

**Report of the Higher Education Subcommittee
of the
Arkansas Legislative Council**

September 15, 2011

Co-Chairs':

Your Higher Education Subcommittee met on September 15, 2011, and reports the discussion and consideration of the following presentations and items by the noted speakers:

- A. Institutional of Higher Education Salaries over \$100, 000 for the last Academic Year were discussed for 8 Institutions
- B. Cost Containment Efforts of 8 Institutions of Higher Education presented about their efforts in this matter

Respectfully submitted,

Senator Sue Madison, Co-Chair

Representative Johnnie Roebuck, Co-Chair

TENTATIVE AGENDA
Higher Education Subcommittee
of the
Arkansas Legislative Council

Thursday, September 15, 2011

01:00 PM

Room A, MAC
Little Rock, Arkansas

Sen. Sue Madison, Chair
Sen. Jimmy Jeffress, Vice Chair
Sen. Gilbert Baker
Sen. Kim Hendren
Sen. Gene Jeffress
Sen. Johnny Key
Sen. Joyce Elliott
Sen. Bruce Holland
Sen. Mary Anne Salmon, ex-officio
Sen. Robert Thompson, ex-officio

Rep. Johnnie J. Roebuck, Chair
Rep. Ann V. Clemmer, Vice Chair
Rep. Eddie L. Cheatham
Rep. James L. Word
Rep. Les "Skip" Carnine
Rep. Robert E. Dale
Rep. Tiffany Rogers
Rep. John Burris
Rep. Tommy Lee Baker, ex-officio
Rep. Terry Rice, ex-officio

- A. Call to Order
- B. Comments by Co-Chairs
- C. Reports: Cost Containment Efforts from Institutions of Higher Education and Institutional Salaries over \$100,000 for the last Academic Year
 - 1. Arkansas State University - Mt. Home (ASUMH), 2-year
 - 2. Northwest Arkansas Community College (NWACC), 2-year
 - 3. University of Arkansas, Fayetteville (UA), 4-year
 - 4. Cossatot Community College UA (CCCUA), 2-year
 - 5. Rich Mountain Community College (RMCC), 2-year
 - 6. University of Arkansas Fort Smith (UAFS), 4-year
 - 7. North Arkansas College (NAC), 2-year
 - 8. Phillips Community College UA (PCCUA), 2-year
 - 9. UA Community College at Hope (UACCH), 2-year
 - 10. University of Arkansas Monticello (UAM), 4-year
 - 11. Black River Technical College (BRTC), 2-year
 - 12. Southern Arkansas University (SAUM), 4-year
 - 13. Arkansas State University – Jonesboro (ASU), 4-year
 - 14. South Arkansas Community College (SACC), 2-year
 - 15. Mid-South Community College (MSCC), 2-year
 - 16. Arkansas State University - Newport (ASUN), 2-year
 - 17. East Arkansas Community College (EACC), 2-year
 - 18. National Park Community College (NPCC), 2-year
 - 19. UA Community College at Morrilton (UACCM), 2-year
 - 20. Southeast Arkansas College (SEAC), 2-year
 - 21. Arkansas State University - Beebe (ASUB), 2-year
 - 22. Pulaski Technical College (PTC), 2-year
- D. Other Business
- E. Adjournment

Notice: Silence your cell phones. Keep your personal conversations to a minimum. Observe restrictions designating areas as "*Members and Staff Only*"

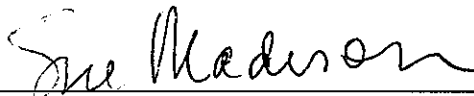

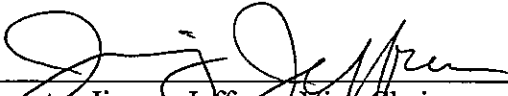


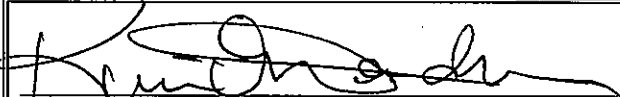


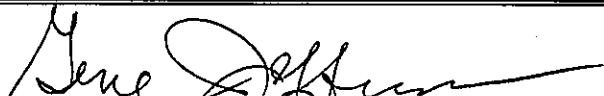

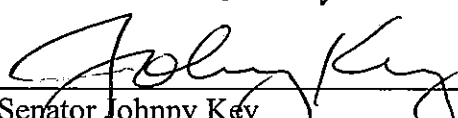

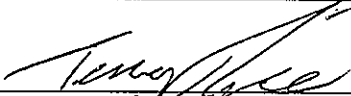
STATE OF ARKANSAS

ALC – HIGHER EDUCATION SUBCOMMITTEE (038)
PER DIEM AND MILEAGE REQUEST

TO: Director of the Bureau of Legislative Research

SUBJECT: Request for Per Diem and Mileage for attending Meeting Held on Sept. 15, 2011 in Room A, MAC.

We, the undersigned members of the above-referenced committee, hereby certify that we attended the meeting designated above and do hereby request payment of per diem and mileage at the rates set by law in accordance with Arkansas Code §10-2-217.

Senator Name	Representative Name
 Senator Sue Madison, Co-Chair	 Representative Johnnie J. Roebuck, Co-Chair
 Senator Jimmy Jeffress, Vice Chair	 Representative Ann V. Clemmer, Vice Chair
_____ Senator Gilbert Baker	_____ Representative John Burris
_____ Senator Joyce Elliott	 Representative Les "Skip" Carnine
 Senator Kim Hendren	 Representative Eddie L. Cheatham
_____ Senator Bruce Holland	 Representative Robert E. Dale
 Senator Gene Jeffress	 Representative Tiffany Rogers
 Senator Johnny Key	_____ Representative James L. Word
 Senator Mary Anne Salmon, ex officio	_____ Representative Tommy Lee Baker, ex officio
_____ Senator Robert Thompson, ex officio	 Representative Terry Rice, ex officio

STATE OF ARKANSAS

HIGHER EDUCATION SUBCOMMITTEE (038)
OF THE ARKANSAS LEGISLATIVE COUNCIL
PER DIEM AND MILEAGE REQUEST FOR NON COMMITTEE MEMBERS

TO: Director of the Bureau of Legislative Research

SUBJECT: Request for Per Diem and Mileage for attending Meeting Held on Sept. 15, 2011, in Room A, MAC.

We the undersigned, hereby certify that we attended the meeting designated above and do hereby request payment of per diem and mileage at the rates set by law in accordance with A.C.A. § 10-2-217.

<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Jim Sumner</u> (signature)	<u>Tim Summers</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>N. H. Steel</u> (signature)	<u>Nate Steel</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Betty Overbey</u> (signature)	<u>BETTY OVERBEY</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Sheila Lampkin</u> (signature)	<u>Sheila Lampkin</u> (print name)	<u>JK</u> (Chair approval)
<input checked="" type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Randy Lavery</u> (signature)	<u>RANDY LAVERTY</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Kelly Zink</u> (signature)	<u>Kelley Link</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Buddy Lovell</u> (signature)	<u>Buddy Lovell</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Mike Patterson</u> (signature)	<u>Mike Patterson</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Gary L Smith</u> (signature)	<u>Gary L Smith</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Beth Wilkins</u> (signature)	<u>Beth Wilkins</u> (print name)	<u>JK</u> (Chair approval)
<input type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>D. Baird</u> (signature)	<u>Duncan Baird</u> (print name)	<u>JK</u> (Chair approval)
<input checked="" type="checkbox"/> Sen. <input type="checkbox"/> Rep.	<u>Jack Crumley</u> (signature)	<u>JACK CRUMLEY</u> (print name)	<u>JK</u> (Chair approval)

STATE OF ARKANSAS

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OF THE ARKANSAS LEGISLATIVE COUNCIL
PER DIEM AND MILEAGE REQUEST FOR NON COMMITTEE MEMBERS

TO: Director of the Bureau of Legislative Research

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<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>John W. Carlett</u> (signature)	<u>John Carlett</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Justin Harris</u> (signature)	<u>Justin Harris</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>David Fielding</u> (signature)	<u>David Fielding</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Linda Collins-John</u> (signature)	<u>Linda Collins-John</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Donna Hutchinson</u> (signature)	<u>Donna Hutchinson</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Jeremy Gilliam</u> (signature)	<u>Jeremy Gilliam</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Mike Fletcher</u> (signature)	<u>Mike Fletcher</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Lori Benedict</u> (signature)	<u>LORI BENEDICT</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Eddie Joe Williams</u> (signature)	<u>Eddie Joe Williams</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Tommy Thompson</u> (signature)	<u>Tommy Thompson</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Nate Bell</u> (signature)	<u>Nate Bell</u> (print name)	<u>RL</u> (Chair approval)
<input type="checkbox"/> Sen. <input checked="" type="checkbox"/> Rep.	<u>Karen Hopper</u> (signature)	<u>Karen Hopper</u> (print name)	<u>RL</u> (Chair approval)

PER DIEM AND MILEAGE REQUEST FOR NON COMMITTEE MEMBERS

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[illegible]

Response to Arkansas Bureau of Legislative Research **Exhibit C1**
Questions Posed by **Sept. 15, 2011**
Members

1. What are dates included in the data? 10 years? When did we start the program? We need data from beginning.

Arkansas partnered with Southern Regional Education Board (SREB) State Doctoral Scholars Program in August 1996 (15 years ago).

2. How much money has Arkansas spent on this program? Break out by institution since beginning. How much is SREB money and how much is from Arkansas institutions?

Arkansas has spent approximately \$4 million since 1996 to support 82 Arkansas scholars. See table below for breakdown of support by institution. Over the past 15 years, Arkansas' share of the cost to administer the SREB-State Doctoral Scholars Program has been approximately \$700,000 (about \$50,000 per year) of its \$4 million dollar investment. SREB provides in-kind contributions to support the operational administration of the program (e.g., office space, accounting, HR services, etc.). Institutional contributions include up to five years of tuition and fee support per scholar plus two years of stipend support, typically through assistantships.

Institutional Name	Total by Inst
Arkansas State University	\$300,000.00
Jackson State University	\$171,000.00
Mississippi State University	\$102,000.00
Oklahoma State University	\$17,000.00
Southern Illinois University Carbondale	\$60,000.00
Texas Christian University	\$17,000.00
University of Alabama at Birmingham	\$20,000.00
University of Arkansas	\$2,235,000.00
University of Arkansas at Little Rock	\$85,000.00
University of Arkansas at Pine Bluff	\$60,000.00
University of Arkansas for Medical Sciences	\$80,000.00
University of Georgia	\$50,000.00
University of Iowa	\$51,000.00
University of Kentucky	\$51,000.00
University of Maryland-Baltimore County	\$20,000.00
University of Mississippi	\$222,000.00
University of Missouri-Kansas City	\$51,000.00
University of New Mexico	\$51,000.00
University of New Orleans	\$51,000.00
University of Northern Colorado	\$51,000.00
University of South Carolina	\$51,000.00
University of Tennessee Health Science Center	\$51,000.00
Vanderbilt University	\$51,000.00
Wichita State University	\$51,000.00
	\$3,949,000.00

3. Who are the Arkansas recipients from the beginning of the program and where are they now?

Arkansas has supported 82 scholars; 60 attending Arkansas institutions and 22 attending out-of-state institutions. A table listing the scholars and institutions is attached.

4. What doctoral areas are eligible? Is there any preference to STEM?

All campus-based Ph.D. programs are eligible to participant in this program. The SREB-State Doctoral Scholars Program only supports the Ph.D. The program does not support professional degrees and programs (Ed.D., J.D., D.B.A., M.D., D.D.S., Psy.D., etc.).

The SREB-State Doctoral Scholars Program set as its goal to have 50 percent of its awards in the STEM (science, technology, engineering and mathematics) disciplines. Currently, 36 percent of all awards are in the STEM disciplines. Over the history of the program, representation in STEM has been as high as 47 percent of all awards. In Arkansas, 31 percent of all awards have been to scholars in the STEM disciplines. The SREB-State Doctoral Scholars Program makes a special effort to encourage applicants who seek Ph.D.s in those STEM disciplines which have a particularly low minority representation.

5. Are the universities paying for this or SREB? Are the universities currently telling prospects that they have no money for this program?

The state of Arkansas set a goal of supporting 15 scholars per year. This support includes the stipend given to the scholars while in the program, plus the fee paid to SREB to administer the program. In addition, universities are required to waive the tuition and fees for scholars.

The current cost for Arkansas to participate in the SREB-State Doctoral Scholars Program, based on a goal of 15 scholars per year, is \$375,000/year. Until the 2011-12 academic year, Arkansas was able to meet this goal using annual payments of \$200,000 plus unallocated Arkansas funds on account at SREB. Beginning in 2011-12, annual support of \$200,000 will effectively cut the number of Arkansas scholars able to participate annually from 15 to 8. Based on a three-year cycle of support for each scholar, Arkansas will go from supporting five new scholars per year to supporting two new scholars per year. For Arkansas to maintain support for 15 scholars per year as it has in the past, funding would need to rise to \$375,000 per year.

It is unclear what Arkansas institutions might be telling prospective scholars. SREB operates under the premise that even with reductions, as many scholars as possible should be encouraged to apply, especially those pursuing Ph.D.s in the STEM disciplines.

6. Is tuition remission a part of this program so that the 25k award is for other purposes?

Institutions contribute up to five years of tuition and fee support. The \$25,000 covers stipend (\$20,000), attendance at annual Institute on Teaching and Mentoring for scholar and mentor (\$1,500), and regional program services from SREB (\$3,500).

7. How is a doctoral granting institution chosen for the program and why are some not eligible?

All Ph.D. granting institutions in Arkansas are eligible to participate in the SREB-State Doctoral Scholars Program. The SREB program does not support scholars pursuing degrees considered to be professional doctorates (Ed.D., J.D., D.B.A., M.D., Psy.D., etc.). All Ph.D. scholars who express a serious interest in a career in academe—teaching—are encouraged to apply.

8. How can we justify the disparity between the amount of money (25k a year for up to 4 years, right?) and those applying for a UA Walton award, for example, and the amount given for doctoral assistantships, which require WORK?

SREB-State Doctoral Scholars Program awards are based on a three-year cycle of support at \$25,000 per year (\$20,000 stipend; \$1,500 annual meeting for scholar and mentor; and \$3,500 for regional program services). Stipend support for doctoral scholars varies widely in the academy. The funds SREB scholars receive is typically more than a scholar would receive in the humanities, but less than what a scholar would receive in engineering. What distinguishes the SREB program, like its motto says, “More than a Check and a Hand Shake,” is providing the other/additional kinds of support that lead to the desired outcomes and success.

SREB-State Doctoral Scholars Program prides itself on being a good steward of the state funds provided to support the program. The goal, design, and function of the Doctoral Scholars Program are to ensure support, success, and placement of minority Ph.D. scholars. The nearly 90 percent retention/graduation rate and 80 percent of graduates employed in education are clear evidence of this success. Further, these percentages far exceed the national numbers for minority Ph.D. scholar success and academic hiring.

9. Are references or recommendations required?

Application packages must include letters of recommendation, a personal statement, transcripts, GPA and GRE scores. This additional information is a valuable factor in the selection process when applications out-number the slots allocated. By definition, all program applicants are qualified (they have applied and been admitted to graduate school on their own merit); therefore reference letters and personal statement take on added significance in the selection process.

10. What about entry GPA? Continuing GPA requirement?

The SREB-State Doctoral Scholars Program does not have an explicit entry GPA requirement. Scholars who apply to the SREB must already be admitted to a graduate program before they are eligible to apply for the SREB Award. Thus, the de facto GPA is whatever the requirement is for particular departments/graduate schools — typically, above a 3.0 GPA and 1100/1200 on the GRE. Also, SREB abides by university/departamental rules and guidelines for being in “good academic standing” or making satisfactory academic progress. SREB staff is in regular contact with scholars and departments to confirm satisfactory progress.

11. Says all coursework must be completed before entry but how would that be possible? How can they get the work done before they get in? Does this mean the payment can be retroactive?

The only part of the SREB-State Doctoral Scholars Program guidelines that refers to scholars having completed all coursework refers to the Dissertation Scholar Award. This award is given to scholars who have completed all coursework, exams, and successfully defended their dissertation prospectus. The Dissertation award is a one-year award given to scholars who have reached “candidacy”— and are ready to write and then defend the dissertation.

12. Who makes decision as to continuance of \$\$? What are the determining factors? What are the standards?

The Arkansas legislature ultimately determines whether program funding is continued. Funding for the SREB-State Doctoral Scholars Program is provided through the Arkansas Department of Higher Education. ADHE maintains fiduciary and performance oversight. SREB annually (January) meets with all state participants in the program to report on expenditures and scholar performance data. Program performance data may be found on the SREB-State Doctoral

Scholars Program web site (click on Statistical Profile). Scholars may continue in the program from year-to-year as long as they remain in good academic standing in their doctoral programs.

13. Are recipients required to work in Arkansas? If so, for how long?

Scholars are not required to work in Arkansas, but they are strongly encouraged to seek employment (apply first) in the state that provides their support. Hiring practices in higher education discourage hiring “your own or your state’s” graduates. The idea is to bring new and fresh ideas and research to the institution. As a consequence, it is unlikely that a UA graduate will find employment in Arkansas without first getting experience elsewhere.

14. Are recipients required to be Arkansas citizens? If so, for how long?

In the application process for the SREB-State Doctoral Scholars Program award, a preference is given to but not limited to Arkansas residents in the application process. It is also preferred that Arkansas applicants pursue the Ph.D. at an Arkansas institution, but guidelines do not limit degree pursuit to Arkansas institutions. All Arkansas applicants must be U.S. citizens or have resident alien status.

15. What are the requirements of SREB for this program in terms of advertisement, recruitment, funding, and maintenance of records including follow up of those receiving funds and graduates? What is SREB administration cost of this program?

The SREB-State Doctoral Scholars Program provides member states with the opportunity to share costs and efficiencies for services that individual states would find difficult to fund on their own. Now in its 18th year, the Doctoral Scholars Program has built the reputation as one of the nation’s best and most productive producers of minority Ph.D. scholars. The program has been recognized as such by the Chronicle of Higher Education, Diverse Issues in Higher Education, Inside Higher Education, Woodrow Wilson Foundation, Council Graduate Schools, and National Institutes of Health BEST Commission. The program has also received several prestigious national recognitions including the John Hope Franklin Award and the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring. The point is the SREB-State Doctoral Scholars Program has built a reputation that is known by scholars, departments, and institutions for its successful model of support and outcomes — graduating minority Ph.D.s.

In addition to the occasional bulletin board flyer sent to four-year and graduate schools, the program’s best advertisement and recruiters are its own graduates — 70 percent of whom are teaching, administering, or conducting postdoctoral research on campuses.

The SREB-State Doctoral Scholars Program model was designed and staffed from its inception to be able to record, track, and provide credible data to states and institutions concerning the academic and employment progress of each scholar.

The administrative cost for the Doctoral Scholars program is \$3,500/scholar/year (based on a three-year cycle of support). It currently takes 134 fully funded scholars per year to pay for minimum program operations.

16. What are the responsibilities of ADHE for this program? How much money are we spending on administration?

The Arkansas Department of Higher Education (ADHE) serves as “pass through agent” for the SREB-State Doctoral Scholars Program. ADHE oversees funds distributed to SREB.

ADHE has no budget for administrative costs.

17. What are the responsibilities of the institutions for this program? How much money are they spending on administration?

Institutions do not have responsibilities or administration costs for the SREB-State Doctoral Scholars Program. SREB provides all day-to-day fiduciary and operational management.

18. Do we currently have a shortage of minority doctorates in our institutions? What is data to support?

African American students are underrepresented in the number of doctoral degrees awarded; the situation is even worse for Hispanics and Native Americans. Further, the representation of African American and Hispanic faculty in science, technology, engineering, and mathematics disciplines shows even greater deficit.

Percent African American	*Graduate Enrollment (07)	Doc. Degrees(07)	Faculty (08)**
United States	13.1	8.6	5.4
SREB States	18.5	13.2	8.6
Arkansas	13.5	6.2	7.7

These data are taken from the SREB Fact Book on Higher Education 2009.

*These data represent all graduate enrollments (Master's and Ph.D.).

**On-third of African American faculty in U.S. teach at PBI/HBI; one-half of African American faculty in SREB states teach at PBI/HBI; Two-fifths of African American faculty in Arkansas teach at PBI/HBI.

19. Who is considered a minority for purposes of this award?

Scholars are considered underrepresented minority if they are members of a racial or ethnic minority (including African American, Asian American, Hispanic/Latin American, or Native American).

20. Did the students who rec'd the awards actually graduate? And how did their graduation rate compared to other students'. Also, did the UA (or other schools) recruit for these students? If so, where? I believe that we have cooperative agreements with a couple of historically black schools. What were the GRE scores and GPA of these students? (If the scores weren't so good, was there a special mentoring program?)

In Arkansas, of the 82 scholars supported, 76 are either graduated (43) or still enrolled (33), representing a 93 percent retention/graduation rate. The overall SREB-State Doctoral Scholars Program retention/graduation rate is 88.7 percent. Of the 32 Arkansas graduates for whom there is employment data, 41 percent work in Arkansas; 80 percent are employed in education — 77 percent as faculty members. Currently, 19 Arkansas graduates are working outside the state and four graduates from other SREB states are working in Arkansas.

Exhibit C2

Sept. 15, 2011

CONTRACTING INSTITUTION	ENTERING SLOTS	CONTRACT	2011-12	TOTAL ADHE CONTRACTS FOR 2011-12	DATE SENT	DATE RETURNED
CHIROPRACTIC MEDICINE						
<i>Cleveland Chiropractic College, Kansas City, MO</i>	2	ADHE				
<i>Life University, Marietta, GA</i>	0	ADHE				
<i>Logan College of Chiropractic, Chesterfield, MO</i>	3	ADHE				
<i>Palmer College of Chiropractic, Davenport, IA</i>	1	ADHE				
<i>Parker College of Chiropractic, Irving, TX</i>	6	ADHE				
<i>Texas Chiropractic College, Pasadena, TX</i>	1	ADHE				
TOTAL	13			5		
DENTISTRY						
<i>University of Missouri, Kansas City, MO</i>	2	ADHE				
<i>*Louisiana State University, New Orleans, LA</i>	4	SREB	YES			N/A
<i>*Meharry Medical College, Nashville, TN</i>	1	SREB	YES			N/A
<i>*Baylor College of Dentistry, Texas A&M University System HSC, Dallas, TX</i>	3	SREB	YES			N/A
<i>*University of Alabama, Birmingham, AL</i>	0	SREB	YES			N/A
<i>*University of Louisville, Louisville, KY</i>	1	SREB	YES			N/A
<i>*University of Oklahoma, Oklahoma City, OK</i>	1	SREB	YES			N/A
<i>*University of Tennessee, Memphis, TN</i>	23	SREB	YES	1		N/A
TOTAL	35					
OPTOMETRY						
<i>University of Missouri, St. Louis, MO</i>	0	ADHE	NO			N/A
<i>*Northeastern State University, Tahlequah, OK</i>	2	SREB	YES			N/A
<i>*Southern College of Optometry, Memphis, TN</i>	5	SREB	YES	0		N/A
TOTAL	7					
OSTEOPATHIC MEDICINE						
<i>Des Moines University, Des Moines, IA</i>	1	ADHE	YES			
<i>Kansas City University of Medicine and Biosciences</i>	1	ADHE	YES			
<i>Pikeville College, Pikeville, KY</i>	1	ADHE	YES			
<i>*Oklahoma State University, Tulsa, OK</i>	3	SREB	YES			
<i>*Northeastern State University COM, FL</i>	0	SREB	YES			
<i>*Virginia College of Osteopathic Medicine</i>	0	SREB	YES	3		
TOTAL	6					
PODIATRIC MEDICINE						
<i>Des Moines University, Des Moines, IA</i>	1	ADHE	NO			
<i>*Barry University, Miami Shores, FL</i>	1	SREB	YES			
<i>*Ohio College of Podiatric Medicine, Cleveland, OH</i>	1	SREB	YES			
<i>*Rosalind Franklin University of Medical Sciences, Chicago, IL</i>	1	SREB	YES	1		
TOTAL	4					
VETERINARY MEDICINE						
<i>Tuskegee University, Tuskegee, AL</i>	1	ADHE	NO		N/A	N/A

University of Missouri, Columbia, MO	1	ADHE	YES	
Oklahoma State University, Stillwater, OK	1	ADHE	YES	
*Louisiana State University, Baton Rouge, LA	9	SREB	YES	
*Mississippi State University, Starkville, MS	0	SREB	YES	2
TOTAL	12			12

Clinton School

-The one tuition rate at the Clinton School was part of the original design of the program.

- The actual annual state appropriation for the school is \$2,295,575.

