencies and cost containment measures</p>
	<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No incentives are offered.</p>

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		
Retooling HVAC controls	Y	20,000	Adding occupancy scheduling to multiple campus building classroom and spaces
Replacing windows	Y	6,000	Upgraded the exterior windows on Arkansas Hall dormitory.
Other describe: Boiler upgrades	Y	35,000	Boiler Upgrades, College of Business, University Hall
Other describe: Chilled water upgrades	Y	12,000	Chilled water interconnection between Reng Center and University Hall dormitory
Other describe:	N		
Total Utilities		73,000	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	1,300,000	Created annually due to attrition. Funds are generally redirected to cover unforeseen financial requirements.
Hiring of temporary or adjunct faculty	Y	300,000	
Hiring of temporary or part-time staff in lieu of fulltime staff	N	579,121	
Reduction in Student Support staff	N	0	
Reduction in maintenance staff	N	67,921	Square footage of campus buildings has increased.
Reduction in campus security	N	0	Campus Security needs are continually increasing.
Defer salary increases	N	264,177	
Reduce employee benefit packages	N	0	
Early retirement incentives for long-term employees	N	0	
Closing academic programs with low enrollments	N	0	
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		2,511,219	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	Y		While inflation has continually increased supplies & services budgets have not increased in over 10 years.
Reduce printing of materials	Y		Syllabi and other course materials are provided to students on-line. Other administrative forms have been transitioned to on-line platforms.
Reduce library holdings or subscriptions	Y		Annually the lists of library subscriptions are reviewed by departments to verify usage.
Change computer replacement policy	Y	100,000	The academic affairs computer replacement policy shifted from a 4 to a 5 year replacement cycle for desktops. Savings generated from the change have been redirected to classroom technologies for the students.

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Changed academic schedule to create efficiencies	Y		Minimum course enrollment standards are enforced by academic departments to keep instruction costs manageable.
Centralization of printing	N		Increased offerings of on-line courses and programs creates financial efficiencies.
4 day work week in summer for employees	N		Printing has been centralized on the ASU campus for many years.
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		100,000	
Total Savings		\$	2,684,219

