

QUARTERLY EMPLOYMENT REPORT

for Institutions of Higher Education

Arkansas Code 19-4-609(b)

FIRST QUARTER, FY2021

July, August, September 2020

State Personnel Review Section

Budget and Fiscal Review Division

Arkansas Bureau of Legislative Research

December 07, 2020

Arkansas Code 19-4-609(b), the "productivity reporting" portion of the State Accounting and Budgetary Procedures law of Arkansas, provides that:

(a) Each state agency, other than the elected constitutional officers, 24 shall institute and maintain a program to increase the productivity and cost 25 effectiveness of the employees for which the state agency is responsible.

(b)(1) *[This section, intentionally omitted here, is only applicable for each executive, judicial, legislative, and other state agency.]*

(2) On or before the twentieth day of each month, each institution of higher education shall provide to the Bureau of Legislative Research the following information as of the last day of the immediately preceding month:

(A) The number of appropriated full-time positions, including without limitation all full-time positions appropriated in an institution of higher education's current appropriation act and any additional full-time positions approved during the interim, including without limitation provisional, pool, and nine-month positions;

(B)(i) The number of full-time employees regardless of funding source, including without limitation those in provisional, pool, and nine-month positions.

(ii) Nine-month staff and faculty who are removed from the payroll but are still considered to be employed by the institution of higher education and are assumed to return the next semester shall be included in the number during the months that they are not on the payroll;

(C) The number of appropriated full-time positions that 18 are vacant;

(D) The number of part-time and extra-help positions that are appropriated and any additional part-time and extra-help positions approved during the interim;

(E)(i) The number of part-time and extra-help employees, 23 including without limitation faculty and graduate assistants.

(ii) Contract workers and students in work-study positions shall not be included in the number;

(F) The total amount of overtime paid out during the month;

(G) The total amount of straight time paid out during the month;

(H) The total number of compensatory time hours taken during the month; and

(I) Any other information requested by the Legislative Council or, if the General Assembly is in session, the Joint Budget Committee.

(3) The information required under this section shall be compiled by each state agency and institution of higher education on forms developed by the Bureau of Legislative Research and submitted to the Legislative Council on a calendar-quarterly basis as two (2) separate reports:

(A) One (1) report containing an average for each state agency for the quarter; and

(B) One (1) report containing an average for each institution of higher education for the quarter.

(4) Each executive, judicial, legislative, and other state agency and each institution of higher education shall provide in the fourth quarter of each fiscal year a list of all positions vacant for at least one (1) year.

The information contained in this report was gathered monthly on survey forms completed by agencies of the state government.

| | Average for Current Quarter | Last Month of Current Quarter | Last Month of Previous Quarter | Last Month of Same Quarter of Previous Year |
|---|--------------------------------|---------------------------------------|--|---|
| | First Quarter FY2021 | (Sep 2020) First Quarter FY2021 | (Jun 2020) Fourth Quarter FY2021 | (Sep 2019) First Quarter FY2020 |
| Full-Time Positions | 39,143.66 | 38,806.00 | 39,745.00 | 39,727.00 |
| Full-Time Employees | 27,868.21 | 26,863.00 | 27,990.00 | 29,204.00 |
| Vacant Full-Time Positions | 11,233.88 | 11,902.00 | 11,755.00 | 10,523.00 |
| Provisional Positions | 2,435.64 | 2,415.00 | 2,521.00 | 2,403.00 |
| Provisional Employees | 2,005.24 | 1,991.00 | 1,927.00 | 1,964.00 |
| Vacant Provisional Positions | 430.23 | 424.00 | 594.00 | 439.00 |
| Part-Time & Extra Help Positions | 23,282.00 | 23,282.00 | 23,694.00 | 23,694.00 |
| Part-Time & Extra Help Employees | 6,525.53 | 4,222.00 | 5,042.00 | 7,748.00 |
| Vacant Part-Time & Extra Help Positions | 16,756.20 | 19,060.00 | 18,652.00 | 15,946.00 |
| Overtime Paid | \$ 632,523.88 | \$ 747,139.86 | \$ 439,552.24 | \$ 1,019,854.20 |
| Straight Time Paid | \$ 549,925.63 | \$ 580,149.97 | \$ 8,894.29 | \$ 7,204.09 |
| Compensatory Time Taken (hours) | 5,037.79 | 4,163.42 | 5,183.37 | 7,854.33 |

REPORT NOTES

Changes were made to U of A, Fayetteville - Main Campus on November 17, 2020 based on a request from the U of A, Fayetteville - Main Campus due to transposition errors in reporting for July, August, and September of 2020. See documentation in file to see differences.