-Current Enrollment:

70 total students

- Also, here is a more detailed breakdown of our enrollment in regards to in-state and out-of-state students:

49% are from out-of-state

36% are from Arkansas

15% are international

Of the 49% out-of-state students, several have attended Arkansas undergraduate institutions

SREB Minority Doctoral Program Criteria

- Applying to or enrolled in a Ph.D. program. Scholars in all other doctoral degree programs, including D.B.A., D.D.S., D.N.P., D.P.T., D.V.M., Ed.D., J.D., M.D., Pharm.D., etc. are ineligible to apply.
- Expecting admission into a Ph.D. program before the academic year begins or is within a first year of a Ph.D. program.
- Completed all course work and comprehensive/preliminary exams and have defended the prospectus successfully before the academic year begins.
- Accepted into or enrolled in a full-time, campus-based Ph.D. program (not online or distance learning) at a participating institution in a participating state by August, the start of the academic year.
- Hold or are scheduled to receive a bachelor's or master's degree from a regionally accredited college or university by the beginning of the fall semester. The program particularly encourages applicants who seek Ph.D.s in the STEM disciplines (science, technology, engineering and math), which have a particularly low minority representation.
- U.S. citizen or have legal permanent resident status.
- A member of a racial or ethnic minority (including African-American, Asian American, Hispanic/Latin American, Native American or others).
- Not employed outside your department or discipline.
- Plan to become a full-time college or university faculty member after earning your Ph.D.

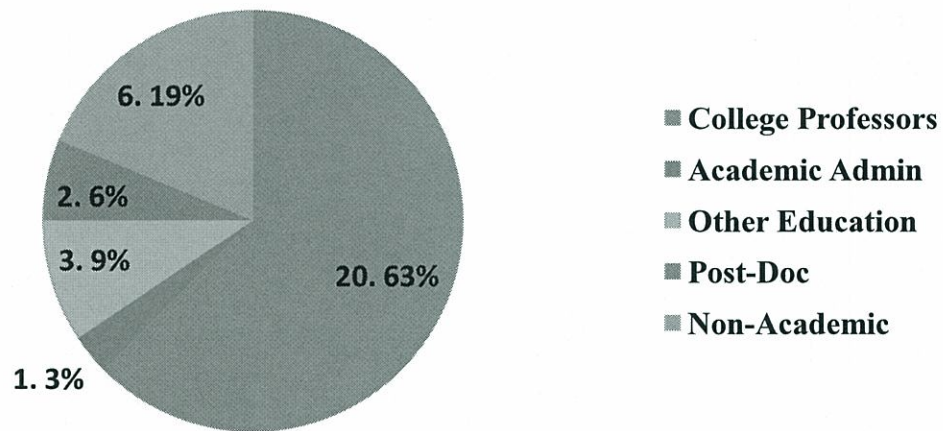
Additional factors may be considered in the selection process:

- Letter of Recommendation
- Personal Statement
- High need area in Arkansas within STEM field
- GPA
- GRE Score

**SREB Doctoral Scholars Program
Arkansas Graduate Employment Profile
as of 08/23/11**

<u>Total Graduates</u>	<u>Total Employed</u>	<u>Academic</u>	<u>Non-Academic</u>	<u>Within Arkansas</u>	<u>Out of Arkansas</u>
43	32	26	6	13	19

Employment Profile



Participants from Arkansas

DOCNAME	DOCSPEC
Arkansas State University	Environmental Chemistry/Environmental Sciences
Arkansas State University	HERITAGE STUDIES PROGRAM
Arkansas State University	Environmental Sciences/ Aquatic Toxicology
Arkansas State University	Molecular BioScience
Arkansas State University	Environmental Science, Environmental Biology
Arkansas State University	ENVIRONMENTAL SCIENCES
Arkansas State University	Environmental Sciences/Geology
Jackson State University	Public Policy and Administration
Jackson State University	SOCIAL WORK
Jackson State University	Public Administration
Mississippi State University	PSYCHOLOGY / EDUCATIONAL
Mississippi State University	SOCIOLOGY / CRIMINOLOGY & DEVIANCE
Oklahoma State University	ACCOUNTING
Southern Illinois University Carbondale	SOCIOLOGY
Texas Christian University	ENGLISH COMPOSITION AND RHETORIC
University of Alabama at Birmingham	Administration/Health Services
University of Arkansas	ACCOUNTING
University of Arkansas	PUBLIC POLICY/FAMILY POLICY
University of Arkansas	PUBLIC POLICY
University of Arkansas	Public Policy
University of Arkansas	Counselor Education
University of Arkansas	PUBLIC POLICY/ HEALTH CARE
University of Arkansas	BIOLOGY/TROPICAL ECOLOGY
University of Arkansas	Environmental/Remote sensing/GIS
University of Arkansas	PHYSIOLOGY/NEUROSCIENCE
University of Arkansas	Anthropology, Archeology
University of Arkansas	Public Policy
University of Arkansas	Public Policy/Education
University of Arkansas	PUBLIC POLICY
University of Arkansas	Comparative Literature
University of Arkansas	Public Policy
University of Arkansas	Public Policy/ Education
University of Arkansas	19th Century Peninsular Literature
University of Arkansas	Counselor Education
University of Arkansas	Environmental Policy
University of Arkansas	PUBLIC POLICY/ CRIMINAL JUSTICE
University of Arkansas	TOXICOLOGY/EDUCATIONAL
University of Arkansas	PUBLIC POLICY
University of Arkansas	PHYSIOLOGY
University of Arkansas	PHILOSOPHY
University of Arkansas	FINANCE
University of Arkansas	BIOLOGICAL ENGINEERING
University of Arkansas	PUBLIC POLICY

Participants from Arkansas

DOCNAME	DOCSPEC
University of Arkansas	REHAB COUNSELING
University of Arkansas	POULTRY SCIENCE
University of Arkansas	Public Policy
University of Arkansas	HISTORY/AMERICAN
University of Arkansas	REHABILITATION COUNSELING
University of Arkansas	COMPUTER INFORMATION SYSTEMS
University of Arkansas	PHYSIOLOGY / BIOPHYSICS
University of Arkansas	BUSINESS ADMIN / MGT
University of Arkansas	Microelectronics and Photonics
University of Arkansas	Public Policy/Agricultural Policy
University of Arkansas	PUBLIC POLICY/ MEDIA
University of Arkansas	Mathematics
University of Arkansas	CLINICAL PSYCHOLOGY
University of Arkansas	PHYSIOLOGY/PATHOPHYSIOLOGY
University of Arkansas	PUBLIC POLICY
University of Arkansas	PUBLIC POLICY/LEADERSHIP
University of Arkansas	Anthropology
University of Arkansas	Public Policy/Community Development
University of Arkansas at Little Rock	Bioinformatics/Information Retrieval
University of Arkansas at Little Rock	Bioinformatics
University of Arkansas at Pine Bluff	Applied Science: Bioscience
University of Arkansas for Medical Sciences	Health Promotion and Prevention Research
University of Arkansas for Medical Sciences	Physiology/Reproductive Endocrinology
University of Georgia	Adult Education/Multicultural Education
University of Iowa	COMPUTATIONAL SCIENCE & IT
University of Kentucky	PUBLIC ADMINISTRATION
University of Maryland-Baltimore County	Gerontology
University of Mississippi	MATHEMATICS
University of Mississippi	MATHEMATICS
University of Mississippi	POLITICAL SCIENCE/AMERICAN POLITICS
University of Mississippi	ENGLISH
University of Missouri-Kansas City	COUNSELING PSYCHOLOGY
University of New Mexico	HEALTH EDUCATION / COMMUNITY HEALTH
University of New Orleans	FINANCIAL ECONOMICS
University of Northern Colorado	EDUCATIONAL MATHEMATICS
University of South Carolina	PSYCHOLOGY / EXPERIMENTAL
University of Tennessee Health Science Center	HUMAN ECOLOGY/COMMUNITY HEALTH
Vanderbilt University	LANGUAGE AND LITERACY/EDUCATION
Wichita State University	Psychology/Experimental

Western Governors University

Arkansans enrolled at WGU from 2005- Present	
Type of College	Number of Enrolled
Business College	71
Information College	29
Health Information College	19
Teacher's College	134
Total Number of Enrolled	253

*Western Governors University does not hold ICAC certification from ADHECB

**WGU has NCATE accreditation for its professional education unit, but WGU education degrees do not meet Arkansas teacher licensure requirements. Therefore, Arkansans completing teacher education degrees at WGU must obtain Arkansas teacher licensure through reciprocity.

Western Governors University

WGU charges tuition at a flat rate every term.

A WGU term is six months in length and can begin on the first of any month. Unlike other schools, you aren't charged per course or per credit.

Tuition Rates and Fees:

As of September 1, 2011

Nursing Programs (MSN and BSN):	\$3,250 per term
B.S. Nursing (Prelicensure):	\$4,250 per term
MBA Programs:	\$3,250 per term
Business Bachelor's Programs:	\$2,890 per term
Information Technology Degrees:	\$2,890 per term
All Teachers College Programs:	\$2,890 per term
Library Fee:	\$45 per term
Application Fee:	\$65

NOTE: WGU does not "profit" from application fees, as they help offset only a small portion of enrollment and admissions costs.

Resource Fee Announcement: Beginning December 1, 2011 the \$45 per-term library fee will be replaced with a \$145 Resource Fee. This new fee will cover your use of the library, plus e-textbooks and other learning resources. On average, our recent implementation of e-textbooks is saving students around \$200 a term, and for many students it saves over \$500 a term. WGU has not raised tuition or fees since September 2008, and we intend to keep the cost of your education as affordable as possible.

Special Fees:

(apply to select programs)

- **Science Lab Fee: \$350 (one time)**
Individuals pursuing either of the science bachelor's degrees or science master's degrees that require a home science lab will be assessed this one-time charge (billed separately along with the first term's tuition).
- **Consolidated Nursing Program Fee: \$350 (one time)**
Individuals pursuing a nursing degree will be assessed a one-time charge (billed separately along with the first term's tuition).
- **Demonstration Teaching (standard): \$1,000**
Individuals in a Teachers College program that includes student teaching must pay a \$100 application fee, plus a \$900 demonstration teaching fee prior to their in-classroom teaching practicum.

- **Internship Teaching Model: \$1,900 (one time)**
Individuals in a Teachers College program that includes student teaching will be assessed a one-time charge for the Demonstration Teaching fee, either the standard fee or the Internship Model fee. The Internship Model fee applies only to those individuals who will student teach under the internship model for an entire school year.
- **Educational Leadership Practicum: \$1,000 (one time)**
Individuals pursuing the M.S. in Educational Leadership will be assessed this one-time fee in their last term as they complete their practicum experience.

How Tuition Works

WGU treats all students as "full-time" and charges tuition at a flat rate regardless of the number of competency units (credit equivalents) attempted or completed by the student. The "standard term" is based upon a full-time enrollment of at least 12 competency units for undergraduate (bachelor's) students and 8 competency units for graduate (master's) students. Students who complete more or fewer units are charged the same tuition rates (see above).

Tuition covers:

- All coursework attempted and completed, as well as learning resources, excluding textbooks, which are scheduled in the student's personalized Degree Plan.
- All assessments (subject to guidelines for individual assessments and the number of "re-takes" allowed).
- An in-depth introduction to distance and competency-based learning: WGU's introductory assessment called *Education Without Boundaries (EWB)*.
- Ongoing advising from a dedicated mentor.

Note: Tuition does not cover the cost of textbooks or select other materials required for courses.

SCHEDULE 18-1

2011-12 Annualized Tuition and Fees for Public Four-year Institutions

Revised: 9/13/2011

Exhibit D1

Inst	Type of Fee	2010-11	2011-12	% Inc
		Annualized Fall 2010 Tuition & Fees	Annualized Fall 2011 Tuition & Fees	
ASUJ	In-State U/G	\$6,640	\$6,934	4%
	Out-of State U/G (existing)	\$14,860	\$15,484	4%
	Out-of State U/G (new)	\$14,860	\$12,238	-18%
	International U/G	\$13,456	\$13,292	-1%
ATU	In-State U/G	\$5,908	\$6,258	6%
	Out-of State U/G	\$11,008	\$11,658	6%
	International U/G	\$11,068	\$11,718	6%
HSU	In-State U/G	\$6,444	\$6,714	4%
	Out-of State U/G	\$11,784	\$12,324	5%
	International U/G	\$11,784	\$12,324	5%
SAUM	In-State U/G	\$6,426	\$6,786	6%
	Out-of State U/G	\$9,186	\$9,666	5%
	International U/G	\$9,186	\$9,701	6%
UAF	In-State U/G	\$6,767	\$7,173	6%
	Out-of State U/G	\$16,000	\$17,606	10%
	International U/G	\$16,161	\$17,606	9%
UAFS	In-State U/G	\$4,918	\$5,267	7%
	Out-of State U/G	\$10,888	\$11,717	8%
	International U/G	\$10,888	\$11,717	8%
UALR	In-State U/G	\$6,642	\$7,120	7%
	Out-of State U/G	\$15,590	\$16,630	7%
	International U/G	\$15,840	\$16,880	7%
UAM	In-State U/G	\$4,990	\$5,290	6%
	Out-of State U/G	\$9,640	\$10,510	9%
	International U/G	\$9,640	\$10,510	9%
UAPB	In-State U/G	\$5,033	\$5,330	6%
	Out-of State U/G	\$9,983	\$10,595	6%
	International U/G	\$10,083	\$10,695	6%
UCA	In-State U/G	\$6,908	\$7,183	4%
	Out-of State U/G	\$12,143	\$12,569	4%
	International U/G	\$12,643	\$13,070	3%

Notes:

SREB defines mandatory fees as those fees assessed each full-time undergraduate or graduate student regardless of student level or program study. For example, fees charged only to students in music, lab, or nursing or other fees unique to a given situation such as late registration and parking decals should NOT be reported as mandatory fees. Further, SREB defines full-time for purposes of tuition calculation as **15 credit hours for undergraduate and 12 credit hours for graduate/professional**. If mandatory fees were in a structure such as technology fees by discipline, then the discipline was used that would reflect the typical student.

SCHEDULE 18-1
2011-12 Annualized Tuition and Fees for Public Two-Year Institutions
Revised: 9/13/2011

Inst	Type of Fee	2010-11	2011-12	% Inc
		Annualized Fall 2010 Tuition & Fees	Annualized Fall 2011 Tuition & Fees	
ANC	In-State U/G	\$2,140	\$2,180	2%
	In-District U/G	\$1,840	\$1,880	2%
	Out-of-State U/G	\$3,640	\$3,680	1%
	International U/G	\$3,640	\$3,680	
ASUB	In-State U/G	\$2,790	\$2,850	2%
	Out-of-State U/G	\$4,530	\$4,650	3%
	International U/G	\$4,530	\$4,650	3%
ASUMH	In-State U/G	\$2,910	\$3,030	4%
	Out-of-State U/G	\$4,560	\$4,770	5%
	International U/G	\$4,560	\$4,770	5%
ASUN	In-State U/G	\$2,550	\$2,700	6%
	Out-of-State U/G	\$4,140	\$4,290	4%
	International U/G	\$4,140	\$4,290	4%
BRTC	In-State U/G	\$2,460	\$2,460	0%
	Out-of-State U/G	\$5,820	\$5,820	0%
	International U/G	\$5,820	\$5,820	0%
CCCUA	In-State U/G	\$2,080	\$2,272	9%
	In-District U/G	\$1,780	\$1,942	9%
	Out-of-State U/G	\$4,780	\$4,852	2%
	International U/G	\$4,780	\$5,240	10%
COTO	In-State U/G	\$2,312	\$2,402	4%
	Out-of-State U/G	\$4,112	\$4,262	4%
	International U/G	\$5,912	\$6,222	5%
EACC	In-State U/G	\$2,430	\$2,610	7%
	In-District U/G	\$2,190	\$2,340	7%
	Out-of-State U/G	\$2,850	\$3,060	7%
	International U/G	\$2,850	\$3,060	7%
MSCC	In-State U/G	\$2,720	\$3,080	13%
	In-District U/G	\$2,270	\$2,570	13%
	Out-of-State U/G	\$4,520	\$5,180	15%
	International U/G	\$5,570	\$6,380	15%
NAC	In-State U/G	\$2,580	\$2,700	5%
	In-District U/G	\$1,920	\$1,980	3%
	Out-of-State U/G	\$4,710	\$4,830	3%
	International U/G	\$4,710	\$4,830	3%
NPCC	In-State U/G	\$2,670	\$2,840	6%
	In-District U/G	\$2,370	\$2,540	7%
	Out-of-State U/G	\$4,350	\$4,370	0%
	International U/G	\$6,270	\$6,290	0%
NWACC	In-State U/G	\$3,813	\$4,098	7%
	In-District U/G	\$2,613	\$2,748	5%
	Out-of-State U/G	\$5,163	\$5,598	8%
	International U/G	\$5,613	\$5,633	0%
OZC	In-State U/G	\$2,720	\$2,720	0%
	Out-of-State U/G	\$5,660	\$5,660	0%
	International U/G	\$5,510	\$5,660	3%
PCCUA	In-State U/G	\$2,450	\$2,630	7%
	In-District U/G	\$2,150	\$2,300	7%
	Out-of-State U/G	\$3,650	\$3,920	7%
	International U/G	\$3,650	\$3,920	7%
PTC	In-State U/G	\$2,860	\$2,980	4%
	Out-of-State U/G	\$4,450	\$4,600	3%
	International U/G	\$8,410	\$5,600	-33%
RMCC	In-State U/G	\$2,430	\$2,580	6%
	In-District U/G	\$2,040	\$2,190	7%
	Out-of-State U/G	\$5,430	\$5,640	4%
	International U/G	\$5,430	\$5,675	5%
SACC	In-State U/G	\$2,620	\$2,890	10%
	In-District U/G	\$2,350	\$2,590	10%
	Out-of-State U/G	\$4,600	\$4,930	7%
	International U/G	\$4,600	\$4,930	7%

SCHEDULE 18-1
2011-12 Annualized Tuition and Fees for Public Two-Year Institutions
Revised: 9/13/2011

		2010-11	2011-12	
		Annualized Fall 2010 Tuition & Fees	Annualized Fall 2011 Tuition & Fees	% Inc
Inst	Type of Fee			
SAUT	In-State U/G	\$3,270	\$3,420	5%
	Out-of-State U/G	\$4,590	\$4,740	3%
	International U/G	\$4,590	\$4,740	3%
SEAC	In-State U/G	\$2,770	\$2,830	2%
	Out-of-State U/G	\$5,110	\$5,230	2%
	International U/G	\$5,110	\$5,230	2%
UACCB	In-State U/G	\$2,660	\$2,810	6%
	In-District U/G	\$2,300	\$2,450	7%
	Out-of-State U/G	\$4,790	\$4,850	1%
	International U/G	\$4,790	\$4,850	1%
UACCH	In-State U/G	\$2,121	\$2,286	8%
	In-District U/G	\$1,971	\$2,136	8%
	Out-of-State U/G	\$3,891	\$4,146	7%
	International U/G	\$3,891	\$4,146	7%
UACCM	In-State U/G	\$3,030	\$3,300	9%
	In-District U/G	\$2,820	\$3,090	10%
	Out-of-State U/G	\$4,140	\$4,410	7%
	International U/G	\$8,820	\$9,090	3%

Note: SREB defines mandatory fees as those fees assessed each full-time undergraduate or graduate student regardless of student level or program study. For example, fees charged only to students in music, lab, or nursing or other fees unique to a given situation such as late registration and parking decals should NOT be reported as mandatory fees. Further, SREB defines full-time for purposes of tuition calculation as **15 credit hours for undergraduate and 12 credit hours for graduate/professional**. If mandatory fees were in a structure such as technology fees by discipline, then the discipline was used that would reflect the typical student.

2011-12 Annualized Mandatory Fees for Public Universities



Undergraduate Fees

Inst	Fees\$												ARKANSAS DEPARTMENT OF HIGHER EDUCATION
	Activity	Athletic	Bond/Debt	Equip / Supply	General	Health	Infrastructure/ Facility	Library	Misc.**	Student Svcs	Technology	TOTAL	/SSCH
ASU	40.00	450.00					120.00	180.00	30.00	510.00	300.00	1,630	54
ATU		390.00										390	29
HSU	120.00	390.00*	60.00			96.00	80.00	75.00	62.50	250.00	360.00	1,104	37
SAU	120.00	420.00						50.00		120.00	250.00	1,200	40
UAF	79.20					213.30	240.00		20.70	72.30	660.00	1,286	43
UAFS	390.00	420.00				30.00	30.00	90.00	30.00	180.00	345.00	1,487	50
UALR		475.50			510.00	52.50	229.50				362.40	1,630	54
UAM	150.00	390.00		240.00			380.00	120.00	20.00		270.00	1,510	50
UAPB	96.00	450.00				96.00	420.00		45.00		247.50	1,355	45
UCA	69.00	510.00					270.00	80.00		120.00	225.00	1,786	60

*Athletic fee is included in tuition rates.

**Miscellaneous fees differ per institution but some examples are yearbook, publication, fine arts, enrollment, transcript, etc.

NOTES:

SREB defines mandatory fees as those fees assessed each full-time undergraduate or graduate student regardless of program study. For example, fees charged only to students in music, lab, or nursing or other fees unique to a given situation such as late registration and parking decals are not reported as mandatory fees.

2011-12 Annualized Mandatory Fees for Public Colleges

Institutions	Fees\$								/SSCH
	Activity	Bond	Equipment	Infrastructure	Miscellaneous	Technology	Security	TOTAL	
ANC					50	180		230	8
ASUB		90		120	150			360	12
ASUMH				510				510	17
ASUN					210			210	7
BRTC						360		360	12
CCGUA	4			210	133			352	12
EACC				180		90		270	9
MSCC	20				60	230		310	11
NAC	90				60			150	5
NPCC					133	133		266	12
NWACC				100	233	240		573	19
OTC	30					230		260	18
OZC				300	120	50		470	16
PCCUA						133		133	17
PTC			390		30		40	460	15
RMCC	60				133	133		326	13
SACC	30				70	210	60	370	12
SAUT					630			630	21
SEAC					130	300		430	14
UACCB	210				200	180	60	650	22
UACCH	30			60	216		60	366	12
UACCM	30			300	170	300	10	810	27

***Miscellaneous fees differ per institution but some examples are academic support, campus improvement, student services, etc.*

NOTES:

SREB defines mandatory fees as those fees assessed each full-time undergraduate or graduate student regardless of program study. For example, fees charged only to students in music, lab, or nursing or other fees unique to a given situation such as late registration and parking decals are not reported as mandatory fees. Annual per SSCH charges are calculated at the SREB rate of 30 hours unless fee is capped.

Examples of Non-Mandatory Fees for Four-Year Public Universities 2011-12

Arkansas State University	
Motor Vehicle Registration	\$50 annually
Application Fee	\$10
Laboratory Fee	\$10 - \$100 per semester
Arkansas Tech University	
Motor Vehicle Registration	\$30 annually
Change of Course Fee	\$10 per course
Laboratory Fee	\$20 per course
Late Registration Fee	\$25 per semester
Arkansas Valley University	
Motor Vehicle Registration	\$20 - \$30 annually
Application Fee	\$10
Change of Course Fee	\$30 per course
Late Registration Fee	\$25 per semester
Southern Arkansas University	
Motor Vehicle Registration	\$25 annually
Change of Course Fee	\$10 per course
Laboratory Fee	\$10 - \$25 per course
Late Registration Fee	\$50 per semester
University of Arkansas at Fayetteville	
Motor Vehicle Registration	\$17.50 annually
Application Fee	\$10
Change of Course Fee	\$10
Late Registration Fee	\$25
University of Arkansas Fort Smith	
Distance Education Course Fee	\$40 per credit hour
Fitness Center Fee	\$25 per course
University of Arkansas at Little Rock	
Motor Vehicle Registration	\$15 annually
Change of Course Fee	\$10 per visit
Late Registration Fee	\$25
University of Arkansas Monticello	
Motor Vehicle Registration	\$15 annually
Change of Course Fee	\$10 per visit
Late Registration Fee	\$25
University of Arkansas at Pine Bluff	
Motor Vehicle Registration	\$30 annually
Change of Course Fee	\$10 per course
Late Registration Fee	\$25 per semester
University of Central Arkansas	
Late Registration Fee	\$25

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Source: ADHE Series 18-1 and web-sites for the universities.

Note: This schedule is only a representation of types and amounts of fees charged and is not an all inclusive list.