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

Institution	Name	Title	FY 2011	Notes
Arkansas State University - Jonesboro	Abel, Douglas	Assoc Dir of Athletics	\$100,000.00	
Arkansas State University - Jonesboro	Brady, John	Head Mens Basketball Coach	\$100,000.00	
Arkansas State University - Jonesboro	Rogers, Robert	Dir Ark Inst of Econ Advanceme	\$100,000.00	
Arkansas State University - Jonesboro	Adams, Anthony	Department Chairperson	\$101,381.00	
Arkansas State University - Jonesboro	Lawler, Sandra	Department Chairperson	\$102,302.00	
Arkansas State University - Jonesboro	McBride, Helen	Professor	\$103,334.00	
Arkansas State University - Jonesboro	Meeks, Gregory	Associate Dean of Schools	\$103,530.00	
Arkansas State University - Jonesboro	O'Connor, Carol	Associate Dean of Schools	\$104,741.00	
Arkansas State University - Jonesboro	Peterson, Ryan	Assistant Professor	\$105,000.00	
Arkansas State University - Jonesboro	Motts, Susan	Assistant Professor	\$105,428.52	
Arkansas State University - Jonesboro	Stillwell, Jimmie	Department Chairperson	\$106,947.00	
Arkansas State University - Jonesboro	Pae, Sangshin	Assistant Professor	\$107,100.00	
Arkansas State University - Jonesboro	McVey, Alan	Executive Dir Delta Ec Develop	\$107,161.00	
Arkansas State University - Jonesboro	Nonis, Sarath	Professor	\$108,006.00	
Arkansas State University - Jonesboro	Pittman, Jeffrey	Department Chairperson	\$108,121.00	
Arkansas State University - Jonesboro	Prock, Jim	Dir of Development	\$109,235.00	
Arkansas State University - Jonesboro	McLarry, Carolyn	Department Chairperson	\$109,892.00	
Arkansas State University - Jonesboro	Gilbert, Beverly	Dean of Schools	\$110,000.00	
Arkansas State University - Jonesboro	Holifield, Mitchell	Department Chairperson	\$110,082.00	
Arkansas State University - Jonesboro	Torres, Henry	Research Assoc	\$111,046.00	
Arkansas State University - Jonesboro	Stoverink, Alvin	Assistant VC for Facilities	\$113,686.00	
Arkansas State University - Jonesboro	Milner, Clyde	Professor	\$114,599.00	
Arkansas State University - Jonesboro	Pratte, John	Associate Dean of Schools	\$115,000.00	
Arkansas State University - Jonesboro	Robertson, John	Department Chairperson	\$115,525.00	
Arkansas State University - Jonesboro	Wyatt, James	Professor	\$115,600.00	Salary paid through 12/31/2010
Arkansas State University - Jonesboro	Cooksey, Lynita	Dean of Schools	\$117,307.00	
Arkansas State University - Jonesboro	Hannah, Charles	Assoc VC	\$119,646.00	
Arkansas State University - Jonesboro	Amienyi, Osabuohien	Dean of Schools	\$120,901.00	
Arkansas State University - Jonesboro	Fowler, Gilbert	Department Chairperson	\$121,415.00	
Arkansas State University - Jonesboro	Williams, Lonnie	Assoc VC	\$122,265.00	
Arkansas State University - Jonesboro	Washam, James	Associate Dean of Schools	\$122,387.00	
Arkansas State University - Jonesboro	Foldesy, George	Professor	\$122,483.00	
Arkansas State University - Jonesboro	Mason, JW	Assoc VC	\$124,848.00	
Arkansas State University - Jonesboro	Sustich, Andrew	Dean of Graduate School	\$125,181.00	
Arkansas State University - Jonesboro	Hudson, Gail	Department Chairperson	\$125,684.00	
Arkansas State University - Jonesboro	Hoeting, Mark	Associate Vice President	\$130,000.00	
Arkansas State University - Jonesboro	Maness, Donald	Dean of Schools	\$135,660.00	
Arkansas State University - Jonesboro	Hawkins, Ruth	Dir Delta Heritage Initiatives	\$136,074.00	
Arkansas State University - Jonesboro	Roe, Charles	Professor	\$136,855.00	
Arkansas State University - Jonesboro	Reeves, Daniel	Dean of Schools	\$137,004.00	
Arkansas State University - Jonesboro	Roberts, Steven	ASU Head Football Coach	\$140,000.00	
Arkansas State University - Jonesboro	Allen, Susan	Distinguished Professor	\$142,670.00	
Arkansas State University - Jonesboro	Lee, Clifford	Dir of Athletics	\$147,179.00	
Arkansas State University - Jonesboro	Bates, Julie	VP for ASU System Operations	\$150,000.00	
Arkansas State University - Jonesboro	Freeze, Danny	ASU Head Football Coach	\$151,660.00	
Arkansas State University - Jonesboro	Owens, Steve	VP University Advancement	\$153,919.00	
Arkansas State University - Jonesboro	Kremers, Edwin	VC for Finance and Admin	\$156,060.00	
Arkansas State University - Jonesboro	Stripling, William	VC for Student Affairs	\$157,100.00	
Arkansas State University - Jonesboro	Hood, Elizabeth	Distinguished Professor	\$158,100.00	

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

Institution	Name	Title	FY 2011	Notes
Arkansas State University - Jonesboro	Frey, Len	Dean of Schools	\$162,294.00	
Arkansas State University - Jonesboro	Hanrahan, Susan	Dean of Schools	\$162,294.00	
Arkansas State University - Jonesboro	Novobilski, Andrew	Dean of Schools	\$163,200.00	
Arkansas State University - Jonesboro	Phillips, Gregory	Dean of Schools	\$165,532.00	
Arkansas State University - Jonesboro	Cramer, Carole	Research Professor 12-mo	\$170,746.00	
Arkansas State University - Jonesboro	Beasley, David	Dean of Schools	\$173,400.00	
Arkansas State University - Jonesboro	Campbell, Susan	Nurse Anesthesia Clinical Coor	\$179,864.00	
Arkansas State University - Jonesboro	Evans, Robert	VP University Relations	\$180,014.00	
Arkansas State University - Jonesboro	Dockter, Michael	Dir Research and Tech Transfer	\$188,700.00	
Arkansas State University - Jonesboro	McDaniel, Lucinda	General Counsel	\$191,096.00	
Arkansas State University - Jonesboro	Murdock, Cristian	VC for University Advancement	\$193,800.00	
Arkansas State University - Jonesboro	Williams, Joe	Nurse Anesthesia Clinical Coor	\$196,500.00	
Arkansas State University - Jonesboro	Jones, Glendell	Executive VC & Provost	\$204,000.00	
Arkansas State University - Jonesboro	Potts, Robert	President, ASU	\$226,330.00	
Arkansas State University - Jonesboro	Howard, Gordon Dan	Chancellor, ASU J	\$230,727.00	
Arkansas State University - Jonesboro	Welch, Charles	President, ASU	\$235,406.00	