Quarterly Employment Report

for Institutions of Higher Education First Quarter FY2021 Monthly Average

| | FT Positions | FT Employees | FT Vacant | Δ FT Employees since end of prev. qtr. | Δ FT Employees since qtr. of prev. year | Provisional Positions | Provisional Employees | Provisional Vacant | Extra Help Positions | Extra Help Employees | Extra Help Vacant | Overtime Paid | Straight Time Paid | Comp. Time Taken |
|---|------------------|------------------|------------------|--|---|-----------------------|-----------------------|--------------------|----------------------|----------------------|-------------------|----------------------|--------------------|------------------|
| | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | (Jun 2020) FY21 Q4 | (Sep 2019) FY20 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 |
| Institutions of Higher Education | | | | | | | | | | | | | | |
| 4 Year Institutions | | | | | | | | | | | | | | |
| Arkansas School for Math, Science and Arts | 121.00 | 76.66 | 44.33 | -2.00 | -1.00 | 0.00 | 0.00 | 0.00 | 18.00 | 4.00 | 14.00 | \$ 0.00 | \$ 0.00 | 6.58 |
| Arkansas Tech University - Main Campus | 1,670.00 | 953.00 | 717.00 | -7.00 | -316.00 | 65.00 | 36.00 | 29.00 | 1,615.00 | 355.33 | 1,259.66 | \$ 3,777.47 | \$ 0.00 | 183.83 |
| ASU - Jonesboro | 2,282.00 | 1,587.33 | 694.66 | 36.00 | -487.00 | 250.66 | 196.00 | 54.66 | 2,114.00 | 655.00 | 1,459.00 | \$ 9,378.69 | \$ 0.00 | 1,821.81 |
| Henderson State University | 630.00 | 436.33 | 193.66 | 1.00 | -262.00 | 36.33 | 30.66 | 5.66 | 950.00 | 170.00 | 780.00 | \$ 700.87 | \$ 0.00 | 31.08 |
| Southern Arkansas University - Magnolia | 574.00 | 420.00 | 154.00 | -31.00 | -50.00 | 50.00 | 50.00 | 0.00 | 1,900.00 | 78.33 | 1,821.66 | \$ 121.85 | \$ 0.00 | 99.41 |
| U of A at Fort Smith | 1,119.00 | 509.66 | 609.33 | 1.00 | -6.00 | 21.00 | 19.33 | 1.66 | 910.00 | 133.33 | 776.66 | \$ 186.34 | \$ 0.00 | 306.82 |
| U of A at Little Rock | 2,250.00 | 1,266.66 | 983.33 | 83.00 | 86.00 | 159.00 | 159.00 | 0.00 | 1,300.00 | 412.33 | 887.66 | \$ 82.66 | \$ 9.66 | 70.50 |
| U of A at Monticello | 661.00 | 375.00 | 286.00 | -3.00 | -34.00 | 44.00 | 15.00 | 29.00 | 862.00 | 122.33 | 739.66 | \$ 0.00 | \$ 0.00 | 104.00 |
| U of A at Pine Bluff | 878.00 | 580.66 | 297.33 | -4.00 | -15.00 | 130.00 | 90.00 | 40.00 | 924.00 | 93.66 | 830.33 | \$ 2,396.18 | \$ 0.00 | 0.00 |
| U of A for Medical Sciences | 11,770.66 | 10,714.33 | 1,056.33 | -993.00 | 102.00 | 345.66 | 345.66 | 0.00 | 1,565.00 | 937.33 | 627.66 | \$ 571,416.05 | \$ 2,988.55 | 177.45 |
| U of A, Fayetteville - Archaeological Survey | 69.00 | 32.00 | 37.00 | -2.00 | -1.00 | 0.00 | 0.00 | 0.00 | 7.00 | 4.33 | 2.66 | \$ 0.00 | \$ 0.00 | 5.41 |