Examples of Non-Mandatory Fees for Two-Year Public Colleges 2011-12

Arkansas Northeastern College	
Commencement Fees	\$40
Science Fees	\$40 per lab course
Internet Course Fee	\$20 per credit hour
Arkansas State University - Beebe	
Laboratory Fee	\$30 per course
Online Fee	\$25 per credit hour
Arkansas State University - Mt. Home	
Laboratory Fee	\$20 per lab course
Online Fee	\$25 per credit hour
Arkansas State University - Newport	
Laboratory Fee	\$20 per lab course
Online Fee	\$15 per credit hour
Black River Technical College	
Various Course Fees Only	
Cossatot Community College UA	
Laboratory Fee	\$20 per course
Graduation Fee	\$30
Fine Arts Fee	\$20 per course
Online Fee	\$15 per course
East Arkansas Community College	
Late Registration Fee	\$10
Mid-South Community College	
Change of Course Fee	\$5 per course
Late Registration Fee	\$10
National Park Community College	
Laboratory Fee	\$10 per hour
North Arkansas College	
Various Course Fees Only	
Northwest Arkansas Community College	
Application Fee	\$10
Ouachita Technical College	
Online Fee	\$35 per course
Change of Course Fee	\$5 per course
Laboratory Fee	\$5 per course
Late Registration Fee	\$10
Ozarka College	
Laboratory Fee	\$50 per course
Phillips Community College UA	
Laboratory Fee	\$10 per course
Pulaski Technical College	
Laboratory Fee	\$15 per course
Rich Mountain Community College	
Laboratory Fee	\$15 per course
South Arkansas Community College	
Change of Course Fee	\$5 per course
Online Fee	\$20 per hour
Southeast Arkansas College	
Laboratory Fee	\$30 per course
Southern Arkansas University Tech	
Laboratory Fee	\$10 per course
Graduation Fee	\$25
Transcript Fee	\$15
UA Community College at Batesville	
Change of Course Fee	\$10 per course
Laboratory Fee	\$35 per course
UA Community College at Hope	
Motor Vehicle Registration Fee	\$5 annually
Laboratory Fee	\$15 per course
UA Community College at Morrilton	
Laboratory Fee	varies between \$30-100 per course

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Source: ADHE Series 18-1

Note: This schedule is only a representation of types and amounts of fees charged and is not an all inclusive list.

2010-11 Annualized Mandatory Fees for Public Universities



Undergraduate Fees

Inst	Arkansas Department of Higher Education												
	Fees\$												
Activity	Athletic	Bond/Debt	Equip / Supply	General	Health	Infrastructure/ Facility	Library	Misc.**	Student Svcs	Technology	TOTAL	/SSCH	
ASU	40.00	360.00				120.00	180.00	30.00	510.00	300.00	1,540	51	
ATU	62.00	375.00		120.00				30.00	300.00	270.00	808	27	
HSU	120.00	345.00*	60.00		96.00	80.00	75.00	62.50	250.00	360.00	1,104	37	
SAU	120.00	390.00			90.00	350.00	30.00	30.00	330.00	240.00	1,088	36	
UAF	56.10		61.20		213.30	180.00		89.70	246.00	710.70	1,557	52	
UAFS	390.00	390.00					90.00	30.00	30.00	232.00	1,042	45	
UALR		450.00			487.50	45.00	90.00			342.30	1,415	47	
UAM	150.00	330.00		230.00		270.00	10.00	40.00		230.00	1,090	46	
UAPB	90.00	427.50			90.00	397.50		45.00		232.50	1,283	43	
UCA	69.00	500.00				270.00	10.00	40.00	300.00	232.50	1,373	56	

*Athletic fee is included in tuition rates.

**Miscellaneous fees differ per institution but some examples are yearbook, publication, fine arts, enrollment, transcript, etc.

NOTES:

SREB defines mandatory fees as those fees assessed each full-time undergraduate or graduate student regardless of program study. For example, fees charged only to students in music, lab, or nursing or other fees unique to a given situation such as late registration and parking decals are not reported as mandatory fees.

2010-11 Annualized Mandatory Fees for Public Colleges

Institutions	Fees\$								/SSCH
	Activity	Bond	Equipment	Infrastructure	Miscellaneous	Technology	Security	TOTAL	
ANC					40	180		220	7
ASUB		90		120	150			360	12
ASUMH				510				510	17
ASUN					210			210	7
BRTC						360		360	12
CCCUA	14			150	126			280	9
EACC				150		90		240	8
MSCC	20				60	240		320	11
NAC	90				60			150	5
NPGC				100	60	100		260	11
NWACC				100	203	210		513	17
OTC	30				20	230	10	312	17
OZC				300	120	50		470	16
PGCUA					200	130		330	15
PTC			330		30		40	400	13
RMCC	60				150	120		330	11
SACC	30				40	150		220	7
SAUT					600			600	21
SEAC					130	300		430	14
UACGB	150				200	180	60	590	20
UACCH	30				216			246	8
UACGM	30			210	170	210	10	630	21

***Miscellaneous fees differ per institution but some examples are academic support, campus improvement, student services, etc.*

NOTES:

SREB defines mandatory fees as those fees assessed each full-time undergraduate or graduate student regardless of program study. For example, fees charged only to students in music, lab, or nursing or other fees unique to a given situation such as late registration and parking decals are not reported as mandatory fees. Annual per SSCH charges are calculated at the SREB rate of 30 hours unless fee is capped.

Examples of Non-Mandatory Fees for Four-Year Public Universities 2010-11

Arkansas State University	
Motor Vehicle Registration	\$50 annually
Change of Course Fee	\$10 per course
Laboratory Fee	\$20 per course
Late Registration Fee	\$25 per semester
Arkansas Tech University	
Motor Vehicle Registration	\$30 annually
Change of Course Fee	\$10 per course
Laboratory Fee	\$20 per course
Late Registration Fee	\$25 per semester
Arkansas Valley University	
Motor Vehicle Registration	\$20 - \$30 annually
Change of Course Fee	\$5 per course
Laboratory Fee	\$25 per semester
Southern Arkansas University	
Motor Vehicle Registration	\$25 annually
Change of Course Fee	\$10 per course
Laboratory Fee	\$10 - \$20 per course
Late Registration Fee	\$50 per semester
University of Arkansas at Fayetteville	
Motor Vehicle Registration	\$73.85 annually
Change of Course Fee	\$10 per course
Laboratory Fee	\$20 per course
Late Registration Fee	\$25 per semester
University of Arkansas Fort Smith	
Distance Education Course Fee	\$33 per credit hour
Fitness Center Fee	\$25 per credit hour
University of Arkansas Little Rock	
Distance Education Course Fee	\$25 per credit hour
University of Arkansas Monticello	
Motor Vehicle Registration	\$15 annually
Change of Course Fee	\$10 per course
Late Registration Fee	\$25
University of Arkansas Pine Bluff	
Motor Vehicle Registration	\$30 annually
Change of Course Fee	\$10 per course
Late Registration Fee	\$25 per semester
University of Central Arkansas	
Late Registration Fee	\$25

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Tuition & Fees.xls\Non-Mand Fees 2yr

Source: ADHE Series 18-1 and web-sites for the universities.

Note: This schedule is only a representation of types and amounts of fees charged and is not an all inclusive list.

Examples of Non-Mandatory Fees for Two-Year Public Colleges 2010-11

Arkansas Northeastern College	
Commencement Fees	\$40
Science Fees	\$40 per lab course
Online Fee	\$20 per credit hour
Arkansas State University - Beebe	
Laboratory Fee	\$30 per course
Online Fee	\$25 per credit hour
Arkansas State University - Mt. Home	
Laboratory Fee	\$20 per lab course
Online Fee	\$25 per credit hour
Arkansas State University - Newport	
Laboratory Fee	\$20 per lab course
Online Fee	\$15 per credit hour
Black River Technical College	
Various Course Fees Only	
Cossatot Community College/UA	
Laboratory Fee	\$20 per course
Graduation Fee	\$30
Fine Arts Fee	\$20 per course
Online Fee	\$15 per course
East Arkansas Community College	
Late Registration Fee	\$10
Mid-South Community College	
Change of Course Fee	\$5 per course
Late Registration Fee	\$10
National Park Community College	
Laboratory Fee	approx. \$7 per credit hour (lab courses)
North Arkansas College	
Various Course Fees Only	
Northwest Arkansas Community College	
Application Fee	\$10
Ouachita Technical College	
Online Fee	35 per course
Change of Course Fee	\$5 per course
Laboratory Fee	\$5 per course
Late Registration Fee	\$10
Ozark College	
Laboratory Fee	\$50 per course
PHHS Community College/UA	
Laboratory Fee	\$10 per course
Pursh Technical College	
Laboratory Fee	\$15 per course
Rich Mountain Community College	
Laboratory Fee	\$15 per course
South Arkansas Community College	
Change of Course Fee	\$5 per course
Online Fee	\$20 per hour
Southeast Arkansas College	
Laboratory Fee	\$30 per course
Southern Arkansas University/Tech	
Laboratory Fee	\$10 per course
Graduation Fee	\$25
Transcript Fee	\$15
UA Community College at Batesville	
Change of Course Fee	\$10 per course
Laboratory Fee	\$30 per course
UA Community College at Hope	
Motor Vehicle Registration Fee	\$5 annually
Laboratory Fee	\$15 per course
UA Community College at Morrilton	
Laboratory Fee	varies between \$30-100 per course
Late Registration Fee	\$25

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Source: ADHE Series 18-1

Note: This schedule is only a representation of types and amounts of fees charged and is not an all inclusive list.

2009-10 Annualized Mandatory Fees for Public Universities

Undergraduate Fees



Inst	Fees\$												/SSCH
	Activity	Athletic	Bond/Debt	Equip / Supply	General	Health	Infrastructure/ Facility	Library	Misc.**	Student Svcs	Technology	TOTAL	
ASU	40.00	360.00					120.00	180.00	180.00	300.00	300.00	1,480	49
ATU	50.00	345.00*		120.00					190.00		240.00	600	20
HSU	120.00	345.00*	60.00			96.00	80.00	75.00	62.50	250.00	360.00	1,104	37
SAU	120.00	360.00*				60.00	360.00	30.00	156.00		240.00	966	32
UAF	56.10		61.20			213.30	120.00		89.70	236.40	672.30	1,449	48
UAFS	360.00	360.00				60.00			50.00	80.00	270.00	1,180	39
UALR		420.00			480.00	37.50	30.00				330.90	1,298	43
UAM	120.00	330.00		180.00			300.00	90.00	10.00		210.00	1,240	41
UAPB	90.00	427.50				86.00	382.50		45.00		225.00	1,256	42
UCA	69.00	420.00				130.00	270.00		79.00	300.00	225.00	1,493	50

*Athletic fee is included in tuition rates.

**Miscellaneous fees differ per institution but some examples are yearbook, publication, fine arts, enrollment, transcript, etc.

NOTES:

SREB defines mandatory fees as those fees assessed each full-time undergraduate or graduate student regardless of program study. For example, fees charged only to students in music, lab, or nursing or other fees unique to a given situation such as late registration and parking decals are not reported as mandatory fees.

2009-10 Annualized Mandatory Fees for Public Colleges

Institutions	Fees\$								/SSCH
	Activity	Bond	Equipment	Infrastructure	Miscellaneous	Technology	Security	TOTAL	
ANC					40	180		220	7
ASUB		90		90	150			330	11
ASUMH				450				450	15
ASUN					150			150	5
BRTC						90		90	3
CCCUA	4			150	126			280	9
EACC				150		90		240	8
MSCC	20				60	240		320	11
NAC	90				60			150	5
NPCC				100	60	90		250	8
NWACC				100	203	210		513	17
OTC	30			210	20	210	12	482	16
OZC				300	120	50		470	16
PCCUA					200	180		380	13
PTC			330		30		40	400	13
RMCC	60				30	90		180	6
SACC					40	150		190	6
SAUT					630			630	21
SEAC					70	210		280	9
UACCB	150				190	180	60	580	19
UACCH	30				216			246	8
UACCM	30			210	170	120	10	540	18

***Miscellaneous fees differ per institution but some examples are academic support, campus improvement, student services, etc.*

NOTES:

SREB defines mandatory fees as those fees assessed each full-time undergraduate or graduate student regardless of program study. For example, fees charged only to students in music, lab, or nursing or other fees unique to a given situation such as late registration and parking decals are not reported as mandatory fees. Annual per SSCH charges are calculated at the SREB rate of 30 hours unless fee is capped.

Examples of Non-Mandatory Fees for Four-Year Public Universities 2009-10

Arkansas Tech University	
Motor Vehicle Registration	\$30 annually
Change of Course Fee	\$10 per course
Laboratory Fee	\$20 per course
Late Registration Fee	\$25 per semester

Southern Arkansas University	
Motor Vehicle Registration	\$25 annually
Change of Course Fee	\$10 per course
Laboratory Fee	\$10 per course
Late Registration Fee	\$25 per semester

University of Arkansas Fort Smith	
Distance Education Course Fee	\$33 per credit hour
Fitness Center Fee	\$25 per credit hour

University of Arkansas Monticello	
Motor Vehicle Registration	\$15 annually
Change of Course Fee	\$10 per course
Late Registration Fee	\$25

University of Central Arkansas	
Late Registration Fee	\$25

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Tuition & Fees.xls]Non-Mand Fees 2yr

Source: ADHE Series 18-1 and web-sites for the universities.

Note: This schedule is only a representation of types and amounts of fees charged and is not an all inclusive list.

Examples of Non-Mandatory Fees for Two-Year Public Colleges 2009-10

Commencement Fees	\$40
Science Fees	\$40 per lab course
Online Fee	\$20 per credit hour
Laboratory Fee	\$30 per course
Online Fee	\$25 per credit hour
Laboratory Fee	\$25 per lab course
Online Fee	\$20 per credit hour
Laboratory Fee	\$20 per lab course
Online Fee	\$10 per credit hour
Various Course Fees Only	
Laboratory Fee	\$20 per course
Graduation Fee	\$30
Fine Arts Fee	\$20 per course
Online Fee	\$15 per course
Late Registration Fee	\$10
Change of Course Fee	\$5 per course
Late Registration Fee	\$10
Laboratory Fee	approx. \$7 per credit hour (lab courses)
Various Course Fees Only	
Application Fee	\$10
Online Fee	
Change of Course Fee	35 per course
Laboratory Fee	\$5 per course
Late Registration Fee	\$5 per course
Laboratory Fee	\$10
Laboratory Fee	\$50 per course
Laboratory Fee	\$10 per course
Laboratory Fee	\$15 per course
Laboratory Fee	\$15 per course
Change of Course Fee	\$5 per course
Online Fee	\$20 per hour
Laboratory Fee	\$30 per course
Laboratory Fee	\$10 per course
Graduation Fee	\$25
Transcript Fee	\$15
Change of Course Fee	\$10 per course
Laboratory Fee	\$30 per course
Motor Vehicle Registration Fee	\$5 annually
Laboratory Fee	\$15 per course
Laboratory Fee	varies between \$30-100 per course
Late Registration Fee	\$25

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Source: ADHE Series 18-1

Note: This schedule is only a representation of types and amounts of fees charged and is not an all inclusive list.

4-Year Institution Mandatory Fees

Institution	Type of Student	2012				2011				2010		
		Aux Fees	E&G Fees	Total Fees	% Increase	Aux Fees	E&G Fees	Total Fees	% Increase	Aux Fees	E&G Fees	Total Fees
ASUJ	In-State U/G	\$810	\$820	\$1,630	5.8%	\$720	\$820	\$1,540	4.1%	\$720	\$760	\$1,480
	Out-of State U/G (existing)	\$810	\$820	\$1,630	5.8%	\$720	\$820	\$1,540	4.1%	\$720	\$760	\$1,480
	Out-of State U/G (new)	\$810	\$820	\$1,630		\$0	\$0	\$0		\$0	\$0	\$0
	In-State Grad	\$660	\$658	\$1,318	5.8%	\$588	\$658	\$1,246	4.0%	\$588	\$610	\$1,198
	Out-of-State Grad (existing)	\$660	\$658	\$1,318	5.8%	\$588	\$658	\$1,246	4.0%	\$588	\$610	\$1,198
	Out-of State Grad (new)	\$660	\$658	\$1,318		\$0	\$0	\$0		\$0	\$0	\$0
ATU	In-State U/G	\$0	\$858	\$858	6.2%	\$0	\$808	\$808	34.7%	\$0	\$600	\$600
	Out-of State U/G	\$0	\$858	\$858	6.2%	\$0	\$808	\$808	34.7%	\$0	\$600	\$600
	In-State Grad	\$0	\$750	\$750	5.0%	\$0	\$714	\$714	33.2%	\$0	\$536	\$536
	Out-of State Grad	\$0	\$750	\$750	5.0%	\$0	\$714	\$714	33.2%	\$0	\$536	\$536
HSU	In-State U/G	\$556	\$548	\$1,104	0.0%	\$556	\$548	\$1,104	0.0%	\$506	\$598	\$1,104
	Out-of State U/G	\$556	\$548	\$1,104	0.0%	\$556	\$548	\$1,104	0.0%	\$506	\$598	\$1,104
	In-State Grad	\$544	\$459	\$1,003	0.0%	\$544	\$459	\$1,003	0.0%	\$506	\$497	\$1,003
	Out-of State Grad	\$544	\$459	\$1,003	0.0%	\$544	\$459	\$1,003	0.0%	\$506	\$497	\$1,003
SAUM	In-State U/G	\$210	\$996	\$1,206	11.0%	\$210	\$876	\$1,086	12.4%	\$180	\$786	\$966
	Out-of State U/G	\$210	\$996	\$1,206	11.0%	\$210	\$876	\$1,086	12.4%	\$180	\$786	\$966
	In-State Grad	\$168	\$794	\$962	11.1%	\$168	\$698	\$866	12.5%	\$144	\$626	\$770
	Out-of State Grad	\$168	\$794	\$962	11.1%	\$168	\$698	\$866	12.5%	\$144	\$626	\$770
UAF	In-State U/G	\$386	\$900	\$1,286	-17.4%	\$516	\$1,041	\$1,557	7.5%	\$507	\$942	\$1,449
	Out-of State U/G	\$386	\$900	\$1,286	-17.4%	\$516	\$1,041	\$1,557	7.5%	\$507	\$942	\$1,449
	In-State Grad	\$308	\$693	\$1,001	-16.8%	\$413	\$790	\$1,203	7.7%	\$405	\$711	\$1,117
	Out-of State Grad	\$308	\$693	\$1,001	-16.8%	\$413	\$790	\$1,203	7.7%	\$405	\$711	\$1,117
UAFS	In-State U/G	\$810	\$677	\$1,487	10.3%	\$780	\$568	\$1,348	14.2%	\$720	\$460	\$1,180
	Out-of State U/G	\$810	\$677	\$1,487	10.3%	\$780	\$568	\$1,348	14.2%	\$720	\$460	\$1,180
UALR	In-State U/G	\$476	\$1,154	\$1,630	15.2%	\$450	\$965	\$1,415	9.0%	\$420	\$878	\$1,298
	Out-of State U/G	\$476	\$1,154	\$1,630	15.2%	\$450	\$965	\$1,415	9.0%	\$420	\$878	\$1,298
	In-State Grad	\$380	\$939	\$1,320	16.6%	\$360	\$772	\$1,132	9.0%	\$336	\$703	\$1,039
	Out-of State Grad	\$380	\$939	\$1,320	16.6%	\$360	\$772	\$1,132	9.0%	\$336	\$703	\$1,039
UAM	In-State U/G	\$720	\$790	\$1,510	8.6%	\$660	\$730	\$1,390	12.1%	\$630	\$610	\$1,240
	Out-of State U/G	\$720	\$790	\$1,510	8.6%	\$660	\$730	\$1,390	12.1%	\$630	\$610	\$1,240
	In-State Grad	\$576	\$624	\$1,200	8.7%	\$528	\$576	\$1,104	12.2%	\$504	\$480	\$984
	Out-of State Grad	\$576	\$624	\$1,200	8.7%	\$528	\$576	\$1,104	12.2%	\$504	\$480	\$984
UAPB	In-State U/G	\$495	\$860	\$1,355	5.6%	\$473	\$810	\$1,283	2.1%	\$473	\$784	\$1,256
	Out-of State U/G	\$495	\$860	\$1,355	5.6%	\$473	\$810	\$1,283	2.1%	\$473	\$784	\$1,256
	In-State Grad	\$396	\$726	\$1,122	5.6%	\$378	\$684	\$1,062	2.1%	\$378	\$662	\$1,040
	Out-of State Grad	\$396	\$726	\$1,122	5.6%	\$378	\$684	\$1,062	2.1%	\$378	\$662	\$1,040
UCA	In-State U/G	\$1,047	\$750	\$1,796	7.4%	\$934	\$739	\$1,673	12.1%	\$844	\$649	\$1,493
	Out-of State U/G	\$1,047	\$750	\$1,796	7.4%	\$934	\$739	\$1,673	12.1%	\$844	\$649	\$1,493
	In-State Grad	\$874	\$593	\$1,467	7.2%	\$784	\$585	\$1,369	11.8%	\$712	\$513	\$1,225
	Out-of State Grad	\$874	\$593	\$1,467	7.2%	\$784	\$585	\$1,369	11.8%	\$712	\$513	\$1,225

Source: Series 18 report

2-Year Institution Mandatory Fees



Institution	Type of Student	2012				2011				2010		
		Aux Fees	E&G Fees	Total Fees	% Increase	Aux Fees	E&G Fees	Total Fees	% Increase	Aux Fees	E&G Fees	Total Fees
ANC	In-State U/G	\$0	\$230	\$230	4.5%	\$0	\$220	\$220	0.0%	\$0	\$220	\$220
	In-District U/G	\$0	\$230	\$230	4.5%	\$0	\$220	\$220	0.0%	\$0	\$220	\$220
	Out-of-State U/G	\$0	\$230	\$230	4.5%	\$0	\$220	\$220	0.0%	\$0	\$220	\$220
ASUB	In-State U/G	\$90	\$270	\$360	0.0%	\$90	\$270	\$360	9.1%	\$90	\$240	\$330
	Out-of-State U/G	\$90	\$270	\$360	0.0%	\$90	\$270	\$360	9.1%	\$90	\$240	\$330
ASUMH	In-State U/G	\$0	\$510	\$510	0.0%	\$0	\$510	\$510	13.3%	\$0	\$450	\$450
	Out-of-State U/G	\$0	\$510	\$510	0.0%	\$0	\$510	\$510	13.3%	\$0	\$450	\$450
ASUN	In-State U/G	\$0	\$210	\$210	0.0%	\$0	\$210	\$210	40.0%	\$0	\$150	\$150
	Out-of-State U/G	\$0	\$210	\$210	0.0%	\$0	\$210	\$210	40.0%	\$0	\$150	\$150
BRTC	In-State U/G	\$0	\$360	\$360	0.0%	\$0	\$360	\$360	300.0%	\$0	\$90	\$90
	Out-of-State U/G	\$0	\$360	\$360	0.0%	\$0	\$360	\$360	300.0%	\$0	\$90	\$90
CCCUA	In-State U/G	\$0	\$352	\$352	25.7%	\$0	\$280	\$280	0.0%	\$0	\$280	\$280
	In-District U/G	\$0	\$352	\$352	25.7%	\$0	\$280	\$280	0.0%	\$0	\$280	\$280
	Out-of-State U/G	\$0	\$352	\$352	25.7%	\$0	\$280	\$280	0.0%	\$0	\$280	\$280
COTO	In-State U/G	\$0	\$542	\$542	5.9%	\$0	\$512	\$512	6.2%	\$0	\$482	\$482
	Out-of-State U/G	\$0	\$542	\$542	5.9%	\$0	\$512	\$512	6.2%	\$0	\$482	\$482
EACC	In-State U/G	\$0	\$270	\$270	12.5%	\$0	\$240	\$240	0.0%	\$0	\$240	\$240
	In-District U/G	\$0	\$270	\$270	12.5%	\$0	\$240	\$240	0.0%	\$0	\$240	\$240
	Out-of-State U/G	\$0	\$270	\$270	12.5%	\$0	\$240	\$240	0.0%	\$0	\$240	\$240
MSCC	In-State U/G	\$0	\$320	\$320	0.0%	\$0	\$320	\$320	0.0%	\$0	\$320	\$320
	In-District U/G	\$0	\$320	\$320	0.0%	\$0	\$320	\$320	0.0%	\$0	\$320	\$320
	Out-of-State U/G	\$0	\$320	\$320	0.0%	\$0	\$320	\$320	0.0%	\$0	\$320	\$320
NAC	In-State U/G	\$0	\$150	\$150	0.0%	\$0	\$150	\$150	0.0%	\$0	\$150	\$150
	In-District U/G	\$0	\$150	\$150	0.0%	\$0	\$150	\$150	0.0%	\$0	\$150	\$150
	Out-of-State U/G	\$0	\$150	\$150	0.0%	\$0	\$150	\$150	0.0%	\$0	\$150	\$150
NPCC	In-State U/G	\$0	\$350	\$350	6.1%	\$0	\$330	\$330	32.0%	\$0	\$250	\$250
	In-District U/G	\$0	\$350	\$350	6.1%	\$0	\$330	\$330	32.0%	\$0	\$250	\$250
	Out-of-State U/G	\$0	\$350	\$350	6.1%	\$0	\$330	\$330	32.0%	\$0	\$250	\$250
NWACC	In-State U/G	\$0	\$573	\$573	11.7%	\$0	\$513	\$513	0.0%	\$0	\$513	\$513
	In-District U/G	\$0	\$573	\$573	11.7%	\$0	\$513	\$513	0.0%	\$0	\$513	\$513
	Out-of-State U/G	\$0	\$573	\$573	11.7%	\$0	\$513	\$513	0.0%	\$0	\$513	\$513

Institution	Type of Student	2012				2011				2010		
		Aux Fees	E&G Fees	Total Fees	% Increase	Aux Fees	E&G Fees	Total Fees	% Increase	Aux Fees	E&G Fees	Total Fees
OZC	In-State U/G	\$0	\$470	\$470	0.0%	\$0	\$470	\$470	0.0%	\$0	\$470	\$470
	Out-of-State U/G	\$0	\$470	\$470	0.0%	\$0	\$470	\$470	0.0%	\$0	\$470	\$470
PCCUA	In-State U/G	\$0	\$500	\$500	13.6%	\$0	\$440	\$440	15.8%	\$0	\$380	\$380
	In-District U/G	\$0	\$500	\$500	13.6%	\$0	\$440	\$440	15.8%	\$0	\$380	\$380
	Out-of-State U/G	\$0	\$500	\$500	13.6%	\$0	\$440	\$440	15.8%	\$0	\$380	\$380
PTC	In-State U/G	\$0	\$460	\$460	15.0%	\$0	\$400	\$400	0.0%	\$0	\$400	\$400
	Out-of-State U/G	\$0	\$460	\$460	15.0%	\$0	\$400	\$400	0.0%	\$0	\$400	\$400
RMCC	In-State U/G	\$0	\$390	\$390	18.2%	\$0	\$330	\$330	83.3%	\$0	\$180	\$180
	In-District U/G	\$0	\$390	\$390	18.2%	\$0	\$330	\$330	83.3%	\$0	\$180	\$180
	Out-of-State U/G	\$0	\$390	\$390	18.2%	\$0	\$330	\$330	83.3%	\$0	\$180	\$180
SACC	In-State U/G	\$0	\$370	\$370	68.2%	\$0	\$220	\$220	15.8%	\$0	\$190	\$190
	In-District U/G	\$0	\$370	\$370	68.2%	\$0	\$220	\$220	15.8%	\$0	\$190	\$190
	Out-of-State U/G	\$0	\$370	\$370	68.2%	\$0	\$220	\$220	15.8%	\$0	\$190	\$190
SAUT	In-State U/G	\$0	\$630	\$630	0.0%	\$0	\$630	\$630	0.0%	\$0	\$630	\$630
	Out-of-State U/G	\$0	\$630	\$630	0.0%	\$0	\$630	\$630	0.0%	\$0	\$630	\$630
SEAC	In-State U/G	\$0	\$430	\$430	0.0%	\$0	\$430	\$430	53.6%	\$0	\$280	\$280
	Out-of-State U/G	\$0	\$430	\$430	0.0%	\$0	\$430	\$430	53.6%	\$0	\$280	\$280
UACCB	In-State U/G	\$0	\$650	\$650	10.2%	\$0	\$590	\$590	0.0%	\$0	\$590	\$590
	In-District U/G	\$0	\$650	\$650	10.2%	\$0	\$590	\$590	0.0%	\$0	\$590	\$590
	Out-of-State U/G	\$0	\$650	\$650	10.2%	\$0	\$590	\$590	0.0%	\$0	\$590	\$590
UACCH	In-State U/G	\$0	\$366	\$366	32.6%	\$0	\$276	\$276	12.2%	\$0	\$246	\$246
	In-District U/G	\$0	\$366	\$366	32.6%	\$0	\$276	\$276	12.2%	\$0	\$246	\$246
	Out-of-State U/G	\$0	\$366	\$366	32.6%	\$0	\$276	\$276	12.2%	\$0	\$246	\$246
UACCM	In-State U/G	\$0	\$810	\$810	28.6%	\$0	\$630	\$630	16.7%	\$0	\$540	\$540
	In-District U/G	\$0	\$810	\$810	28.6%	\$0	\$630	\$630	16.7%	\$0	\$540	\$540
	Out-of-State U/G	\$0	\$810	\$810	28.6%	\$0	\$630	\$630	16.7%	\$0	\$540	\$540

Source: Series 18 report



Summary of Annualized Tuition, Room and Board FY 2010 & FY 2011

Institution	Annualized Tuition			Average Annual Room Rate			Annual Board (15-Meal Plan)			Total Tuition, Room, & Board		
	2009-2010	2010-2011	% Inc	2009-2010	2010-2011	% Inc	2009-2010	2010-2011	% Inc	2009-2010	2010-2011	% Inc
ASUJ	\$6,370	\$6,640	4.2%	\$3,358	\$3,546	5.6%	\$2,436	\$2,216	-9.0%	\$12,164	\$12,402	2.0%
ATU	\$5,610	\$5,908	5.3%	\$3,077	\$3,146	2.2%	\$1,980	\$2,028	2.4%	\$10,667	\$11,082	3.9%
HSU	\$6,204	\$6,444	3.9%	\$2,903	\$2,883	-0.7%	\$2,150	\$2,200	2.3%	\$11,257	\$11,527	2.4%
SAUM	\$6,066	\$6,426	5.9%	\$2,805	\$2,879	2.7%	\$2,214	\$2,372	7.1%	\$11,085	\$11,677	5.3%
UAF	\$6,459	\$6,767	4.8%	\$4,826	\$4,930	2.2%	\$2,780	\$2,862	2.9%	\$14,065	\$14,559	3.5%
UAFS*	\$4,600	\$4,918	6.9%	\$6,062	\$3,641	-39.9%	No meal plan	\$2,750	0.0%	\$10,662	\$11,309	6.1%
UALR	\$6,331	\$6,642	4.9%	\$3,936	\$3,945	0.2%	No meal plan			\$10,267	\$10,587	3.1%
UAM	\$4,750	\$4,990	5.1%	\$1,761	\$1,889	7.3%	\$2,370	\$2,490	5.1%	\$8,881	\$9,369	5.5%
UAPB	\$4,796	\$5,033	4.9%	\$3,278	\$3,316	1.2%	\$2,756	\$2,888	4.8%	\$10,830	\$11,237	3.8%
UCA	\$6,698	\$6,908	3.1%	\$3,202	\$3,226	0.7%	\$2,040	\$2,110	3.4%	\$11,940	\$12,244	2.5%

NOTES:

Tuition: Annualized in-state tuition and mandatory fees based on 15 semester hours, 2 semesters per year. Source: Series 18-1

Room: Weighted average annual room based on 2 semesters per year. Source: Series 16-1 as reported by the institutions.

Board: Based on 15-meal plan, 2 semesters per year. Source: Series 16-2 as reported by the institutions.

Total Educational and General Debt Service



INSTITUTION	2001	2002	% Change	2003	% Change	2004	% Change	2005	% Change	2006	% Change
ASUJ	\$1,746,727	\$1,577,090	-9.7%	\$4,034,675	155.8%	\$4,698,129	16.4%	\$2,708,890	-42.3%	\$2,711,262	0.1%
ATU	\$327,742	\$328,392	0.2%	\$305,434	-7.0%	\$420,322	37.6%	\$6,132,224	1358.9%	\$690,086	-88.7%
HSU	\$701,629	\$854,550	21.8%	\$980,854	14.8%	\$902,144	-8.0%	\$1,015,547	12.6%	\$972,219	-4.3%
SAUM	\$449,675	\$451,733	0.5%	\$344,896	-23.7%	\$349,215	1.3%	\$482,274	38.1%	\$543,478	12.7%
UAF	\$2,335,903	\$3,616,952	54.8%	\$6,068,981	67.8%	\$7,092,814	16.9%	\$41,994,955	492.1%	\$9,909,381	-76.4%
UAFS	\$3,200,789	\$41,237,055	1188.3%	\$3,196,770	-92.2%	\$3,658,610	14.4%	\$3,895,551	6.5%	\$3,896,658	0.0%
UALR	\$2,984,112	\$3,193,062	7.0%	\$3,168,170	-0.8%	\$3,618,991	14.2%	\$10,681,621	195.2%	\$5,364,069	-49.8%
UAM	\$71,977	\$48,306	-32.9%	\$46,797	-3.1%	\$46,584	-0.5%	\$53,401	14.6%	\$788,962	1377.4%
UAPB	\$191,946	\$1,429,887	644.9%	\$1,083,967	-24.2%	\$1,105,632	2.0%	\$1,062,286	-3.9%	\$2,089,271	96.7%
UCA	\$1,498,538	\$1,288,849	-14.0%	\$4,167,027	223.3%	\$1,317,095	-68.4%	\$1,402,344	6.5%	\$5,920,744	322.2%
4-YR TOTAL	\$13,509,038	\$54,025,876	299.9%	\$23,397,572	-56.7%	\$23,209,536	-0.8%	\$69,429,093	199.1%	\$32,886,130	-52.6%
ANC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
ASUB	\$349,794	\$379,323	8.4%	\$368,928	-2.7%	\$448,263	21.5%	\$597,484	33.3%	\$1,687,955	182.5%
ASUMH	\$928,148	\$645,508	-30.5%	\$6,152,022	853.1%	\$616,402	-90.0%	\$608,125	-1.3%	\$606,696	-0.2%
ASUN	\$0	\$0	0.0%	\$158,817	0%	\$336,261	111.7%	\$340,821	1.4%	\$338,075	-0.8%
BRTC	\$0	\$0	0.0%	\$102,632	0.0%	\$227,122	121.3%	\$220,575	-2.9%	\$218,989	-0.7%
CCCUA	\$87,346	\$10,225	-88.3%	\$5,371	-47.5%	\$0	-100.0%	\$123,736	0.0%	\$149,342	20.7%
COTO ¹	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$91,829	0.0%	\$90,417	-1.5%
EACC	\$219,685	\$228,630	4.1%	\$226,004	-1.1%	\$222,979	-1.3%	\$164,933	-26.0%	\$0	-100.0%
MSCC	\$858,458	\$863,698	0.6%	\$6,722,848	678.4%	\$1,064,089	-84.2%	\$653,862	-38.6%	\$1,130,116	72.8%
NAC	\$297,970	\$2,956,275	892.1%	\$338,596	-88.5%	\$329,816	-2.6%	\$335,116	1.6%	\$329,616	-1.6%
NPCC	\$298,227	\$306,428	2.7%	\$300,950	-1.8%	\$327,076	8.7%	\$3,865,379	1081.8%	\$647,983	-83.2%
NWACC	\$637,385	\$816,943	28.2%	\$4,279,810	423.9%	\$860,285	-79.9%	\$757,755	-11.9%	\$1,621,925	114.0%
OZC	\$0	\$0	0.0%	\$61,922	0.0%	\$193,880	213.1%	\$189,680	-2.2%	\$186,665	-1.6%
PCCUA	\$0	\$0	0.0%	\$0	0.0%	\$515,733	0.0%	\$523,970	1.6%	\$500,491	-4.5%
PTC	\$394,266	\$755,683	91.7%	\$783,602	3.7%	\$1,511,431	92.9%	\$1,754,762	16.1%	\$2,239,219	27.6%
RMCC	\$104,095	\$378,775	263.9%	\$99,731	-73.7%	\$202,107	102.7%	\$177,231	-12.3%	\$159,295	-10.1%
SACC	\$24,556	\$24,556	0.0%	\$24,556	0.0%	\$53,850	119.3%	\$82,699	53.6%	\$194,859	135.6%
SAUT	\$112,555	\$110,670	-1.7%	\$149,474	35.1%	\$152,668	2.1%	\$130,609	-14.4%	\$113,351	-13.2%
SEAC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
UACCB	\$362,833	\$358,231	-1.3%	\$402,393	12.3%	\$441,238	9.7%	\$474,948	7.6%	\$481,725	1.4%
UACCH	\$627,994	\$646,970	3.0%	\$745,130	15.2%	\$638,023	-14.4%	\$418,776	-34.4%	\$572,594	36.7%
UACCM	\$186,078	\$240,435	29.2%	\$454,876	89.2%	\$453,135	-0.4%	\$2,517,098	455.5%	\$432,882	-82.8%
2-YR TOTAL	\$5,489,390	\$8,722,350	58.9%	\$21,377,662	145.1%	\$8,594,358	-59.8%	\$14,029,388	63.2%	\$11,702,195	-16.6%

Large increases from one year to another could result from the issuance of new bonds or the refunding/refinancing of existing bonds.

¹ COTO - College of the Ouachitas was formerly Ouachita Technical College

2001-2010 data provided from the Series 17-5 report

2011 data provided from institutional budgets

Total Educational and General Debt Service



INSTITUTION	2007	% Change	2008	% Change	2009	% Change	2010	% Change	2011	% Change
ASUJ	\$2,690,433	-0.8%	\$3,938,894	46.4%	\$3,959,435	0.5%	\$4,192,723	5.9%	\$6,788,300	61.9%
ATU	\$1,674,012	142.6%	\$1,715,187	2.5%	\$1,957,100	14.1%	\$2,270,288	16.0%	\$2,427,548	6.9%
HSU	\$1,160,397	19.4%	\$1,340,891	15.6%	\$1,374,642	2.5%	\$7,960,523	479.1%	\$1,071,017	-86.5%
SAUM	\$702,545	29.3%	\$1,106,713	57.5%	\$1,825,965	65.0%	\$1,918,219	5.1%	\$1,926,550	0.4%
UAF	\$11,137,070	12.4%	\$15,984,099	43.5%	\$14,024,431	-12.3%	\$24,086,983	71.8%	\$14,406,420	-40.2%
UAFS	\$3,891,748	-0.1%	\$3,879,885	-0.3%	\$3,875,696	-0.1%	\$3,869,205	-0.2%	\$2,984,071	-22.9%
UALR	\$5,152,547	-3.9%	\$5,022,684	-2.5%	\$5,128,966	2.1%	\$6,198,339	20.8%	\$4,897,197	-21.0%
UAM	\$333,020	-57.8%	\$333,041	0.0%	\$332,876	0.0%	\$474,949	42.7%	\$513,669	8.2%
UAPB	\$1,425,241	-31.8%	\$1,426,730	0.1%	\$997,400	-30.1%	\$972,829	-2.5%	\$760,359	-21.8%
UCA	\$2,101,307	-64.5%	\$2,799,050	33.2%	\$3,844,623	37.4%	\$3,728,168	-3.0%	\$3,454,843	-7.3%
4-YR TOTAL	\$30,268,320	-8.0%	\$37,547,174	24.0%	\$37,321,134	-0.6%	\$55,672,226	49.2%	\$39,229,974	-29.5%
ANC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$350,585	0.0%	\$352,804	0.6%
ASUB	\$1,995,813	18.2%	\$2,143,184	7.4%	\$2,335,481	9.0%	\$1,951,187	-16.5%	\$1,951,727	0.0%
ASUMH	\$609,490	0.5%	\$876,703	43.8%	\$967,517	10.4%	\$1,274,324	31.7%	\$1,158,000	-9.1%
ASUN	\$340,241	0.6%	\$877,011	157.8%	\$474,088	-45.9%	\$466,345	-1.6%	\$464,677	-0.4%
BRTC	\$222,345	1.5%	\$220,083	-1.0%	\$222,533	1.1%	\$219,423	-1.4%	\$223,000	1.6%
CCCUA	\$392,698	163.0%	\$450,942	14.8%	\$474,167	5.2%	\$464,293	-2.1%	\$460,224	-0.9%
COTO ¹	\$91,828	1.6%	\$91,828	0.0%	\$91,869	0.0%	\$79,644	-13.3%	\$79,644	0.0%
EACC	\$168,088	0.0%	\$166,563	-0.9%	\$164,463	-1.3%	\$166,670	1.3%	\$728,499	337.1%
MSCC	\$693,386	-38.6%	\$901,079	30.0%	\$900,523	-0.1%	\$898,904	-0.2%	\$1,180,524	31.3%
NAC	\$333,236	1.1%	\$2,346,820	604.3%	\$351,872	-85.0%	\$423,084	20.2%	\$367,280	-13.2%
NPCC	\$646,350	-0.3%	\$632,542	-2.1%	\$769,132	21.6%	\$780,409	1.5%	\$786,503	0.8%
NWACC	\$1,284,751	-20.8%	\$1,578,050	22.8%	\$1,575,100	-0.2%	\$1,578,209	0.2%	\$2,153,552	36.5%
OZC	\$187,446	0.4%	\$213,135	13.7%	\$218,809	2.7%	\$2,525,581	1054.2%	\$238,260	-90.6%
PCCUA	\$709,815	41.8%	\$708,082	-0.2%	\$677,752	-4.3%	\$622,306	-8.2%	\$694,125	11.5%
PTC	\$2,575,553	15.0%	\$3,232,199	25.5%	\$3,231,623	0.0%	\$3,521,802	9.0%	\$3,532,874	0.3%
RMCC	\$155,901	-2.1%	\$158,295	1.5%	\$160,213	1.2%	\$156,652	-2.2%	156,652	0.0%
SACC	\$58,588	-69.9%	\$58,349	-0.4%	\$58,344	0.0%	\$313,089	436.6%	\$58,339	-81.4%
SAUT	\$118,529	4.6%	\$108,210	-8.7%	\$191,560	77.0%	\$185,435	-3.2%	\$259,912	40.2%
SEAC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
UACCB	\$503,129	4.4%	\$510,956	1.6%	\$500,101	-2.1%	\$510,679	2.1%	\$569,297	11.5%
UACCH	584,816	2.1%	\$586,336	0.3%	\$689,197	17.5%	694,360	0.7%	\$736,861	6.1%
UACCM	\$445,193	2.8%	\$446,580	0.3%	\$441,368	-1.2%	\$2,529,713	473.2%	\$448,000	-82.3%
2-YR TOTAL	\$12,117,196	3.5%	\$16,306,947	34.6%	\$14,495,711	-11.1%	\$19,712,694	36.0%	\$16,600,754	-15.8%

Large increases from one year to another could result from the issuance of new bonds or the refunding/refinancing of existing bonds.

¹ COTO - College of the Ouachitas was formerly Ouachita Technical College

2001-2010 data provided from the Series 17-5 report

2011 data provided from institutional budgets

Total Auxiliary Debt Service



INSTITUTION	2001	2002	% Change	2003	% Change	2004	% Change	2005	% Change	2006	% Change
ASUJ	\$2,377,306	\$3,532,406	48.6%	\$5,733,992	62.3%	\$3,691,089	-35.6%	\$5,530,804	49.8%	\$6,377,617	15.3%
ATU	\$669,264	\$1,005,414	50.2%	\$1,161,618	15.5%	\$1,165,251	0.3%	\$4,952,767	325.0%	\$1,128,098	-77.2%
HSU	\$632,381	\$702,189	11.0%	\$731,864	4.2%	\$656,816	-10.3%	\$2,513,910	282.7%	\$1,143,389	-54.5%
SAUM	\$261,276	\$580,041	122.0%	\$291,339	-49.8%	\$642,338	120.5%	\$660,533	2.8%	\$702,620	6.4%
UAF	\$6,964,334	\$6,481,637	-6.9%	\$9,115,461	40.6%	\$11,107,391	21.9%	\$41,170,387	270.7%	\$21,012,194	-49.0%
UAFS	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$396,996	0.0%
UALR	\$585,890	\$583,590	-0.4%	\$581,463	-0.4%	\$581,826	0.1%	\$1,014,121	74.3%	\$1,086,482	7.1%
UAM	\$762,444	\$443,097	-41.9%	\$439,819	-0.7%	\$441,067	0.3%	\$453,720	2.9%	\$5,033,058	1009.3%
UAPB	\$1,100,349	\$819,970	-25.5%	\$1,066,092	30.0%	\$1,021,471	-4.2%	\$1,054,761	3.3%	\$7,824,265	641.8%
UCA	\$2,926,364	\$3,359,736	14.8%	\$10,766,776	220.5%	\$3,626,487	-66.3%	\$3,721,795	2.6%	\$20,724,864	456.9%
4-YR TOTAL	\$16,279,608	\$17,508,080	7.5%	\$29,888,424	70.7%	\$22,933,736	-23.3%	\$61,072,798	166.3%	\$65,429,583	7.1%
ANC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
ASUB	\$165,648	\$132,576	-20.0%	\$125,732	-5.2%	\$149,134	18.6%	\$113,690	-23.8%	\$146,473	28.8%
ASUMH	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
ASUN	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
BRTC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
CCCUA	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
COTO ¹	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
EACC	\$15,172	\$9,031	-40.5%	\$8,927	-1.2%	\$8,808	-1.3%	\$0	-100.0%	\$0	0.0%
MSCC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
NAC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
NPCC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
NWACC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
OZC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
PCCUA	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
PTC	\$0	\$0	0.0%	\$0	0.0%	\$130,874	0.0%	\$129,824	-0.8%	\$130,174	0.3%
RMCC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
SACC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
SAUT	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
SEAC	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
UACCB	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
UACCH	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
UACCM	\$0	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
2-YR TOTAL	\$180,820	\$141,607	-21.7%	\$134,659	-4.9%	\$288,816	114.5%	\$243,514	-15.7%	\$276,647	13.6%

Large increases from one year to another could result from the issuance of new bonds or the refunding/refinancing of existing bonds.

¹ COTO - College of the Ouachitas was formerly Ouachita Technical College

2001-2010 data provided from the Series 17-5 report

2011 data provided from institutional budgets

Total Auxiliary Debt Service



INSTITUTION	2007	% Change	2008	% Change	2009	% Change	2010	% Change	2011	% Change
ASUJ	\$20,662,274	224.0%	\$19,023,562	-7.9%	\$6,416,590	-66.3%	\$7,227,512	12.6%	\$14,635,778	102.5%
ATU	\$1,585,087	40.5%	\$2,017,249	27.3%	\$2,102,174	4.2%	\$2,247,994	6.9%	\$2,472,968	10.0%
HSU	\$1,114,435	-2.5%	\$1,567,894	40.7%	\$1,844,325	17.6%	\$3,578,392	94.0%	\$1,809,112	-49.4%
SAUM	\$763,714	8.7%	\$762,357	-0.2%	\$762,359	0.0%	\$738,688	-3.1%	\$760,960	3.0%
UAF	\$21,339,913	1.6%	\$15,123,986	-29.1%	\$20,241,213	33.8%	\$21,910,582	8.2%	\$20,636,168	-5.8%
UAFS	\$864,048	117.6%	\$1,128,726	30.6%	\$1,280,586	13.5%	\$2,402,322	87.6%	\$2,317,690	-3.5%
UALR	\$1,092,410	0.5%	\$996,581	-8.8%	\$920,708	-7.6%	\$1,789,379	94.3%	\$1,794,251	0.3%
UAM	\$541,751	-89.2%	\$538,993	-0.5%	\$540,668	0.3%	\$542,767	0.4%	\$3,284,847	505.2%
UAPB	\$1,472,800	-81.2%	\$1,456,284	-1.1%	\$2,007,288	37.8%	\$3,483,460	73.5%	\$1,416,327	-59.3%
UCA	\$4,771,760	-77.0%	\$25,358,271	431.4%	\$4,100,748	-83.8%	\$4,094,706	-0.1%	\$4,367,693	6.7%
4-YR TOTAL	\$54,208,192	-17.2%	\$67,973,903	25.4%	\$40,216,659	-40.8%	\$48,015,802	19.4%	\$53,495,794	11.4%
ANC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
ASUB	\$105,320	-28.1%	\$103,763	-1.5%	\$104,473	0.7%	\$109,599	4.9%	\$483,700	341.3%
ASUMH	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
ASUN	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
BRTC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
CCCUA	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
COTO ¹	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
EACC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
MSCC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
NAC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
NPCC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
NWACC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
OZC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
PCCUA	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
PTC	\$130,482	0.2%	\$130,048	-0.3%	\$130,293	0.2%	\$130,296	0.0%	\$130,148	-0.1%
RMCC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
SACC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
SAUT	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
SEAC	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
UACCB	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
UACCH	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
UACCM	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
2-YR TOTAL	\$235,802	-14.8%	\$233,811	-0.8%	\$234,766	0.4%	\$239,895	2.2%	\$613,848	155.9%

Large increases from one year to another could result from the issuance of new bonds or the refunding/refinancing of existing bonds.