| U of A, Fayetteville - Criminal Justice Institute | 39.00 | 21.00 | 18.00 | 0.00 | -1.00 | 14.00 | 12.00 | 2.00 | 10.00 | 2.00 | 8.00 | \$ 0.00 | \$ 0.00 | 0.00 |
| U of A, Fayetteville - Division of Agriculture | 1,899.00 | 1,150.00 | 748.66 | -90.00 | -100.00 | 30.00 | 22.33 | 7.66 | 660.00 | 387.66 | 272.33 | \$ 820.66 | \$ 0.00 | 442.04 |
| U of A, Fayetteville - Main Campus | 5,466.00 | 4,352.66 | 1,093.33 | -3.00 | -129.00 | 452.00 | 365.33 | 86.66 | 3,208.00 | 1,872.66 | 1,335.33 | \$ 36,502.00 | \$ 0.00 | 504.41 |
| U of A, Fayetteville - System Administration | 121.00 | 91.00 | 9.00 | 1.00 | 8.00 | 36.00 | 31.00 | 5.00 | 23.00 | 7.66 | 15.33 | \$ 13.00 | \$ 0.00 | 0.00 |
| Univ. of Central Arkansas | 2,288.00 | 1,383.66 | 904.33 | -37.00 | -383.00 | 33.00 | 25.33 | 7.66 | 1,600.00 | 509.66 | 1,090.33 | \$ 4,260.13 | \$ 0.00 | 1,029.29 |
| 4 Year Institutions | 31,837.66 | 23,949.95 | 7,846.29 | -1,050.00 | -1,589.00 | 1,666.65 | 1,397.64 | 268.96 | 17,666.00 | 5,745.61 | 11,920.27 | \$ 629,655.90 | \$ 2,998.21 | 4,782.63 |
| 2 Year Institutions | | | | | | | | | | | | | | |
| Arkansas Northeastern College | 299.00 | 123.66 | 175.33 | -5.00 | -18.00 | 39.00 | 35.00 | 4.00 | 521.00 | 43.66 | 477.33 | \$ 0.00 | \$ 0.00 | 15.66 |
| Arkansas State Univ.-Beebe- Main Campus | 543.00 | 263.00 | 280.00 | -1.00 | -88.00 | 59.00 | 38.66 | 20.33 | 225.00 | 28.00 | 197.00 | \$ 0.00 | \$ 0.00 | 1.41 |
| ASU - Mountain Home | 200.00 | 107.00 | 93.00 | -4.00 | -22.00 | 19.00 | 13.66 | 5.33 | 70.00 | 11.33 | 58.66 | \$ 0.00 | \$ 0.00 | 12.83 |
| ASU - Newport | 257.00 | 161.00 | 96.00 | -5.00 | -3.00 | 41.00 | 33.33 | 7.66 | 185.00 | 127.66 | 57.33 | \$ 0.00 | \$ 0.00 | 0.50 |
| ASU Mid-South Comm. College | 306.00 | 123.66 | 182.33 | -3.00 | -55.00 | 40.00 | 32.00 | 8.00 | 200.00 | 26.66 | 173.33 | \$ 0.00 | \$ 0.00 | 0.00 |
| Cossatot Comm. College, UA System | 201.00 | 184.66 | 16.33 | 0.00 | -6.00 | 47.00 | 37.00 | 10.00 | 100.00 | 35.00 | 65.00 | \$ 0.00 | \$ 0.00 | 0.00 |
| East Arkansas Comm. College | 346.00 | 137.33 | 208.66 | -36.00 | -45.00 | 14.00 | 11.00 | 3.00 | 325.00 | 22.66 | 302.33 | \$ 0.00 | \$ 0.00 | 2.58 |
| National Park Community College | 380.00 | 202.33 | 177.66 | -10.00 | -45.00 | 29.00 | 26.33 | 2.66 | 402.00 | 47.00 | 355.00 | \$ 0.00 | \$ 0.00 | 4.75 |
| North Arkansas Comm. College | 200.00 | 166.33 | 33.66 | -18.00 | -7.00 | 47.00 | 39.00 | 8.00 | 500.00 | 45.66 | 454.33 | \$ 0.00 | \$ 4,248.00 | 3.66 |
| Northwest Ark. Comm. College | 1,104.00 | 576.00 | 528.00 | 61.00 | -127.00 | 80.00 | 83.00 | -3.00 | 360.00 | 58.00 | 302.00 | \$ 1,221.18 | \$ 0.00 | 41.91 |