¹ COTO - College of the Ouachitas was formerly Ouachita Technical College

2001-2010 data provided from the Series 17-5 report

2011 data provided from institutional budgets

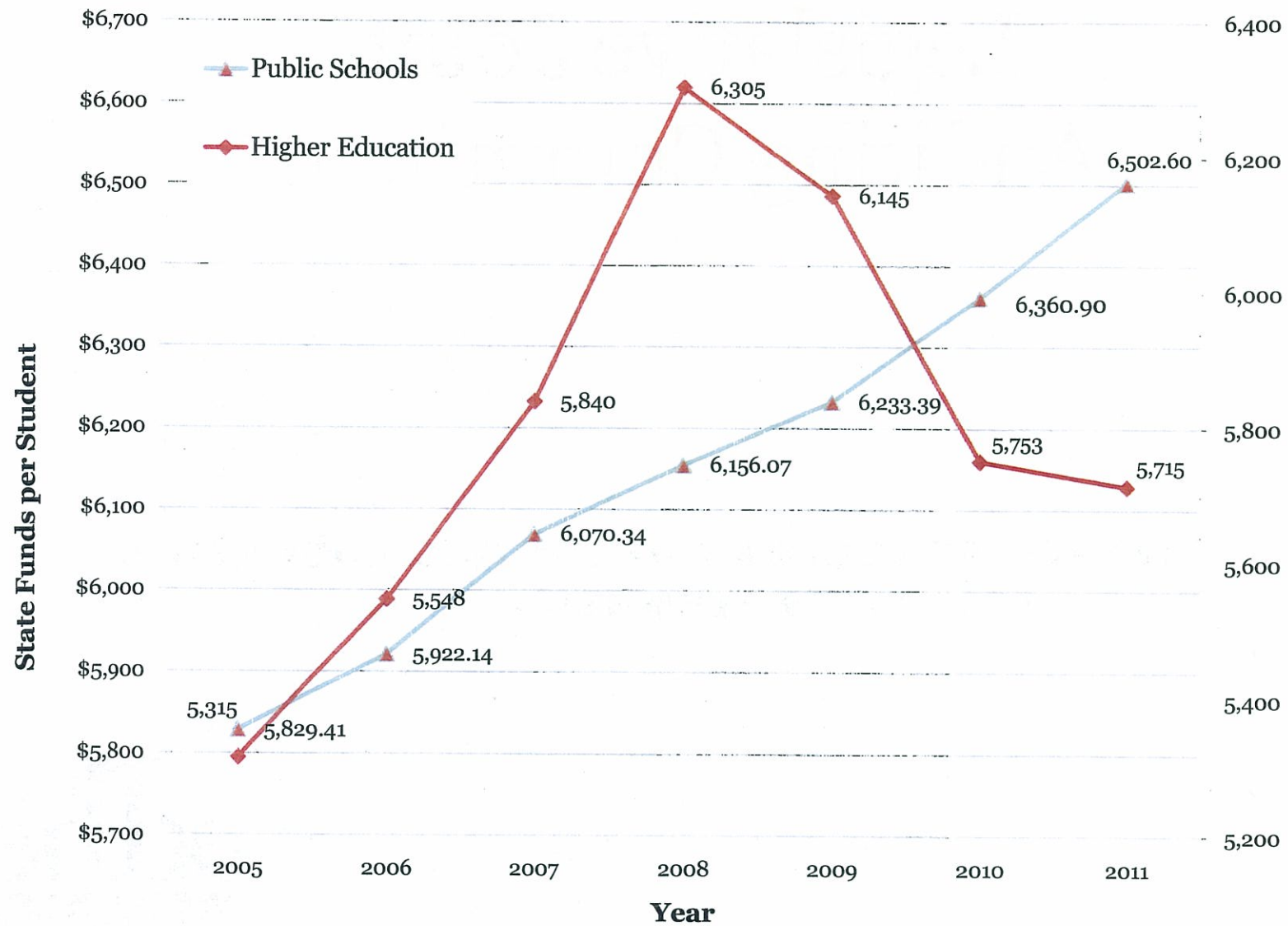
Legislative Joint Auditing Committee



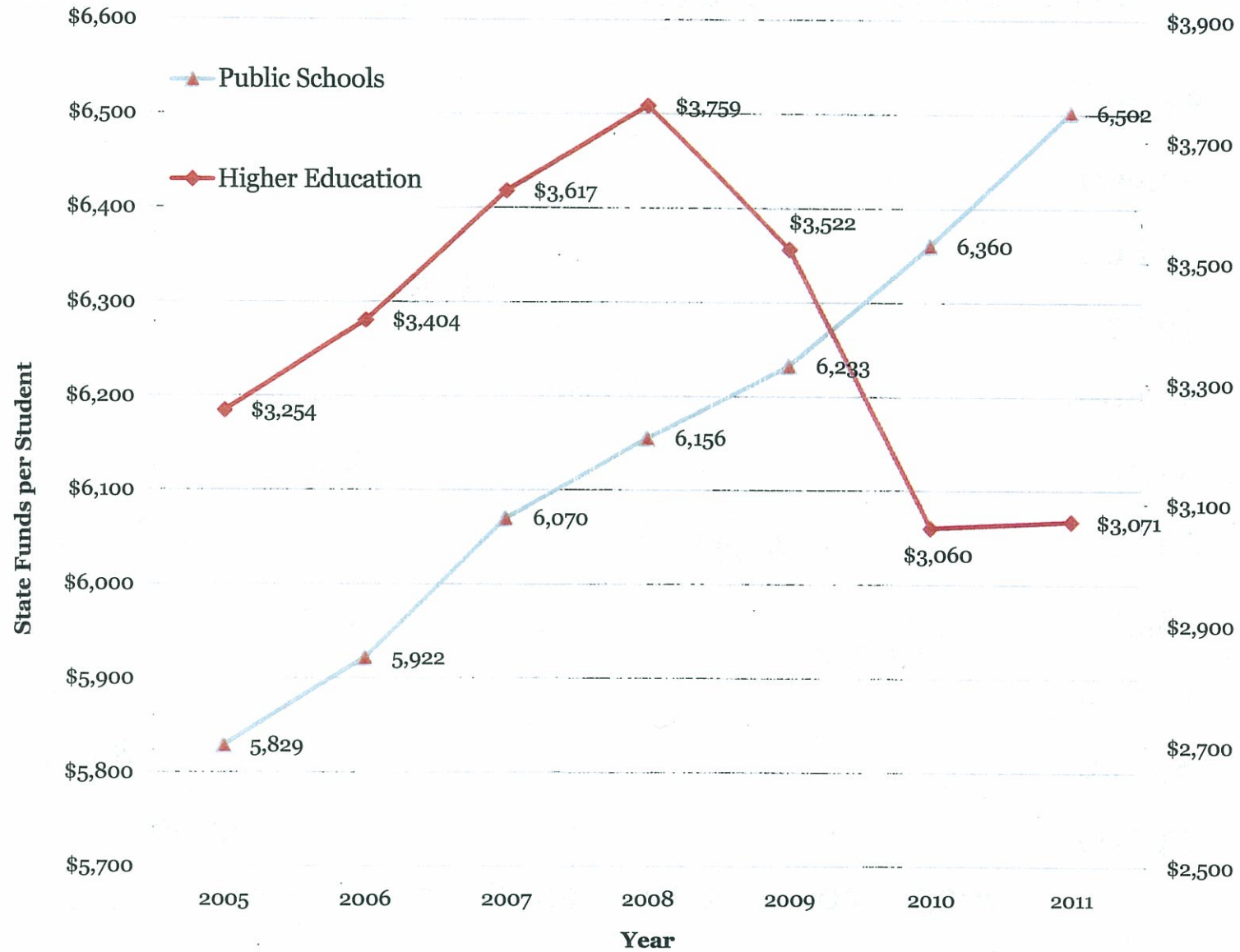
ARKANSAS DEPARTMENT OF HIGHER EDUCATION
FRIDAY, SEPTEMBER 9, 2011



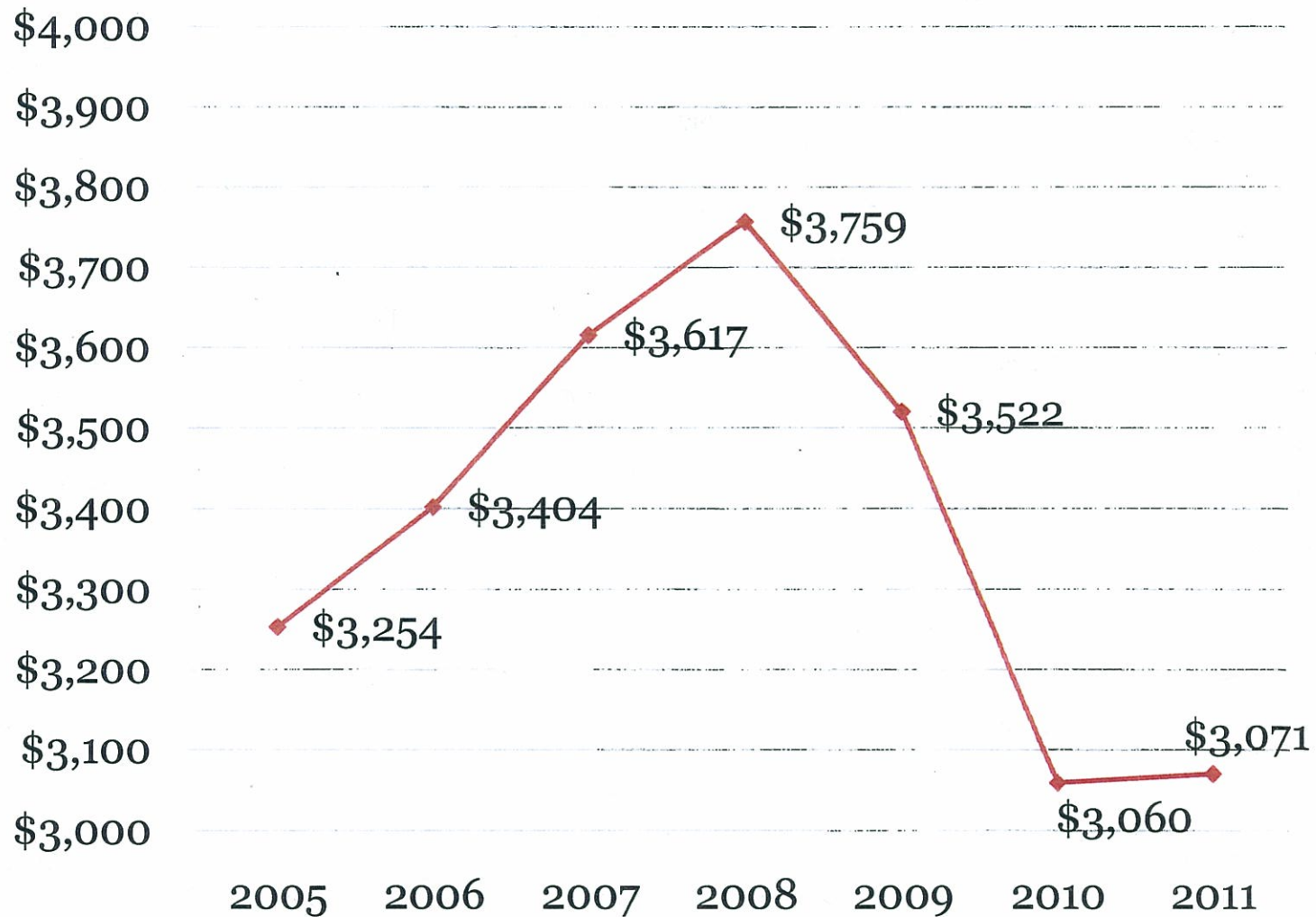
K-12 Funding per Student vs. Four-Year Institution Funding per Student



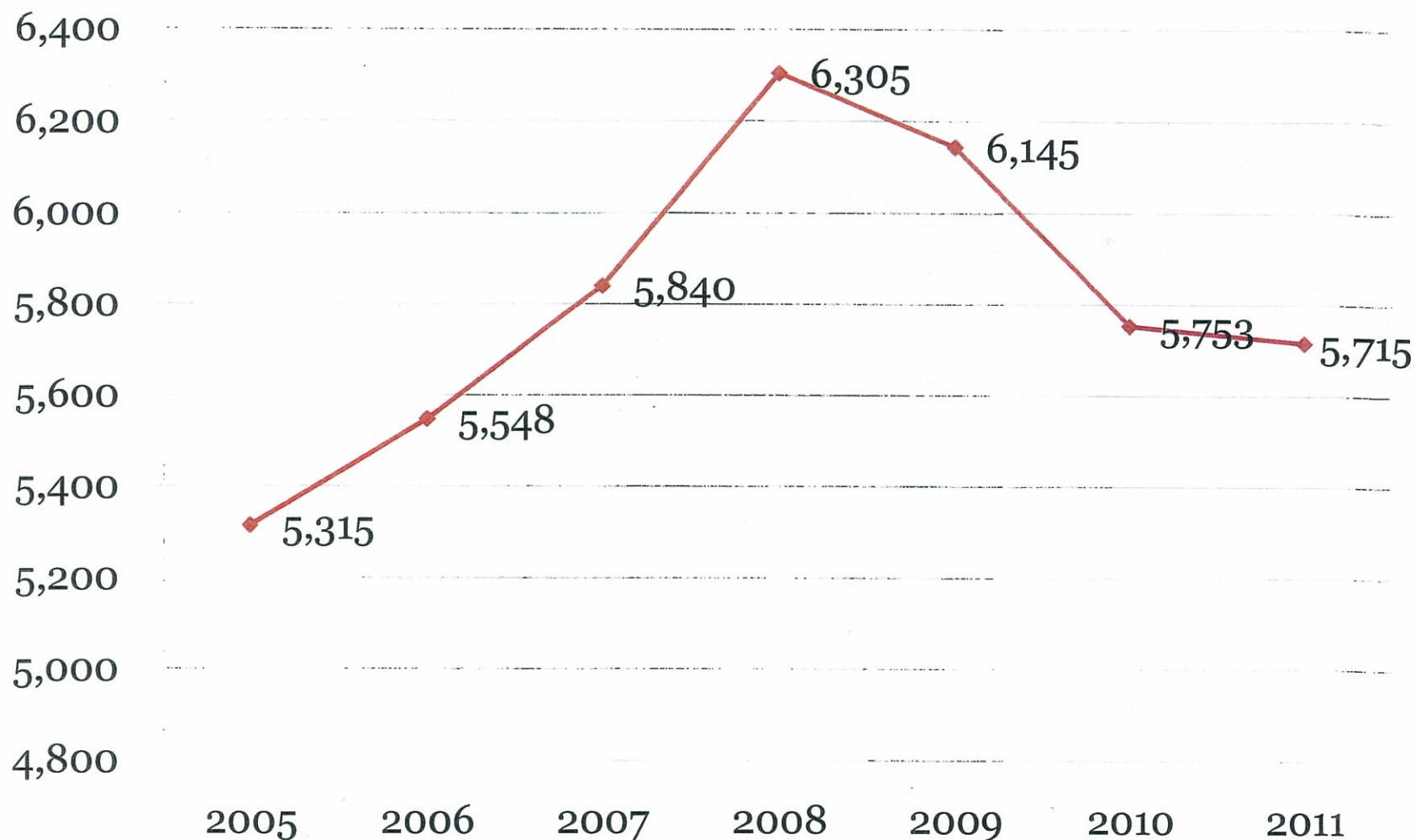
K-12 Funding per Student vs. Two-Year Institution per Student



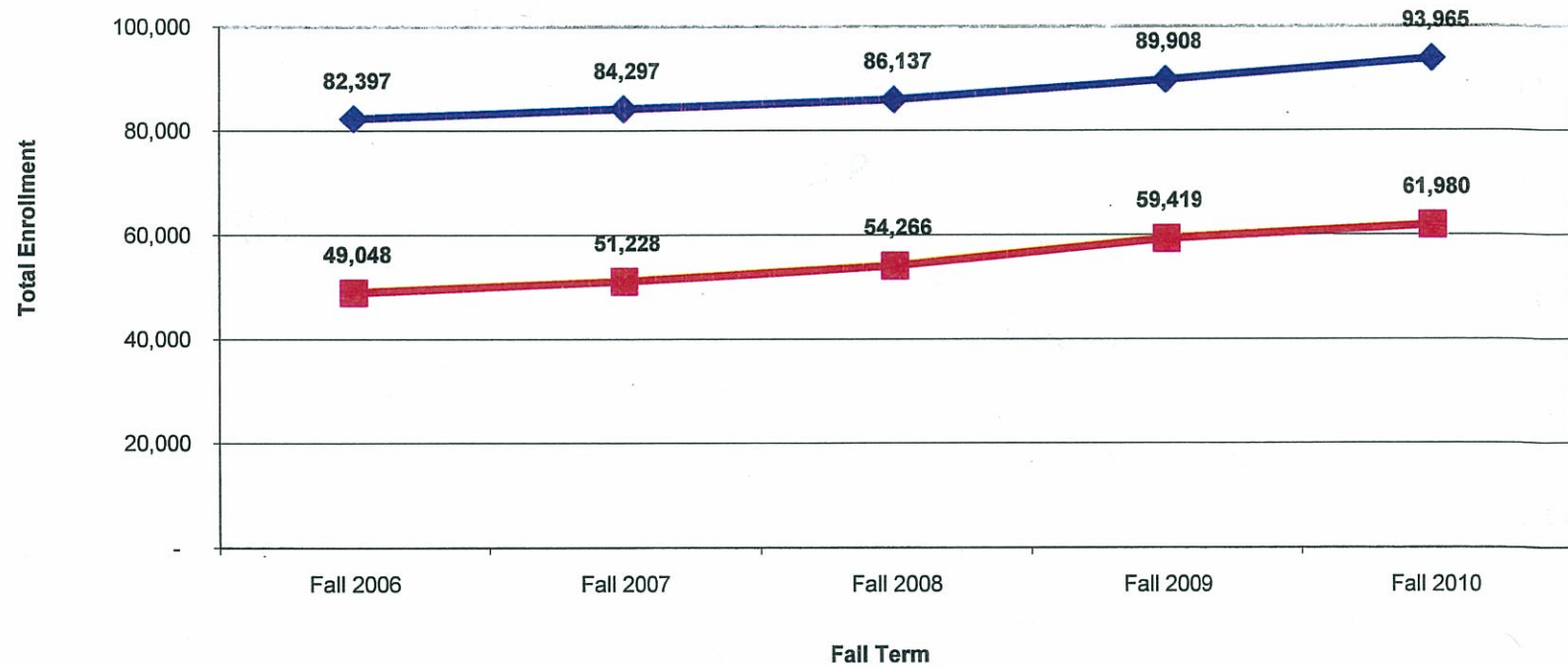
Two-Year Institution State Funds per FTE



Four-Year Institution State Funds per FTE



Total Fall Enrollment for Five Years



4-Year Universities

2-Year Colleges

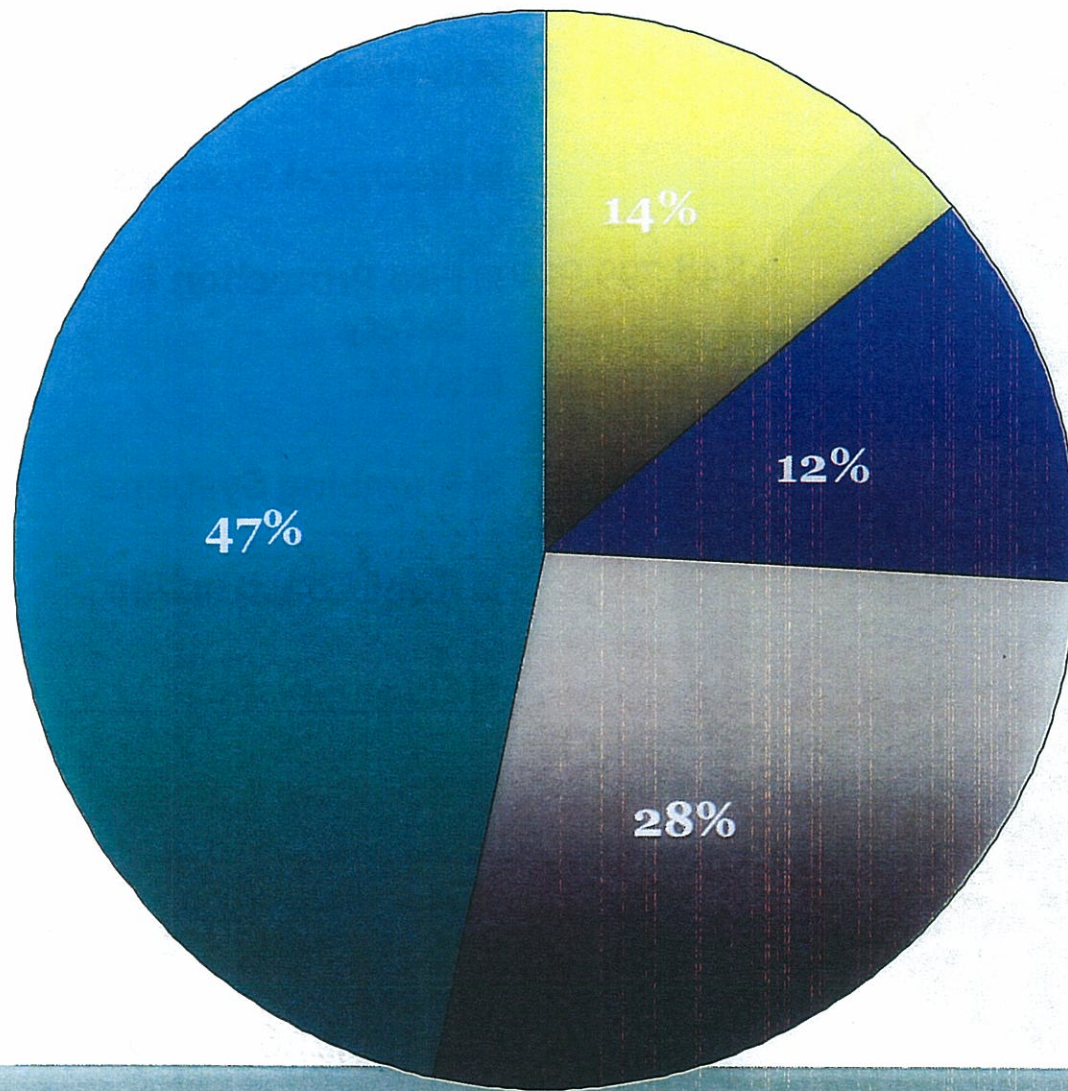
Age of Facilities

Institution	< 5 Years	6 - 10 Years	11 - 30 Years	Over 30 Years Old
<u>Universities</u>				
Arkansas State University - Jonesboro	6%	8%	32%	54%
Arkansas Tech University	20%	5%	23%	51%
Henderson State University	7%	7%	18%	69%
Southern Arkansas University - Magnolia	13%	7%	28%	51%
Univ. of Ark. Fayetteville	21%	5%	16%	58%
Univ. of Ark. Fort Smith	8%	19%	23%	50%
Univ. of Ark. Little Rock	8%	4%	18%	69%
Univ. of Ark. Monticello	13%	10%	24%	53%
Univ. of Ark. Med. Sciences	9%	8%	17%	65%
Univ. of Ark. Pine Bluff	8%	19%	22%	50%
Univ. of Central Arkansas	6%	14%	29%	51%
SUB-TOTAL	12%	9%	23%	56%

Age of Facilities

Institution	< 5 Years	6 - 10 Years	11 - 30 Years	Over 30 Years Old
<u>Colleges</u>				
Arkansas Northeastern College	3%	6%	68%	23%
Arkansas State University - Beebe	19%	17%	28%	37%
Arkansas State University - Mountain Home	30%	60%	10%	0%
Arkansas State University - Newport	27%	12%	31%	31%
Black River Technical College	9%	22%	57%	13%
Cossatot Community College of the UA	41%	18%	18%	23%
East Arkansas Community College	4%	7%	36%	54%
Mid-South Community College	52%	20%	28%	0%
National Park Community College	6%	18%	27%	48%
North Arkansas College	16%	5%	63%	16%
Northwest Arkansas Community College	28%	33%	28%	11%
Ouachita Technical College	13%	13%	50%	25%
College	38%	15%	31%	15%
Phillips Community College of the UA	3%	6%	27%	64%
Pulaski Technical College	15%	4%	50%	31%
Rich Mountain Community College	25%	17%	17%	42%
South Arkansas Community College	11%	11%	22%	56%
Southeast Arkansas College	36%	7%	29%	29%
Southern Arkansas University - Tech	3%	10%	31%	55%
UA Community College at Batesville	17%	50%	25%	8%
UA Community College at Hope	17%	8%	50%	25%
UA Community College at Morrilton	11%	16%	32%	42%
SUB-TOTAL	17%	15%	35%	33%

Percent Distribution of Higher Education Buildings by Age



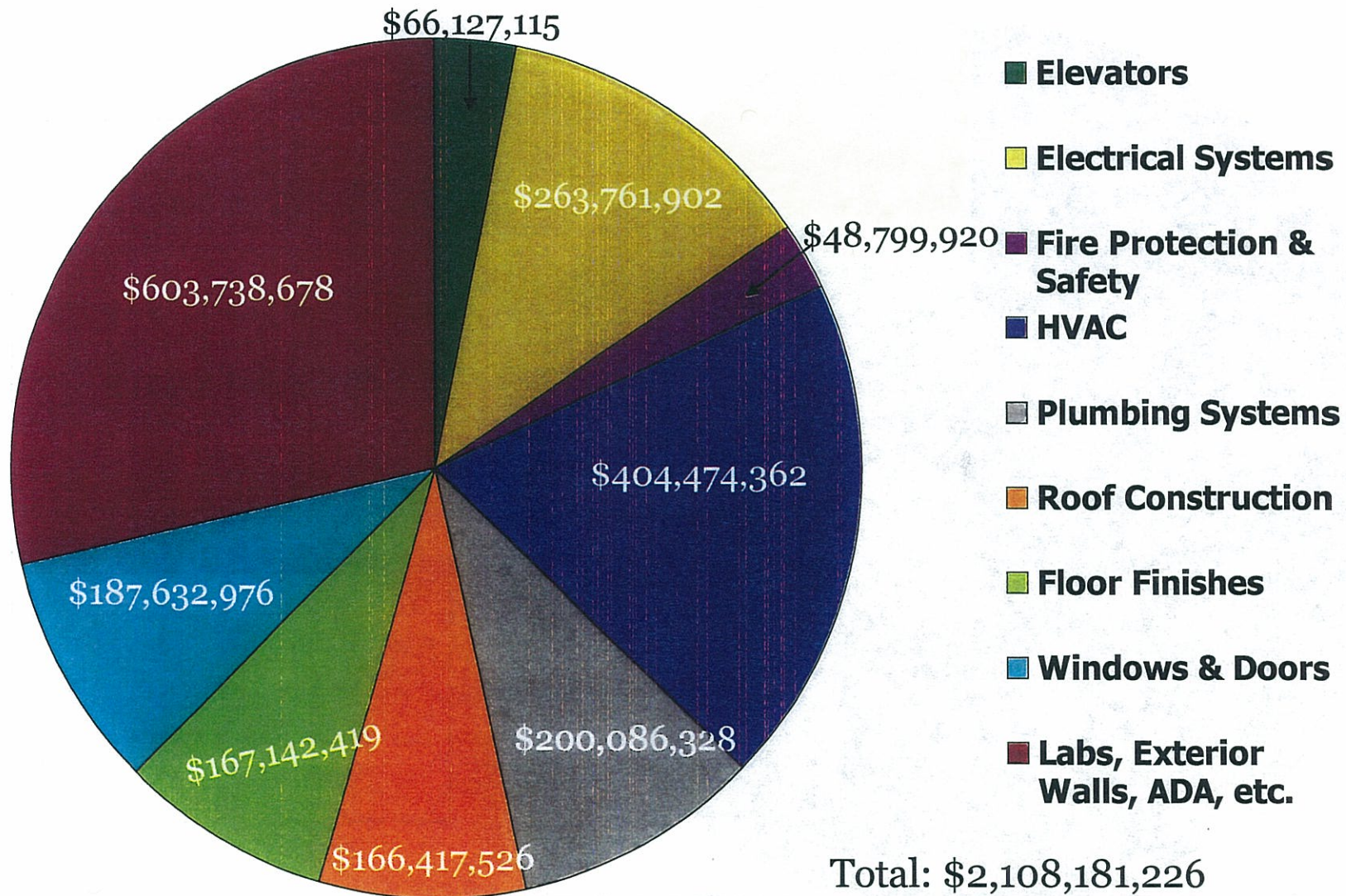
■ < 5 Years

■ 6 - 10 Years

■ 11 - 30 Years

■ > 30 Years

Educational & General Deferred Maintenance



Total Number of Employees Paid Over \$100,000

Exhibit F
Sept. 15, 2011

2-Year Institutions	Total
1. ANC	1
2. Arkansas St. Univ.-Beebe	4
3. ASUMH	2
4. Arkansas St. Univ.-Newport	1
5. Black River Technical College	1
6. Cossatot Community College of the UA	1
7. College of the Ouachitas	1
8. East Arkansas Community College	2
9. MSCC	4
10. NPCC	2
11. NAC	2
12. NWACC	4
13. Ozarka College	1
14. PCCUA	2
15. Pulaski Technical College	2
16. Rich Mountain Community College	2
17. South Arkansas Community College	2
18. SEARK College	3
19. SAUT	2
20. UACCB	1
21. UACCH	2
22. UACCM	2
Total	44

4-Year Institutions	Total
1. Arkansas State University - Jonesboro	65
2. Arkansas Tech University	22
3. Henderson State University	10
4. Southern Arkansas University	11
5. University of Arkansas at Fayetteville	454
6. University of Arkansas at Fort Smith	28
7. University of Arkansas at Little Rock	65
8. University of Arkansas at Monticello	8
9. UAMS	1046
10. University of Arkansas at Pine Bluff	11
11. University of Central Arkansas	54
Total	1774

2 Year Colleges

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

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
ANC	Robert L. Myers	President	\$164,220	

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

Institution	Name	Title	FY 2011	Notes
Arkansas St. Univ.-Beebe	Dr. Eugene McKay	Chancellor	\$166,675	
Arkansas St. Univ.-Beebe	Dr. Ted Kalthoff	Vice Chanc. Acad. Affairs	\$103,547	
Arkansas St. Univ.-Beebe	Jerry Carlisle	Vice Chanc. Fin. & Admin	\$107,454	
Arkansas St. Univ.-Beebe	Don Harlan	Vice Chanc. ASU-Searcy	\$101,199	

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

Institution	Name	Title	FY 2011	Notes
ASUMH	Ed Coulter	Chancellor	\$166,675	
ASUMH	Pat Bailey	Vice Chancellor for Academic Affairs	\$114,365	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Arkansas St. Univ.-Newport	Dr. Larry Williams	Chancellor	\$166,675	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Cossatot Community College of the University of Arkansas	Steve Cole	Chancellor	\$158,100	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
College of the Ouachitas	Dr. Barry Ballard	President	\$129,000	

[illegible]

[illegible]

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
NAC	Dr. Jeff Olson	President	\$111,466	President (7/1/2010 - 1/31/2011)
NAC	Dr. Jim Stockton	President	\$115,086	Interim President (2/1/2011 - 6/30/2011)

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
NWACC	Becky Paneitz-Danks	President	\$166,676	
NWACC	Steven Gates	Sr VP Learning/Learner Se	\$119,399	
NWACC	Marty Parsons	Sr VP Office of Admin/CFO	\$116,329	
NWACC	Wyley Elliott	VP College Relations/Foun	\$116,329	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Ozarka College	Richard L. Dawe, Ph.D.	Institution President	\$142,850	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
PCCUA	Steven Murray	Chancellor	\$158,100	Mrs. Fleming transferred to the System Office on June 12
PCCUA	Rita Fleming	Vice Chancellor for Finance and Administration	\$113,500	

[illegible]

[illegible]

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
SEARK College	Phil Shirley	President	\$107,269	Outgoing president resigned effective 12/31/2011 Amount shown includes \$6,000 housing allowance, \$19,609.10 annual leave payout and \$600 Service Award
SEARK College	Stephen Hilterbran	President*	\$5,951	Incoming president hire date 6/20/11; annualized salary \$150,000
SEARK College	Linda Lewis Eubanks	VP Academic Affairs & Student Affairs	\$107,894	Currently serving in two positionsas VP Academic and VP Student Services - receives \$15,000/year stipend for additional duties.

* These were not paid over \$100,000 during fiscal year, due to serving as interim until a permanent replacement for president could be found.
Annualized amounts included in Notation area per discussion with Charlette Moore.

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
UACCB	Deborah Frazier	Chancellor	\$158,100	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
UACCM	Davis, Larry D.	Chancellor	\$116,751	Dr. Davis did not begin employment with UACCM until Sept. 16, 2010
UACCM	Birkner, Linda	Interim Chancellor & Vice Chancellor Finance	\$113,573	Dr. Birkner served as interim Chancellor before Dr. Davis was hired. Interim Chancellor July 1 - Sept. 15, 2010 (\$32,788) Vice chancellor Finance Sept. 16 - June 30, 2011 (\$80,785)

4 Year Universities

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

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	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Arkansas Tech University	Robert Brown	President, Arkansas Tech University	\$209,631	
Arkansas Tech University	Jo Alice Blondin	Chancellor, Ozark Campus	\$104,583	
Arkansas Tech University	John Watson	Vice President for Academic Affairs	\$156,000	
Arkansas Tech University	David Moseley	Vice President for Administration and Finance	\$161,200	
Arkansas Tech University	Jayne Jones	Vice President for Development	\$120,680	
Arkansas Tech University	Gary Biller	Vice President for Student Affairs	\$120,680	
Arkansas Tech University	Phil Jacobs	Vice President for Government Relations	\$120,680	
Arkansas Tech University	Eldon Clary	Dean of School	\$121,313	
Arkansas Tech University	William Hoeffler	Dean of School	\$142,081	
Arkansas Tech University	Michael Tarver	Dean of School	\$110,683	
Arkansas Tech University	Richard Cohoon	Dean of School	\$124,428	
Arkansas Tech University	Mary Gunter	Dean of School	\$110,683	
Arkansas Tech University	Mary Ann Rollans	Dean of School	\$110,088	
Arkansas Tech University	Ralph Bashaw	Dean of School	\$161,000	Revised salary.
Arkansas Tech University	David Underwood	Associate Vice President for Academic Affairs	\$120,245	
Arkansas Tech University	Thomas Pennington	Associate Vice President	\$120,000	
Arkansas Tech University	Susan Nicholson	Associate Vice President	\$110,000	
Arkansas Tech University	John Krohn	Department Chairperson	\$106,266	
Arkansas Tech University	Pam Carr	Department Chairperson	\$119,721	
Arkansas Tech University	Kevin Mason	Department Chairperson	\$120,773	
Arkansas Tech University	Steve Mullins	Athletic Director	\$102,403	
Arkansas Tech University	Debra Hunter	Assistant Professor	\$103,500	

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[illegible]

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

Institution	Name	Title	FY 2011	Notes
AES	Yazwinski, Tom/	University Professor	106,535.98	
AES	Kring, Tim/	Professor	105,918.00	
AES	Erf, Gisela/F.	Professor	131,273.02	
AES	Hettiarachchy, Navam/S.	University Professor	116,861.01	
AES	Wideman Jr., Bob/	Professor	140,916.04	
AES	Correll, Jim/	Professor	123,862.04	
AES	Stewart, James/McDonald	University Professor	122,149.00	
AES	Purcell, Larry/C.	Professor	113,229.99	
AES	Gbur Jr., Edward/E.	Professor	100,854.97	
AES	Proctor, Andy/	Professor	113,077.78	
AES	Anthony, Nick/	Professor	102,885.96	
AES	Howard, Luke/R.	Professor	117,006.96	
AES	Siebenmorgen, Patty/K.	Assoc Dir Of Agri Exp Statio	148,553.04	
AES	Slaton, Nathan/A.	Professor	109,776.98	
AES	Buescher, Ron/	Professor	139,271.02	
AES	Bottje, Walter/G.	Professor	139,188.02	
AES	TeBeest, David/Orien	University Professor	117,110.99	
AES	Waldroup, Park/W	University Professor	130,184.98	
AES	Clark, John/R.	University Professor	130,115.01	
AES	Culver, Chuck/	Dir. Of Development	121,040.98	
AES	Haggard, Brian/Edward	Assoc Professor	138,419.04	
AES	Chapman, Hilary/David	University Professor	108,906.98	
AES	Kirkpatrick, Terry/	Professor	107,576.98	
AES	Griffis, Carl/Lewis	Professor	123,877.72	
AES	Dombek, Elizabeth/C.	Fiscal Operations Manager	102,699.98	
AES	Siebenmorgen, Terry/	University Professor	164,451.01	
AES	Kidd, Michael/T.	Departmental Chairperson	171,699.99	
AES	Bourland, Fred/	Professor	123,077.98	
AES	Bacon, Robert/Keith	Departmental Chairperson	142,800.02	
AES	Oliver, Dick/	University Professor	137,204.92	
AES	West, Chuck/	Professor	103,773.96	
AES	Moldenhauer, Karen/Ann-K	Professor	127,599.00	
AES	Ahrendsen, Bruce/L.	Professor	105,027.02	
AES	Kellogg, Wayne/	Professor	102,072.96	
AES	Wolf, Duane/Carl	University Professor	134,900.01	
AES	Norman, Richard/J.	Professor	112,655.04	
AES	Rothrock, Craig/S.	Professor	109,610.99	
AES	Wailes, Eric/J	Professor	139,431.99	
AES	Oosterhuis, Derrick/M.	Distinguished Professor	131,414.98	
AES	Stephen, Fred/M	University Professor	147,630.97	
AES	Dixon, Bruce/Lawrence	Professor	128,325.00	
AES	Lusby, Keith/Stewart	Departmental Chairperson	121,275.01	
AES	Apple, Jason/	Professor	103,632.02	
AES	Norsworthy, Jason/Keith	Assoc Professor	102,021.99	
AES	Popp, Michael/P	Professor	105,675.99	
AES	Goodwin Jr., Harold/L	Professor	117,435.99	
AES	Coffey, Ken/	Professor	105,768.97	
AES	Kegley, Beth/	Professor	101,754.01	
AES	Maxwell, Charles/	Professor	121,687.00	
AES	Meullenet, Jean-Francois/	Departmental Chairperson	170,000.04	
AES	Breeding, Steve/W	Director of Springdale Lab	104,640.00	
AES	Coon, Craig/N	Professor	100,962.98	

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

Institution	Name	Title	FY 2011	Notes
AES	Richardson, Mike/	Professor	109,074.97	
AES	Popp, Jennie/Sheerin	Professor	109,329.00	
AES	McKenzie, Andrew/Malcolm	Professor	122,331.96	
AES	Korth, Ken/L.	Professor	106,674.96	
AES	Wang, Ya-Jane/	Professor	106,659.01	
AES	Kuenzel, Wayne/J.	Professor	121,421.04	
AES	Hargis, Billy/M.	Professor	155,747.01	
AES	Donoghue, Dan/	Professor	110,762.01	
AES	Hensley, David/	Departmental Chairperson	143,033.98	
AES	Verma, Lalit/R.	Departmental Chairperson	200,192.04	
AES	Evans, Michael/R.	Professor	103,158.98	
AES	Brye, Kristofor/R.	Professor	102,140.04	
AES	Kim, Jin-Woo/	Assoc Professor	114,224.02	
AES	Matlock, Marty/D.	Professor	131,283.98	
AES	Chen, Pengyin/	Professor	107,154.98	
AES	Roeder, Richard/Anthony	Assoc Dir Of Agri Exp Station	173,300.00	
AES	Deren, Christopher/W.	Professor	120,523.00	
AES	Wiedenmann, Robert/N.	Departmental Chairperson	144,759.00	
AES	Ricke, Steven/C.	Professor	142,280.03	
AES	Sharpley, Andrew/N.	Professor	181,374.98	
AES	Halbrook, Steve/A.	Departmental Chairperson	174,249.99	
AES	Nayga Jr., Rodolfo/M.	Professor	166,738.00	
AES	Bennett, A./Rick	Departmental Chairperson	174,249.99	
ARCH	Green, Thomas/J.	Dir Ark Archaeological Survey	115,605.04	
AUX	Weber, Dean/L	Asst Football Coach	110,490.00	
AUX	Collen, Tom/D.	Head Basketball Coach	471,502.04	
AUX	Jorn, David/A.	Asst Baseball Coach	153,694.00	
AUX	Lewis, Beverly/Rouse	Exec. Assoc Athletic Director	305,300.02	
AUX	Stehlik, Tracey/M.	Assoc Dir Of Athletics	102,248.93	
AUX	Anderson, Mike/	Head Basketball Coach	413,043.48	
AUX	Hamilton, Clayton/E.	Assoc Dir Of Athletics	132,400.00	
AUX	Sharaf, Huda/F.	Physician-Health Center	126,514.70	
AUX	Cox Jr., Robert/G.	Head Tennis Coach	111,062.04	
AUX	Woods, Elizabeth/	Physician-Health Center	131,701.98	
AUX	Belt, Rick/	Physician-Health Center	130,636.98	
AUX	Trainor, Kevin/L.	Asst Dir Of Athletics	106,713.14	
AUX	Harter, Lance/L.	Head Track Coach	189,911.71	
AUX	Hegarty, Michael/P	Head Tennis Coach	113,891.03	
AUX	Fossey, Carol/	Physician-Health Center	129,369.99	
AUX	Allen, Bobby/	Asst Football Coach	221,904.87	
AUX	Cook, Mark/	Director Gymnastics Facility	123,143.01	
AUX	Cook, Rene'/	Head Coach	116,005.01	
AUX	Van Horn, Dave/	Baseball Coach	283,750.00	
AUX	Estes, Shauna/	Golf Coach	129,799.98	
AUX	Butler, Todd/	Asst Baseball Coach	153,094.00	
AUX	Poppell, Jeff/	Head Swimming Coach	116,971.15	
AUX	McMakin, Brad/	Golf Coach	181,287.40	
AUX	Eatman, Timothy/Tyrone	Assistant Coach	116,127.00	
AUX	Pelphrey, John/Leslie	Head Basketball Coach	555,923.91	
AUX	Ostrom Jr., Tom/	Asst Basketball Coach	203,134.57	

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

Institution	Name	Title	FY 2011	Notes
AUX	Evans, Robert/Oran	Asst Basketball Coach	218,652.26	
AUX	Horton, Tim/E.	Asst Football Coach	208,400.00	
AUX	Long, Jeff/	Dir Of Athletics	654,000.00	
AUX	Petrino, Bobby/	Head Football Coach	2,534,999.96	
AUX	McGee, Garrick/Ladell	Offensive Coordinator	363,063.66	
AUX	Veltkamp, Jason/Lee	Asst Football Coach	197,770.18	
AUX	Robinson, Mark/S.	Project/Program Director	105,027.30	
AUX	Johnson, Reggie/	Asst Football Coach	192,275.96	
AUX	Robinson, Willy/	Defensive Coordinator	341,532.59	
AUX	Fagg, Jon/	Sr. Assoc Athletic Director	142,031.52	
AUX	Trantham, Matt/	Sr. Assoc Athletic Director	156,033.01	
AUX	Bucknam, Chris/	Dir Facility for Track & Tennis	198,500.05	
AUX	Pulliza, Robert/	Head Volleyball Coach	103,619.98	
AUX	Case, Douglas/Alan	Asst Track Coach	116,875.02	
AUX	Smith, John/L.	Asst Football Coach	243,230.42	
AUX	Caldwell, Steve/Carl	Asst Football Coach	241,358.68	
AUX	Cinkovich, Kris/A.	Asst Football Coach	208,621.37	
AUX	Klenakis, Christopher/A.	Asst Football Coach	253,728.26	
AUX	Peoples, Kevin/P.	Asst Dir Of Athletics	103,747.02	
AUX	Nelson, Brett/	Asst Basketball Coach	121,136.33	
CJI	May, Cheryl/Puskarich	Director, Crim. Justice Insti	113,625.05	
FAY	Shields, Todd/G.	Dean	158,295.96	
FAY	Gates, Stephen/G.	Professor	104,496.97	
FAY	Vitali, Davide/	Professor	131,025.96	
FAY	Candido, Joseph/D	Departmental Chairperson	114,130.97	
FAY	Singh, Surendra/P	Departmental Chairperson	126,369.96	
FAY	Gibbs, Andrew/	Departmental Chairperson	109,586.02	
FAY	DiBrezza, Ro/	University Professor	121,781.55	
FAY	Lucas, Chris/	Professor	113,351.70	
FAY	Salamo, Gregory/J.	Distinguished Professor	180,703.25	
FAY	Killenbeck, Mark/R.	Distinguished Professor	192,801.61	
FAY	Durham, Bill/	Departmental Chairperson	124,653.97	
FAY	Behrend, Douglas/A	Departmental Chairperson	106,628.96	
FAY	Flaccus, Janet/A.	Professor Law	145,294.50	
FAY	Beitle Jr., Bob/	Professor	109,614.30	
FAY	Bouwman, Rien/	Professor - WCOB	177,465.73	
FAY	Shadden, Barbara/Bennett	University Professor	105,014.92	
FAY	Adams, Charles/Hansford	Associate Dean	135,499.00	
FAY	Jones, Tom/	University Professor	113,716.00	
FAY	Millar, James/Alvin	Professor - WCOB	188,846.65	
FAY	Judges, Donald/P	Professor Law	170,575.59	
FAY	Hyatt, David/Graham	Senior Asst Dean of Busine	120,156.08	
FAY	Hearth, Douglas/P.	Assoc Professor	119,479.42	
FAY	Naseem, Hameed/A	Professor	113,466.68	
FAY	Gartin, Barbara/C.	University Professor	104,695.04	
FAY	Warnock, Mary/M	Departmental Chairperson	137,546.03	
FAY	Balda, Juan/Carlos	Professor	186,331.66	
FAY	Reeves, Carol/	Assoc Professor - WCOB	168,166.45	
FAY	Spiegel, Fred/	Departmental Chairperson	106,647.00	
FAY	Brill, Howard/W	University Professor	228,179.00	

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

Institution	Name	Title	FY 2011	Notes
FAY	Hehr, John/G.	Professor	109,500.02	
FAY	Schwab, Bill/	Dean	180,900.00	
FAY	Macechko, Mike/	Assoc V Chan For Advancer	147,884.02	
FAY	Malshe, Ajay/P.	Professor	179,178.48	
FAY	Petretic, Patricia/Ann Louis	Assoc Professor	114,353.04	
FAY	Farmer, Amy/Lynn	Professor	187,311.71	
FAY	Limp Jr., Fred/	University Professor	188,178.33	
FAY	Liu, Pu/	WCOB-Departmental Chair	225,999.96	
FAY	Neighbors, Marianne/	Professor	114,393.49	
FAY	Collier Sr., Willyerd/R.	Dir of Affirmative Action	107,800.00	
FAY	Gorman, Dean/Richard	Professor	103,404.00	
FAY	Durdik, Jeannine/Marie	Associate Dean	108,815.99	
FAY	Nance, Cynthia/	Dean Of Law	202,943.36	
FAY	Wavering, Michael/J.	Assoc Professor	109,019.22	
FAY	Nelson, Katy/	Major Gift Development O	115,440.00	
FAY	Ziegler, Joe/	Professor	137,131.72	
FAY	Schroeder, David/A	Professor	104,866.04	
FAY	Gupta, Nina/	Professor - WCOB	203,307.83	
FAY	Ferrier, Gary/D.	WCOB-Departmental Chair	184,949.96	
FAY	Jensen, Thomas/D	WCOB-Departmental Chair	162,795.27	
FAY	Millett, Frank/	Distinguished Professor	148,306.54	
FAY	Brady, Robert/M.	Departmental Chairperson	100,188.98	
FAY	Brummer, Chauncey/E.	Professor Law	126,861.84	
FAY	Johnson, Donald/M.	Professor	106,560.98	
FAY	Madison, Bernard/L.	Professor	167,244.97	
FAY	Booker, Keith/	Professor	122,687.49	
FAY	Ashton, Dub/	Assoc Professor	140,994.96	
FAY	Hinton, James/Faulk	University Professor	109,773.30	
FAY	Bailey, Carlton/	Professor Law	152,501.99	
FAY	Sheppard, Steve/	Professor Law	150,915.00	
FAY	Thoma, Greg/	Professor	180,887.82	
FAY	Carpenter, Dale/	Departmental Chairperson	108,570.96	
FAY	Martin, Terry/	Associate Dean	158,750.03	
FAY	Matthews, Mary Beth/	Professor Law	133,695.00	
FAY	Gattis, Carol/Schubert	Associate Dean	135,482.00	
FAY	Mantooth, Alan/	Professor	220,569.36	
FAY	McCray, Suzanne/	Associate Provost/Dean	160,299.98	
FAY	Ang, Simon/S	Professor	155,358.00	
FAY	Goforth, Carol/Rose	Professor Law	167,610.00	
FAY	Havens, Jerry/A	Distinguished Professor	114,354.00	
FAY	Loewer Jr., Otto/J.	Professor	142,970.03	
FAY	Brown, Craig/A.	Assoc. Dir of Univ. Info Tec	101,109.96	
FAY	Johnson, Jon/	Professor - WCOB	201,291.64	
FAY	Greenwood, Reed/	Professor	150,385.58	
FAY	Biggs, Bobbie/T	Professor	115,719.15	
FAY	Hudson, Richard/B.	Vice Chan.For Govt. & Com	174,300.01	
FAY	Douglas, David/	WCOB-Departmental Chair	143,921.79	
FAY	Whayne, Jeannie/	Professor	100,578.18	
FAY	Gearhart, G./David	Chancellor	293,130.39	
FAY	Adkins, Susan/J.	Assoc. Dir of Univ. Info Tec	100,416.98	
FAY	Leflar, Rob/	Professor Law	138,343.00	
FAY	Leflar, Charles/Joseph	Clinical Assoc Professor	111,390.24	