| | FT Positions | FT Employees | FT Vacant | Δ FT Employees since end of prev. qtr. | Δ FT Employees since qtr. of prev. year | Provisional Positions | Provisional Employees | Provisional Vacant | Extra Help Positions | Extra Help Employees | Extra Help Vacant | Overtime Paid | Straight Time Paid | Comp. Time Taken |
|--|------------------|------------------|------------------|--|---|-----------------------|-----------------------|--------------------|----------------------|----------------------|-------------------|------------------|--------------------|------------------|
| | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | (Jun 2020) FY21 Q4 | (Sep 2019) FY20 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 | avg. for FY21 Q1 |
| Ozarka College | 219.00 | 110.33 | 108.66 | -5.00 | -29.00 | 26.00 | 12.33 | 13.66 | 100.00 | 6.66 | 93.33 | \$ 0.00 | \$ 0.00 | 0.00 |
| Phillips Comm. Coll.-UA System | 239.00 | 170.66 | 68.33 | -3.00 | -15.00 | 18.00 | 15.66 | 2.33 | 900.00 | 11.00 | 889.00 | \$ 0.00 | \$ 0.00 | 33.83 |
| SAU - Environmental Control | 26.00 | 10.33 | 15.66 | 3.00 | -2.00 | 0.00 | 0.00 | 0.00 | 50.00 | 0.00 | 50.00 | \$ 0.00 | \$ 0.00 | 0.00 |
| SAU - Fire Training Academy | 67.00 | 21.00 | 46.00 | 2.00 | -8.00 | 0.00 | 0.00 | 0.00 | 55.00 | 4.00 | 51.00 | \$ 0.00 | \$ 0.00 | 0.00 |
| SAU - Tech | 240.00 | 116.33 | 123.66 | -6.00 | -22.00 | 16.33 | 12.00 | 4.33 | 175.00 | 36.33 | 138.66 | \$ 0.00 | \$ 0.00 | 10.91 |
| South Arkansas Community College | 327.00 | 151.33 | 175.66 | 1.00 | 6.00 | 50.00 | 37.00 | 13.00 | 175.00 | 32.33 | 142.66 | \$ 1,642.64 | \$ 0.00 | 44.50 |
| U of A Community College at Batesville | 272.00 | 117.66 | 154.33 | 4.00 | -49.00 | 9.66 | 9.66 | 0.00 | 100.00 | 25.66 | 74.33 | \$ 0.00 | \$ 0.00 | 0.00 |
| U of A Community College at Hope | 165.00 | 91.00 | 74.00 | -2.00 | -10.00 | 35.00 | 27.66 | 7.33 | 255.00 | 60.00 | 195.00 | \$ 0.00 | \$ 0.00 | 17.62 |
| U of A Community College at Morrilton | 292.00 | 159.33 | 132.66 | 8.00 | 7.00 | 23.00 | 14.66 | 8.33 | 110.00 | 12.00 | 98.00 | \$ 0.00 | \$ 0.00 | 59.25 |
| U of A Community College at Rich Mountain | 81.00 | 63.00 | 18.00 | 9.00 | 5.00 | 33.00 | 22.66 | 10.33 | 80.00 | 41.66 | 38.33 | \$ 4.16 | \$ 0.00 | 0.00 |
| 2 Year Institutions | 5,764.00 | 3,055.94 | 2,707.93 | -10.00 | -533.00 | 625.99 | 500.61 | 125.29 | 4,888.00 | 675.27 | 4,212.62 | \$ 2,867.98 | \$ 4,248.00 | 249.41 |
| Technical Colleges | | | | | | | | | | | | | | |
| Black River Technical College | 252.00 | 159.00 | 93.00 | -4.00 | -42.00 | 17.00 | 12.33 | 4.66 | 75.00 | 4.66 | 70.33 | \$ 0.00 | \$ 0.00 | 0.00 |
| College of the Ouachitas | 225.00 | 167.00 | 58.00 | 0.00 | 9.00 | 40.00 | 29.00 | 11.00 | 60.00 | 19.33 | 40.66 | \$ 0.00 | \$ 0.00 | 0.00 |
| Southeast Arkansas College | 167.00 | 112.66 | 54.33 | -29.00 | -25.00 | 31.00 | 23.33 | 7.66 | 193.00 | 35.33 | 157.66 | \$ 0.00 | \$ 542,679.42 | 5.75 |
| U of A, Pulaski Technical College | 898.00 | 423.66 | 474.33 | -34.00 | -161.00 | 55.00 | 42.33 | 12.66 | 400.00 | 45.33 | 354.66 | \$ 0.00 | \$ 0.00 | 0.00 |
| Technical Colleges | 1,542.00 | 862.32 | 679.66 | -67.00 | -219.00 | 143.00 | 106.99 | 35.98 | 728.00 | 104.65 | 623.31 | \$ 0.00 | \$ 542,679.42 | 5.75 |
| Subtotals: Institutions of Higher Education | 39,143.66 | 27,868.21 | 11,233.88 | -1,127.00 | -2,341.00 | 2,435.64 | 2,005.24 | 430.23 | 23,282.00 | 6,525.53 | 16,756.20 | \$ 632,523.88 | \$ 549,925.63 | 5,037.79 |
| Grand Totals: | 39,143.66 | 27,868.21 | 11,233.88 | -1,127.00 | -2,341.00 | 2,435.64 | 2,005.24 | 430.23 | 23,282.00 | 6,525.53 | 16,756.20 | \$ 632,523.88 | \$ 549,925.63 | 5,037.79 |

Report Notes: Changes were made to U of A, Fayetteville - Main Campus on November 17, 2020 based on a request from the U of A, Fayetteville - Main Campus due to transposition errors in reporting for July, August, and September of 2020. See documentation in file to see differences.