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

Institution	Name	Title	FY 2011	Notes
FAY	Purvis, Hoyt/H	Professor	109,044.96	
FAY	Farley, Roy/Carl	Professor	107,103.94	
FAY	Watson, Douglas/	Professor	143,585.04	
FAY	Beard, Lonnie/Ray	Professor Law	188,937.00	
FAY	Hunt, Sharon/Lee	Departmental Chairperson	139,598.67	
FAY	Schwab, Judy/G.	Associate Vice Chancellor	135,700.01	
FAY	Motherwell, Adam/Kennet	Associate Dean	123,800.00	
FAY	Spicer III, Tom/O.	Departmental Chairperson	177,539.99	
FAY	Hall, Kevin/D.	Departmental Chairperson	179,600.02	
FAY	Miller, James/K.	Associate Dean	112,087.00	
FAY	Thompson, Cecelia/K.	Professor	100,779.33	
FAY	Shannon Jr., Jeff/	Dean	172,054.99	
FAY	Murry Jr., John/W.	Assoc Professor	115,522.03	
FAY	Van Laningham, Kathy/Ma	Vice-Provost	145,841.98	
FAY	Couvillion, Rick/Joseph	Assoc Professor	104,722.72	
FAY	Schein, Boris/M.	Distinguished Professor	117,660.75	
FAY	Delery, John/	Professor - WCOB	186,488.98	
FAY	Norwood, John/Martel	Professor	136,379.11	
FAY	Cronan, Paul/	Professor - WCOB	227,077.48	
FAY	Dominick, John/Andrew	Professor	133,867.46	
FAY	Babcock, Robert/Earl	Professor	131,633.68	
FAY	Rapert, Molly/	Assoc Professor	113,738.65	
FAY	Ozment, John/	Professor	138,439.13	
FAY	Reid, Margaret/F.	Departmental Chairperson	102,198.98	
FAY	Nutter, Darin/W.	Assoc Professor	111,476.85	
FAY	Norvell, Phillip/E.	Professor Law	129,655.99	
FAY	Koepp II, R./	University Professor	132,564.50	
FAY	Stapp, Robert/Bruce	Clinical Assoc Professor	106,227.60	
FAY	Goodman-strauss, Chaim/	Departmental Chairperson	106,200.96	
FAY	Curington, Bill/	Professor - WCOB	186,009.53	
FAY	Pederson, Donald/O	V Chancellor For Finance &	261,899.98	
FAY	Young, Juana/R.	Associate Dean	104,957.04	
FAY	Smith, Thomas/E C	Dean	168,000.00	
FAY	Gay, David/E. R.	University Professor	131,579.53	
FAY	Woods, Randall/B.	Distinguished Professor	188,217.99	
FAY	Watkins, Patsy/	Assoc Professor	100,564.19	
FAY	Burton, Scot/	Professor - WCOB	238,810.66	
FAY	Kerr III, Brinck/	Professor	102,023.34	
FAY	West, Elliott/	Distinguished Professor	138,960.98	
FAY	Pulay, Peter/	Distinguished Professor	142,334.01	
FAY	Smith-Blair, Nancy/J.	Departmental Chairperson	118,196.99	
FAY	Ulrich, Rick/	Professor	127,700.14	
FAY	Martinson, David/	Assoc Vice Chanc For Busin	135,731.96	
FAY	Springer, Bill/	Assoc Professor	100,199.14	
FAY	Schneider, Susan/	Professor Law	119,603.00	
FAY	Stassen, Bob/	Assoc Professor	101,125.37	
FAY	Li, Wing/Ning	Professor	100,598.36	
FAY	Sampson, Kathryn/A.	Asst Professor-Law	108,362.47	
FAY	Clausen, Ed/	Professor	136,612.83	
FAY	Kopp, Steven/W.	Assoc Professor	103,916.00	
FAY	Waller, Matthew/A.	Professor - WCOB	177,989.43	
FAY	Wardlow, George/Wm	Departmental Chairperson	130,688.02	

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

Institution	Name	Title	FY 2011	Notes
FAY	Andrews, David/	Professor	182,700.00	
FAY	Zimmerman, Robert/E.	Assoc. V Chanc/Univ Info T	169,756.01	
FAY	Jong, Ing-Chang/	Professor	109,107.47	
FAY	Selvam, R./Panneer	University Professor	119,559.27	
FAY	Brewer, Dennis/	Assoc Vice-Prov for Resear	137,836.52	
FAY	Davis, Ralph/K.	Departmental Chairperson	105,050.02	
FAY	Rhoads, Douglas/Duane	Professor	113,748.94	
FAY	Jones, Ches/	Professor	112,643.94	
FAY	Edmonston, Craig/Alan	Asst Dean	114,996.71	
FAY	Blackwell, Marlon/	Distinguished Professor	119,593.01	
FAY	Stahle, David/William	Distinguished Professor	145,875.64	
FAY	Stites, Wesley/Eugene	Professor	100,322.86	
FAY	Oliver III, William/	Assoc Professor	111,136.83	
FAY	Koski, Patricia/R	Associate Dean	108,033.99	
FAY	Senor, Thomas/D.	Departmental Chairperson	118,615.98	
FAY	Sears, Derek/William	University Professor	133,167.82	
FAY	Mobley, Claudia/	Director of Outreach	100,350.00	
FAY	Gordon, Matt/	Professor	144,233.28	
FAY	Manasreh, Omar/	Professor	145,808.78	
FAY	Wang, Chen/Ping	Professor	122,814.99	
FAY	Howlett, Betsy/	Professor	165,494.12	
FAY	Aloysius, John/	Assoc Professor	124,116.98	
FAY	Mulvenon, Sean/W	Professor	138,935.84	
FAY	Beaupre, Steven/J.	Professor	118,573.00	
FAY	Jordan, Gerald/Bernard	Assoc Professor	107,027.97	
FAY	Ungar, Peter/S.	Departmental Chairperson	134,829.05	
FAY	Pincus, Karen/V.	Professor - WCOB	255,248.37	
FAY	Stegman, Charles/E.	Professor	151,709.36	
FAY	Soerens, Thomas/Scott	Assoc Professor	100,035.39	
FAY	Dennis Jr., Norman/D.	Professor	150,089.33	
FAY	Boss, Steve/K.	Professor	103,055.00	
FAY	Henry, Ralph/Leroy	Professor	121,199.14	
FAY	Thibado, Paul/M	Professor	123,271.18	
FAY	White Jr., John/A.	Distinguished Professor	226,032.02	
FAY	O'Leary-Kelly, Anne/	Professor - WCOB	180,852.75	
FAY	O'Leary-Kelly, Scott/W.	Assoc Professor	119,895.48	
FAY	Horowitz, Andrew/W	Professor	126,870.60	
FAY	Vickers, Ken/	Research Professor	134,429.61	
FAY	Apon, Amy/W	Professor	168,200.03	
FAY	Lee, Wayne/Y.	Professor - WCOB	222,673.57	
FAY	Wilkins, Charles/L	Distinguished Professor	155,859.02	
FAY	Stafford, Phil/	Project/Program Specialist	106,365.00	
FAY	Bellaiche, Laurent/	Professor	140,504.84	
FAY	Kali, Raja/	Assoc Professor	131,979.40	
FAY	Malley, Larry/	Director of University Press	131,583.96	
FAY	Moberly, Robert/B.	Professor Law	182,813.03	
FAY	Davis, Fred/	WCOB-Distinguished Profe	241,509.14	
FAY	Anand, Vikas/	Assoc Professor - WCOB	170,514.41	
FAY	Robinson, Charles/F.	Assoc Professor	149,000.00	
FAY	Brugger, Brenda/	Major Gift Development O	100,863.98	
FAY	Rossetti, Manuel/D.	Professor	111,576.51	
FAY	Ritter, Gary/	Professor	146,947.50	

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

Institution	Name	Title	FY 2011	Notes
FAY	Wolpert, Rembrandt/	Professor	104,839.01	
FAY	Ellstrand, Alan/E.	WCOB-Departmental Chair	163,984.45	
FAY	Jandik, Tomas/	Assoc Professor - WCOB	166,537.06	
FAY	Foster, Sharon/Elaine	Assoc Professor-Law	112,799.02	
FAY	Harris, Jim/	Director Of Deferred Giving	144,993.96	
FAY	Nachtmann, Heather/Lyn	Assoc Professor	122,558.17	
FAY	Cassady, Richard/	Professor	142,105.14	
FAY	Allen, Carolyn/H.	Dean	172,031.05	
FAY	El-Shenawee, Magda/O.	Professor	114,966.66	
FAY	Hendrix, W./Dan	Associate Vice Chancellor	140,330.01	
FAY	Power, Mark/Edward	Associate Vice Chancellor	127,599.00	
FAY	Deck, Cary/A.	Assoc Professor	138,844.47	
FAY	Ewelukwa, Uche/U.	Professor Law	118,345.00	
FAY	Rennie, Craig/	Assoc Professor - WCOB	170,602.90	
FAY	Panda, Brajendra/Nath	Professor	153,545.83	
FAY	Ganson, Judy/	Assoc Librarian	103,809.97	
FAY	Lay Jr., Jackson/	Research Professor	100,238.02	
FAY	Mendez, Fabio/	Assoc Professor	110,756.00	
FAY	Cavell, Tim/	Professor	105,776.99	
FAY	Hale, Micah/	Assoc Professor	111,586.47	
FAY	Hagstrom, Fran/W.	Departmental Chairperson	106,333.33	
FAY	Gawley, Bob/	Distinguished Professor	151,818.34	
FAY	Chimka, Justin/Robert	Assoc Professor	106,265.15	
FAY	Davies, David/G.	Visiting Assoc Professor	125,000.04	
FAY	Luoni, Stephen/D.	Dir. of Community Design C	143,420.00	
FAY	Milburn, Ashlea/Bennett	Assistant Professor	106,666.66	
FAY	Smith, Brent/Lamar	Distinguished Professor	161,384.79	
FAY	Rainwater, Chase/E.	Assistant Professor	106,666.66	
FAY	Circo, Carl/J.	Professor Law	120,860.01	
FAY	Peters, Gary/F.	Assoc Professor - WCOB	207,500.00	
FAY	Reyes, Javier/Arturo	Associate Dean of WCOB	131,548.00	
FAY	Sohraby, Kazem/	Professor	162,920.85	
FAY	Thompson, Craig/Warren	Professor	153,635.01	
FAY	Saxena, Ashok/	Dean Of Engineering	280,312.53	
FAY	Miller, Michael/T.	Associate Dean	128,933.30	
FAY	Zou, Min/	Assoc Professor	104,333.79	
FAY	McCann, Roy/A.	Professor	123,236.00	
FAY	Pohl, Ed/	Assoc Professor	128,655.52	
FAY	Johnson, Mike/	Associate Vice Chancellor	186,597.96	
FAY	Ruff, Rosemary/H.	Dir Of Res& Sponsored Pro	102,395.00	
FAY	Venkatesh, Viswanath/	Professor - WCOB	304,918.62	
FAY	Di, Jia/	Assoc Professor	108,216.50	
FAY	Murphy-Erby, Yvette/	Assoc Professor	100,333.35	
FAY	Jones, Jeffrey/Scott	Visiting Assistant Professor	137,216.07	
FAY	Rencis, Joseph/J.	Professor	157,435.02	
FAY	King, Jerry/Wayne	Professor	132,073.00	
FAY	Ye, Kaiming/	Assoc Professor	160,568.23	
FAY	Coustaut, Carmen/	Assoc Professor	113,972.02	
FAY	Varadan, Vasundara/Venka	Distinguished Professor	210,578.29	
FAY	Varadan, Vijay/K.	Distinguished Professor	238,778.00	
FAY	Jin, Sha/	Assistant Professor	106,049.67	
FAY	Richardson, Vernon/J.	WCOB-Departmental Chair	253,900.03	

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

Institution	Name	Title	FY 2011	Notes
FAY	McMath, Bob/	Dean	232,560.00	
FAY	Jolliffe, David/Alton	Professor	140,115.99	
FAY	Fitzpatrick, Kevin/M.	Professor	179,665.15	
FAY	Worrell, Dan/	Dean Of Business Administ	323,875.00	
FAY	Greene, Jay/Phillip	Professor	202,270.32	
FAY	Daugherty, Michael/	Departmental Chairperson	162,961.62	
FAY	Spearot, Douglas/E.	Assistant Professor	110,352.75	
FAY	Meller, Russell/D.	Professor	212,887.13	
FAY	Pugh, Danny/	Associate Vice Chancellor	173,400.01	
FAY	Yeager, Timothy/J.	Assoc Professor - WCOB	181,928.99	
FAY	Sanchez, Juan/Manuel	Assistant Professor - WCOB	197,897.66	
FAY	Malakhov, Alexey/	Assistant Professor - WCOB	144,982.98	
FAY	Robert Jr., Lionel/P.	Assistant Professor - WCOB	121,082.04	
FAY	Wolf, Patrick/J.	Professor	204,960.87	
FAY	Smith, Ronn/J.	Assistant Professor - WCOB	138,504.01	
FAY	Rosen, Chris/	Assistant Professor - WCOB	147,550.00	
FAY	Snow, Ned/	Assoc Professor-Law	117,035.01	
FAY	Hestekin, Jamie/A.	Assistant Professor	108,350.67	
FAY	Cox, Brady/R.	Assistant Professor	100,235.64	
FAY	McComas, William/F.	Professor	137,573.22	
FAY	Costrell, Robert/M.	Professor	168,317.64	
FAY	Childs, Lisa/C.	Assoc Vice-Prov for Research	134,972.02	
FAY	Rardin, Ronald/L.	Distinguished Professor	232,558.96	
FAY	Adams, Paul/D.	Assistant Professor	103,594.99	
FAY	Root, Sarah/E.	Assistant Professor	103,940.64	
FAY	Harrington, Robert/James	Assoc Professor	124,801.00	
FAY	Limayem, Moez/	Associate Dean of WCOB	220,000.00	
FAY	Stenken, Julie/A.	Professor	113,105.99	
FAY	Gauch, Susan/E.	Departmental Chairperson	191,750.04	
FAY	Hofer, Christian/	Assistant Professor - WCOB	139,597.28	
FAY	Schook, Jean/E.	Associate Vice Chancellor	114,425.04	
FAY	Servoss, Shannon/	Assistant Professor	101,410.85	
FAY	Davis, Deborah/A.	Clinical Assistant Professor	112,200.05	
FAY	El-Ghazaly, Samir/M.	Distinguished Professor	227,000.01	
FAY	Stotsky, Sandra/L.	Professor	158,288.19	
FAY	Smith, Scott/C.	Assoc Professor	124,446.99	
FAY	Rossiter-Hofer, Adriana/	Assistant Professor - WCOB	130,461.11	
FAY	Bradford, Kim/	Associate Dean	115,144.00	
FAY	Choate, Brad/	Vice Chance for Univ. Adva	312,514.37	
FAY	Myers III, James/Nelson	Professor - WCOB	215,543.74	
FAY	Myers, Linda/Ann	Professor - WCOB	195,271.87	
FAY	Gallini, Brian/R.	Assistant Professor	101,447.99	
FAY	Fogel, Kathy/S.	Assistant Professor - WCOB	161,121.55	
FAY	Thompson, Randy/	Assoc Professor-Law	132,599.98	
FAY	Yu, Fisher/	Assistant Professor	101,266.11	
FAY	Wu, Jingxian/	Assistant Professor	107,899.99	
FAY	Gauch, John/Michael	Professor	148,836.79	
FAY	Needy, Kim/LaScola	Departmental Chairperson	184,449.98	
FAY	Roper, Donald/K.	Assoc Professor	123,150.00	
FAY	Maranto, Robert/Anthony	Professor	137,459.00	
FAY	Gu, Jingping/	Assistant Professor	111,320.02	
FAY	Setia, Pankaj/	Assistant Professor - WCOB	141,450.00	

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

Institution	Name	Title	FY 2011	Notes
FAY	Pontious, Bruce/	Assoc V Chan For Advancer	202,813.79	
FAY	Rankin, Pauline/	Dean	150,000.00	
FAY	Zaharoff, David/A.	Assistant Professor	135,354.48	
FAY	Chaffin, David/J.	Research Assistant Profess	104,040.00	
FAY	Walton, T. A./	Research Associate	106,329.33	
FAY	Neal, Judith/Ann	Visiting Professor	127,500.02	
FAY	Gaber, Sharon/L.	Vice Chancellor	263,249.98	
FAY	Cassell, Cory/A.	Assistant Professor - WCOB	177,216.67	
FAY	Huang, Shawn/	Assistant Professor - WCOB	185,383.33	
FAY	Jahedi, Salar/	Assistant Professor	117,913.46	
FAY	Coffman, Richard/A.	Assistant Professor	100,999.82	
FAY	Banerjee, Nilanjan/	Assistant Professor	114,853.00	
FAY	Huang, Miaoqing/	Assistant Professor	109,083.33	
FAY	Breaux, Denise/M.	Assistant Professor - WCOB	152,777.78	
FAY	Gephart, Jennifer/Kish-	Assistant Professor - WCOB	152,777.78	
FAY	Vayda, Michael/E.	Dean	221,663.49	
FAY	Chi, Su-Li/	Assistant Professor - WCOB	195,833.35	
FAY	Rankin, Jim/M.	V Chancellor For Student A	221,863.60	
FAY	Bobda, Christophe/	Assoc Professor	107,333.31	
FAY	Diamond, John/	Assoc V Chan For Advancer	122,705.64	
SYS	Shult, Milo/J.	Vice Pres For Agriculture	147,294.34	
SYS	Kemp, Ann/	Vice Pres. For Planning & D	179,199.98	
SYS	Harrison, Fred/H.	General Counsel	160,809.00	
SYS	Varady, Scott/	Assoc Vice President	143,400.01	
SYS	Bell, Jeff/	Assoc Vice President	139,409.01	
SYS	Sugg, B./Alan	President, University of AR	300,553.02	
SYS	Merrifield, David/L	AREON Chief Technology O	130,950.00	
SYS	Flournoy, Jacob/Wesley	Assoc Vice President	133,665.04	
SYS	Ferritor, Daniel/Edward	V P For Academic Affairs	153,621.00	
SYS	Hagemeier, Mark/Arnold	Assoc. Dir. of Plng. & Res.S	104,040.00	
SYS	Cochran, Mark/J	Vice Pres For Agriculture	130,147.62	
SYS	Karp, Steven/M.	AREON Network Engineer	109,242.00	
SYS	Kincaid, Bill/	Assoc General Counsel	100,824.96	
SYS	Goswick, Barbara/A.	V P For Finance & Admin	212,700.04	
SYS	Rutherford, James/L.	Dean of Clinton School	189,000.00	
SYS	Terry, Gina/	Dir Of Internal Audits	104,981.34	
SYS	Rust, Melissa/K.	V P For Univ Rel & Public Se	143,847.98	
SYS	Bates, Julie/Anna	Assoc. Dir. of Plng. & Res.S	103,550.02	
SYS	Smith, Carlia/G.	Assoc Vice President	134,529.02	
SYS	Abbiatti, Michael/D.	AREON Executive Director	168,300.00	
SYS	Ramoly, Scott/Gregory	AREON Network Engineer	107,100.00	
SYS	Bavon, Al/	Professor	121,999.99	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
ASMSA	Janet Hugo	Director	\$121,900	

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

Institution	Name	Title	FY 2011	Notes
University of Arkansas at Fort Smith	Dr. Mark Arant	Dean/Professor, STEM	\$116,950	
University of Arkansas at Fort Smith	Dr. Amelia Baldwin	Neal Pendergraft Professor of Accounting	\$145,000	
University of Arkansas at Fort Smith	Dr. James Beard	Asst Professor, Management/Dept Chair, Business Administration	\$111,322	
University of Arkansas at Fort Smith	Dr. Paul Beran	Chancellor	\$180,540	
University of Arkansas at Fort Smith	Dr. Arleene Breaux	Vice Chancellor for University Relations	\$127,050	
University of Arkansas at Fort Smith	Dr. Georgia Hale	Dean/Professor, CAST	\$128,113	
University of Arkansas at Fort Smith	Dr. Joe Hardin	Dean/Professor, CLC	\$109,880	
University of Arkansas at Fort Smith	Dr. Thomas Hayes	Assistant Professor/Bess & Hill Williams Endowed Chair, Accounting	\$100,255	
University of Arkansas at Fort Smith	Mark Horn	Vice Chancellor of Finance	\$127,050	
University of Arkansas at Fort Smith	Dr. John Jones	Dean/Professor, College of Education	\$116,950	
University of Arkansas at Fort Smith	Stacey Jones	Associate Vice Chancellor Campus and Community Events	\$105,000	
University of Arkansas at Fort Smith	Dr. Lee Krehbiel	Vice Chancellor for Student Affairs	\$132,000	
University of Arkansas at Fort Smith	Dr. Kermit Kuehn	Prof, Management/Entrepreneurship/Dir Ctr for Business Research & Economic	\$119,367	
University of Arkansas at Fort Smith	Dr. Barbara Lange	Exec Dir, School of Nursing/Associate Professor	\$112,000	
University of Arkansas at Fort Smith	Dr. Marta Loyd	Vice Chancellor for University Advancement	\$140,000	
University of Arkansas at Fort Smith	Ken McPhail	Director of Management Information Systems	\$111,000	
University of Arkansas at Fort Smith	Dr. Brenda Mitchell	Associate Provost/Professor of Nursing	\$134,726	
University of Arkansas at Fort Smith	Dr. Carolyn Mosley	Dean/Professor, College of Health Sciences	\$120,303	
University of Arkansas at Fort Smith	Kyle Parker	Vice Chancellor for Planning & Technology	\$150,000	
University of Arkansas at Fort Smith	Penny Pendleton	Dean, Enrollment Management	\$104,850	
University of Arkansas at Fort Smith	D. Chris Rink	Director of WATC	\$100,000	
University of Arkansas at Fort Smith	Dr. Henry Rinne	Dean/Professor, CHASS	\$109,880	
University of Arkansas at Fort Smith	Diana Rowden	Dean, Student Success	\$104,850	
University of Arkansas at Fort Smith	Dr. George Schmidt	Associate Professor, Accounting	\$100,645	
University of Arkansas at Fort Smith	Dr. Margaret Tanner	Assoc Professor, Accting/Dept Chair, Accting, Econ and Finance	\$122,832	
University of Arkansas at Fort Smith	Dr. Ray Wallace	Provost/Senior Vice Chancellor/Professor	\$162,400	
University of Arkansas at Fort Smith	Pat Widders	Exec Dir, Career Serv & HS Articulation Projects	\$104,850	
University of Arkansas at Fort Smith	Dr. Steve Williams	Dean/Professor/JRS Chair, College of Business	\$158,663	

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

Institution	Name	Title	FY 2011	Notes
University of Arkansas at Little Rock	Joel Anderson	220,306.08	UALR Chancellor	
University of Arkansas at Little Rock	John DiPippa	216,350.10	Dean of Law School	
University of Arkansas at Little Rock	Rolf Wigand	213,600.97	Maulden-Energy/Distinguished Professor	
University of Arkansas at Little Rock	Stephen Shields	204,712.88	Head Basketball Coach	
University of Arkansas at Little Rock	Anthony Chelte	196,959.95	Dean/Business Administration	
University of Arkansas at Little Rock	Mary Good	196,540.00	Dean of Engineering - CISSE	
University of Arkansas at Little Rock	Michael Pakko	192,897.59	Economic Forecaster	
University of Arkansas at Little Rock	Joe Foley	191,261.88	Head Basketball Coach	
University of Arkansas at Little Rock	Chris Peterson	177,123.77	Director of Athletics	
University of Arkansas at Little Rock	David Belcher	176,182.64	Provost & VCAA	
University of Arkansas at Little Rock	Robert Denman	176,131.99	VC for Development	
University of Arkansas at Little Rock	Robert Adams	173,432.88	VC Finance/Administration	
University of Arkansas at Little Rock	Tom Walker	172,385.04	VP for Innovation & Commercial	
University of Arkansas at Little Rock	John Talburt	171,867.73	Professor 9 month - CISSE	
University of Arkansas at Little Rock	Michael Gealt	165,377.80	Dean Science & Math	
University of Arkansas at Little Rock	Patrick Pellicane	163,600.08	VP for Research/Dean of Graduate School	
University of Arkansas at Little Rock	Philip Oliver	156,460.91	Associate Professor Law School - 9 month	
University of Arkansas at Little Rock	Sarah Hobbs	154,657.04	Distinguished Professor Law School - 9 mo	
University of Arkansas at Little Rock	Lynn Foster	153,057.04	Professor Law School - 9 month	
University of Arkansas at Little Rock	James Youngquist	151,999.92	Director/Arkansas Institute Economic Adv	
University of Arkansas at Little Rock	Robert Oliva	148,364.32	Department Chair	
University of Arkansas at Little Rock	Theresa Beiner	148,361.97	Distinguished Professor Law School	
University of Arkansas at Little Rock	Kenneth Gallant	145,715.16	Professor Law School - 9 month	
University of Arkansas at Little Rock	Jane Wayland	144,510.58	Department Chair	
University of Arkansas at Little Rock	Andy Terry	143,801.80	Associate Professor - 9 month	
University of Arkansas at Little Rock	James Sullivan	142,807.27	Distinguished Professor Law School - 9 mo	
University of Arkansas at Little Rock	Charles Goldner	142,452.89	Professor Law School - 10.5 month	
University of Arkansas at Little Rock	Frances Fendler	141,548.42	Professor Law School - 9 month	
University of Arkansas at Little Rock	Seshadri Mohan	141,277.82	Department Chair- CISSE	
University of Arkansas at Little Rock	June Stewart	140,739.96	Associate Professor Law School - 9 month	
University of Arkansas at Little Rock	Paula Casey	140,521.75	Professor Law School - 9 month	
University of Arkansas at Little Rock	Angela Epps	139,195.75	Professor/Associate Dean	
University of Arkansas at Little Rock	Mitchell Hudson	138,519.50	Professor - 9 month	
University of Arkansas at Little Rock	Roger Roderick	136,624.83	Senior Research/Ext Specialist	
University of Arkansas at Little Rock	Kenneth Gould	136,193.66	Professor Law School - 9 month	
University of Arkansas at Little Rock	Kelly Olson	134,773.39	Associate Professor Law School - 9 month	
University of Arkansas at Little Rock	Deborah Baldwin	133,616.35	Dean of Schools/Colleges	

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

Institution	Name	Title	FY 2011	Notes
University of Arkansas at Little Rock	Gary Geissler	132,970.04	Professor - 9 month	
University of Arkansas at Little Rock	John Hall	130,261.55	Associate Professor 10 month	
University of Arkansas at Little Rock	Charles Donaldson	130,005.98	VC Educational Services	
University of Arkansas at Little Rock	Michael Flannery	129,838.00	Professor Law School - 9 month	
University of Arkansas at Little Rock	Warren Stone	129,540.74	Professor - 9 month	
University of Arkansas at Little Rock	Lawrence Powell	129,062.48	Associate Professor - 9 month	
University of Arkansas at Little Rock	David Dearman	127,924.71	Associate Professor - 9 month	
University of Arkansas at Little Rock	Jimie Kusel	127,234.39	Professor - 9 month	
University of Arkansas at Little Rock	Mark Funk	126,773.26	Department Chair	
University of Arkansas at Little Rock	Jared Berleant	125,584.35	Professor - 9 month	
University of Arkansas at Little Rock	Swaminadham Midturi	125,166.19	Professor - 9 month	
University of Arkansas at Little Rock	Janet Roderick	124,591.02	Dir Arkansas Small Business Dev Ctr	
University of Arkansas at Little Rock	Abhijit Bhattacharyya	124,152.84	Associate Dean - CISSE	
University of Arkansas at Little Rock	John Kirk	124,100.08	Department Chair	
University of Arkansas at Little Rock	Jeffrey Gaffney	123,394.74	Department Chair	
University of Arkansas at Little Rock	Angela Brenton	123,039.78	Dean of Schools/Colleges	
University of Arkansas at Little Rock	Hirak Patangia	122,531.65	Professor - 9 month	
University of Arkansas at Little Rock	William Walker	122,499.08	VC University Advancement	
University of Arkansas at Little Rock	Coleen Barger	121,953.30	Professor Law School - 9 month	
University of Arkansas at Little Rock	Larry Holland	121,873.60	Professor - 9 month	
University of Arkansas at Little Rock	Evelyn Winston	121,561.62	VC for Information Technology	
University of Arkansas at Little Rock	Mamdouh Bakr	121,426.94	Department Chair	
University of Arkansas at Little Rock	Robert Mitchell	121,125.14	Department Chair	
University of Arkansas at Little Rock	Richard Peltz Steele	120,821.90	Professor Law School - 9 month	
University of Arkansas at Little Rock	Angela Sewall	120,600.30	Dean of Schools/Colleges	
University of Arkansas at Little Rock	Steven Jennings	120,476.87	Professor - 12 month	
University of Arkansas at Little Rock	Sandra Greenwood	120,336.56	Exec Assist to Chancellor	
University of Arkansas at Little Rock	Linda Musun	119,950.27	Dean of Schools/Colleges	
University of Arkansas at Little Rock	Russel Bruhn	118,795.10	Associate Professor 9 month - EIT	
University of Arkansas at Little Rock	Mary Parker	118,481.08	Department Chair/Professor	
University of Arkansas at Little Rock	Haydar Al-Shukri	118,472.98	Department Chair	
University of Arkansas at Little Rock	Joseph Bell	117,614.88	Associate Professor - 9 month	
University of Arkansas at Little Rock	Elizabeth Pierce	117,325.44	Department Chair - CISSE	
University of Arkansas at Little Rock	Thomas McMillan	116,669.14	Department Chair	
University of Arkansas at Little Rock	Yu-Po Chan	116,648.58	Professor - 9 month- CISSE	
University of Arkansas at Little Rock	Cynthia Daily	116,600.47	Professor - 9 month	
University of Arkansas at Little Rock	Thomas Tudor	116,528.90	Professor - 9 month	

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

Institution	Name	Title	FY 2011	Notes
University of Arkansas at Little Rock	Coskun Bayrak	116,413.97	Professor - 9 month	
University of Arkansas at Little Rock	Joe Felan	115,993.67	Associate Professor - 9 month	
University of Arkansas at Little Rock	Gaurav Kumar	115,968.77	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Howard Turney	115,389.92	Department Chair	
University of Arkansas at Little Rock	Stephanie Farewell	115,389.87	Associate Professor - 9 month	
University of Arkansas at Little Rock	Sung-kwan Kim	114,752.79	Associate Professor - 9 month	
University of Arkansas at Little Rock	Gary Anderson	113,639.57	Professor- 9 month	
University of Arkansas at Little Rock	Hussain Al-Rizzo	113,346.00	Professor -10 month -CISSE	
University of Arkansas at Little Rock	David Sink	113,324.16	Senior Research/Ext Specialist	
University of Arkansas at Little Rock	Jerry Stevenson	112,487.78	Dean of Schools/Colleges	
University of Arkansas at Little Rock	Duong Le	112,200.40	Assistant Professor- 9 month	
University of Arkansas at Little Rock	Michael Ledbetter	111,938.86	Professor - 9 month	
University of Arkansas at Little Rock	Steven Minsker	111,661.95	Professor 10 month - DCISSE	
University of Arkansas at Little Rock	Erick Elder	111,307.32	Professor - 9 month	
University of Arkansas at Little Rock	Alexandru Biris	110,049.88	Dir of Nanotechnology Center	
University of Arkansas at Little Rock	Mariofanna Milanova	109,655.39	Professor - 9 month	
University of Arkansas at Little Rock	Adjoa Aiyetoro	109,577.54	Associate Professor Law School - 9 month	
University of Arkansas at Little Rock	Jung Kim	109,270.63	Professor - 9 month-CISSE	
University of Arkansas at Little Rock	Robert Steinbuch	109,174.62	Professor - 9 month	
University of Arkansas at Little Rock	Ranko Oliver	109,153.98	Distinguished Professor Law School - 9 mo	
University of Arkansas at Little Rock	Charles Chastain	108,942.97	Professor - 9 month	
University of Arkansas at Little Rock	Steve Edison	108,190.31	Professor - 9 month	
University of Arkansas at Little Rock	Wanda Hoover	107,761.96	Reasearch Associate	
University of Arkansas at Little Rock	Janet Bailey	107,462.61	Associate Professor - 9 month	
University of Arkansas at Little Rock	James Tramel	107,140.64	De[partment Chair/Associate Professor	
University of Arkansas at Little Rock	Wanda Dole	107,140.08	Dean of Library	
University of Arkansas at Little Rock	Remzi Seker	106,811.54	Department Chair	
University of Arkansas at Little Rock	Ann Schlumberger	106,734.00	Department Chair	
University of Arkansas at Little Rock	Cynthia Taylor	106,629.05	Associate Professor - 9 month	
University of Arkansas at Little Rock	Xiaowei Xu	106,406.48	Professor - 9 month	
University of Arkansas at Little Rock	Otmar Varela	106,296.98	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Michael Posey	105,799.98	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Thomas Lynch	104,719.92	Associate Dean	
University of Arkansas at Little Rock	Rama Reddy	103,968.21	Professor - 9 month	
University of Arkansas at Little Rock	Daryl Rice	103,299.88	Associate Dean/ Associate Vice Chancellor	
University of Arkansas at Little Rock	Gregory Hamilton	102,816.11	Senior Research/Ext Specialist	
University of Arkansas at Little Rock	Ibrahim Nisanci	102,594.54	Professor -9 month -DCISSE	

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

Institution	Name		Title	FY 2011	Notes
University of Arkansas at Little Rock	David	McAlpine	102,246.17	Professor/Graduate Coordinator	
University of Arkansas at Little Rock	William	Brice	102,094.73	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Susan	Hoffpauir	101,185.34	Professor 12 month	
University of Arkansas at Little Rock	James	Parrish	100,950.23	Assistant Professor - 9 month	
University of Arkansas at Little Rock	Jan	Thomas	100,844.82	Department Chair/Professor	
University of Arkansas at Little Rock	Nancy	Landrum	100,548.67	Associate Professor - 9 month	
University of Arkansas at Little Rock	Joanne	Matson	100,168.97	Professor - 9 month	
University of Arkansas at Little Rock	Steve	Menhart	100,035.42	Professor - 9 month	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
University of Arkansas at Monticello	Brown, Clay	Vice Chancellor for Advancement/University Relations	\$116,280	* UAM 16.6%, UAM Foundation 47.2%
University of Arkansas at Monticello	Doss, Peggy	Dean of School of Education	\$104,694	
University of Arkansas at Monticello	Jones, Jay	Vice Chancellor for Finance and Administration	\$120,862	
University of Arkansas at Monticello	Lassiter, H. Jackson	Chancellor	\$180,540	
University of Arkansas at Monticello	Pelkki, Matthew	Professor and Endowed Clippert Chair	\$105,921	
University of Arkansas at Monticello	Ray, R. David	Vice Chancellor for Academic Affairs & Provost	\$138,166	
University of Arkansas at Monticello	Tappe, Philip	Interim Dean of the School of Forest Resources and Interim Director AFRC	\$122,313	
University of Arkansas at Monticello	Weih, Robert	Professor and Director of Spatial Information Program	\$105,127	
				* UAM 36.7%
				* UAM 48.1%

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Abdelnaem , Esamelden S.	Assistant Professor	282,003.37			
UAMS	Abraham , Edathara	Professor	163,372.96			
UAMS	Abraham , Edwin J.	Assistant Professor	320,358.37			
UAMS	ABUL-EZZ , SAMEH R	Professor	118,276.85			
UAMS	ACHANTA , LATHA M	Assistant Professor	180,000.00			
UAMS	ACKLIN , JIMMY D	Family Practice Coordinator	217,326.98			
UAMS	ACLIN , RICHARD R	Assistant Professor	148,976.19			
UAMS	ADULI , FARSHAD	Assistant Professor	385,007.89			
UAMS	AGARWAL , ABHISHEK	Assistant Professor	178,775.82			
UAMS	Agrawal , Mayank	Assistant Professor	180,000.00			
UAMS	AHMAD , IMRAN	Assistant Professor	195,000.00			
UAMS	AITKEN , MARY E	Professor	199,593.00			
UAMS	Al Chaer , Elie	Professor	190,443.00			
UAMS	Alapat , Daisy V	Assistant Professor	165,420.32			
UAMS	Alexander , Tammy	Assistant Professor	101,958.96			
UAMS	ALFORD , JOE D	Assistant Professor	105,869.04			
UAMS	Ali , Ahsan	Associate Professor	404,932.07			
UAMS	Ali , Syed Abbas	Assistant Professor	200,277.70			
UAMS	Al-Lahham , Tawfiq	Assistant Professor	124,611.87			
UAMS	ALLEN , KAY P	Associate Administrator of Patient Care	112,205.57			
UAMS	Alonso , Paula R	Director of Coding	117,324.99			
UAMS	Alsayed , Yazan M	Assistant Professor	180,215.46			
UAMS	Alston , Thomas J	Assistant Professor	136,857.39			
UAMS	AL-TAKROURI , HATEM A	Associate Professor	328,344.98			
UAMS	Althoff , John G	Assistant Professor	115,940.04			
UAMS	AMOLE , ADEWUMI D	Assistant Professor	303,243.96			
UAMS	Amox , Mark	Associate Administrator of Patient Care	119,927.55			
UAMS	ANAISSIE , ELIAS J	Professor	329,591.04			
UAMS	ANDERSEN , MARK S	Assistant Professor	203,604.96			
UAMS	ANDERSON , PAULA J	Professor	104,626.29			
UAMS	ANGTUACO , EDGARDO J	Professor	424,147.04			
UAMS	ANGTUACO , TERESITA L	Professor	318,277.00			
UAMS	Antipolo , Ashley R	Instructor	105,000.00			
UAMS	Apuya , Jesus	Associate Professor	328,344.98			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Aquino , Leonor Q	RN III	110,798.20			
UAMS	Archer , Paula D	Hospital Compliance Officer	111,950.72			
UAMS	ARCHER , ROBERT L	Professor	206,623.06			
UAMS	Armstrong , Cheryl A	Department Chairperson	183,750.00			
UAMS	Armstrong , Dennis W	Senior Nurse Anesthetist	140,424.47			
UAMS	ARNAOUTAKIS , KONSTANTINOS	Assistant Professor	171,792.82			
UAMS	ARNOLD , EDDY F	Assistant Director of Pharmacy	115,141.49			
UAMS	ARONSON , JAMES	Professor	445,750.20			
UAMS	ARRINGTON , ROBERT W	Professor	338,969.00			
UAMS	Asghar , Sheila Joyce	Assistant Professor	138,519.96			
UAMS	ASHCRAFT , EDMOND W	Associate Professor	243,900.96			
UAMS	ATTWOOD , HARVIE M	Family Practice Coordinator	220,686.00			
UAMS	Aunspaugh , Jennifer P.	Assistant Professor	302,846.91			
UAMS	Avants , Cheryl L	Assistant Director of Pharmacy	113,124.96			
UAMS	Avery , Beth A	Pharmacist I	109,302.78			
UAMS	Azam , Ghazala A	Assistant Professor	195,403.41			
UAMS	Azhar , Gohar	Associate Professor	184,748.46			
UAMS	Baas , Donna F	Director of Accreditation/Compliance	111,920.16			
UAMS	BADGER , THOMAS M	Professor	247,827.96			
UAMS	Badgwell , Brian D	Assistant Professor	283,969.63			
UAMS	Bailey , Amy E.	Instructor	124,537.55			
UAMS	BAKER , JOHN	Professor	103,482.62			
UAMS	Baker , Robert C	Assistant Professor	226,666.67			
UAMS	Baldini , Giulia	Associate Professor	110,444.96			
UAMS	BALDWIN , RONALD L	Associate Professor	172,549.96			
UAMS	BALDWIN , SHELLY L	Assistant Professor	126,365.00			
UAMS	Ballard , Marsha T	Associate VC for Development	152,987.84			
UAMS	Balmakund , Tonya M	Associate Professor	176,001.00			
UAMS	Bansal , Ila	Assistant Professor	166,012.13			
UAMS	BARLOGIE , BARTHEL	Professor	441,621.85			
UAMS	Barnett , Brian S	Associate Administrator of Patient Care	103,947.85			
UAMS	BARONE , CLAUDIA P	Dean - College of Nursing	206,926.22			
UAMS	BARONE , GARY	Professor	265,321.87			
UAMS	BARONI , JOHN P	Associate Director of Outpatient Service	120,164.97			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	BARTEL , TWYLA BRIANNE	Assistant Professor	226,228.96			
UAMS	BARTTER , THADDEUS C	Professor	204,999.96			
UAMS	Bass , Lanessa D	Assistant Professor	144,670.83			
UAMS	Bates , Sally E	Director of Patient Support Services	127,568.58			
UAMS	Bauer , Martin	Associate Professor	172,465.96			
UAMS	Baxter , Beverly	Advanced Practice Nurse	118,725.70			
UAMS	BAXTER , DONNA L	Assistant Director of Pharmacy	109,015.90			
UAMS	Bean , Ashley S	Assistant Professor	235,065.29			
UAMS	BECK , CORNELIA	Professor	192,963.69			
UAMS	BECTON , DAVID L	Professor	313,557.16			
UAMS	BECTON , DEBRA D	Assistant Professor	112,797.00			
UAMS	BEHESHTI , MICHAEL V	Assistant Professor	485,124.96			
UAMS	BELAND , SUSAN S	Associate Professor	189,870.68			
UAMS	BELEW , GEORGE E	Director of Business Planning	115,494.57			
UAMS	Bellamy , William	Professor	162,103.48			
UAMS	BELUE , KARA D	Assistant Professor	182,500.04			
UAMS	Bene , Claudiu E	Assistant Professor	309,833.06			
UAMS	BENES , HELEN	Research Professor	145,424.04			
UAMS	Bennett , Keith Gage	Assistant Professor	165,000.00			
UAMS	Bentley , Frederick R	Professor	467,944.52			
UAMS	BENTON , TINA L	Executive Director of Development	112,765.42			
UAMS	Berlinski , Ariel	Associate Professor	152,156.08			
UAMS	BERRIDGE , MARC S	Professor	150,000.00			
UAMS	Berryman , Lillian Tanya	RN III	109,876.40			
UAMS	BERTRAM , PAMELA S	Pharmacist II	123,586.18			
UAMS	Best , Thomas H	Associate Professor	207,340.25			
UAMS	BEVERLY , CLAUDIA J	Professor	148,617.31			
UAMS	Bhutta , Adnan	Assistant Professor	253,663.67			
UAMS	BHUTTA , SADAF T	Assistant Professor	318,843.00			
UAMS	BICE , C. DON	Assistant Professor	280,115.96			
UAMS	Bickel , Warren K	Professor	183,143.52			
UAMS	Birusingh , Rhea J	Assistant Professor	168,999.97			
UAMS	Bishop , Robert	Vice Chancellor for Inst Compliance	165,352.44			
UAMS	Blackerby , Aaron W	Senior Nurse Anesthetist	148,996.97			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	BLASIER , ROBERT D	Professor	526,917.08			
UAMS	BLASZAK , RICHARD T	Associate Professor	165,670.00			
UAMS	Blohm , John I	Vice Chancellor for Development	262,273.40			
UAMS	BODENNER , DONALD	Associate Professor	228,474.96			
UAMS	BOGER , JAMES E	Associate Professor	136,681.24			
UAMS	BOLT , DAWN M	Associate Administrator of Patient Care	105,465.03			
UAMS	Boneti , Cristiano	Instructor	175,403.09			
UAMS	Bonwich , Janina B	Assistant Professor	137,513.36			
UAMS	Boone , Steve E	Professor	113,520.01			
UAMS	BOOTH , BRENDA M	Professor	147,711.00			
UAMS	Bora , Nalini S	Professor	169,695.81			
UAMS	Bora , Puran	Professor	141,412.89			
UAMS	Borders , Tyrone F	Professor	161,996.98			
UAMS	Born , Charles K	Professor	116,496.81			
UAMS	BORNEMEIER , RENEE A	Professor	240,832.29			
UAMS	Bornhofen , John H	Assistant Professor	125,609.04			
UAMS	Bornhorst , Joshua A	Assistant Professor	134,976.00			
UAMS	BORRELLI , MICHAEL J	Professor	164,000.04			
UAMS	BOWER , CHARLES M	Professor	366,610.01			
UAMS	BRADSHER , ROBERT W	Professor	147,921.23			
UAMS	Braswell , Erica	Instructor	131,928.00			
UAMS	Bratton , Andrea W	Senior Nurse Anesthetist	129,695.61			
UAMS	BRIMBERRY , RONALD K	Associate Professor	198,309.35			
UAMS	BROADWATER JR. , JOHN RALPH	Associate Professor	229,994.21			
UAMS	Brown , Carrie M	Assistant Professor	236,673.09			
UAMS	Brown , Charlotte B	Director of Division Development	108,380.92			
UAMS	BROWN , HARRY H	Professor	127,679.04			
UAMS	Brown , Jody	Assistant Professor	173,451.30			
UAMS	BROWN , PAMELA S	Associate Professor	141,902.37			
UAMS	BROWN , TERRY L	RN IV	108,217.66			
UAMS	BROWN , TRACY L. Y.	Assistant Professor	195,250.00			
UAMS	BRYANT , RODNEY L	Associate Director of Information Sys	128,322.99			
UAMS	BUCHMANN , ROBERT	Associate Professor	325,864.00			
UAMS	BUCKMILLER , LISA M	Associate Professor	324,805.06			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	BUCKNER , CHARLES B	Associate Professor	228,081.00			
UAMS	Budney , Alan J	Professor	175,332.96			
UAMS	Bufford , Jeremy D.	Assistant Professor	152,633.04			
UAMS	Burchfield , Charles I	Assistant Administrator for Patient Care	104,260.32			
UAMS	Burke , Bryan L	Associate Professor	225,674.96			
UAMS	Burnett , Alexander F.	Professor	335,271.53			
UAMS	BURNS , E R	Professor	163,889.96			
UAMS	Burns , Katherine L	Instructor	112,711.17			
UAMS	BURR , TAMMY J	Advanced Practice Nurse	101,762.43			
UAMS	Bursac , Zoran	Associate Professor	119,778.95			
UAMS	BUTLER , TOM S	Vice Chancellor for Admin & Gov Affairs	177,061.38			
UAMS	BYNUM , ANN B	Assistant Vice Chancellor for REP Devel	112,228.56			
UAMS	Campbell , Michael E	Executive Director of Food & Nutrition S	121,800.00			
UAMS	Campion , Laura C	Instructor	136,637.05			
UAMS	CANNON , MARTIN	Professor	126,872.04			
UAMS	Canon , Stephen	Associate Professor	859,762.20			
UAMS	CARADINE , DELBRA R	Assistant Professor	161,750.04			
UAMS	Caradine , Kari D	Assistant Professor	149,731.00			
UAMS	CARD-HIGGINSON , PAULA	Assistant Dean	116,234.80			
UAMS	Carmichael , Sara L	RN III	122,386.34			
UAMS	CARROLL , JOHN L	Professor	263,975.96			
UAMS	Carroll , Peter J	Associate Professor	170,278.30			
UAMS	Carter , Kristen N	Advanced Practice Nurse	104,971.34			
UAMS	CARVER , NIKI L	Assistant Director of Pharmacy	113,236.50			
UAMS	Casey , Jennifer D	Instructor	137,500.00			
UAMS	CASEY , PATRICK H	Professor	261,185.00			
UAMS	Castro Cordoba , Juan L	Assistant Professor	170,602.04			
UAMS	Cetin , Neslihan	Assistant Professor	150,000.00			
UAMS	Chacko , Joseph G	Associate Professor	140,687.88			
UAMS	Chakraborty , Indranil	Assistant Professor	312,737.95			
UAMS	CHAMBERS , TIMOTHY C	Professor	160,435.04			
UAMS	CHAMI , YOUSSEF G.	Associate Professor	196,172.49			
UAMS	Chance , Joshua C	Instructor	298,937.99			
UAMS	Chandler , Angela L	Instructor	181,970.04			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Chao , Ming	Assistant Professor	109,741.80			
UAMS	CHEEK , ROBERT T	Associate Professor	197,727.54			
UAMS	Chen , Chien	Assistant Professor	168,255.13			
UAMS	Cheung , Wang L	Assistant Professor	263,930.85			
UAMS	CHILDS , GWEN V	Department Chairperson	259,929.04			
UAMS	CHOW , MARIE	Professor	139,060.04			
UAMS	Clardy , Bryan H	Assistant Professor	187,302.13			
UAMS	CLARDY , JAMES A	Associate Dean	226,924.80			
UAMS	Clawitter , Nancy L	Senior Nurse Anesthetist	136,616.97			
UAMS	CLEVELAND , ELTON R	Associate Professor	246,720.04			
UAMS	CLEVES , MARIO A	Professor	169,122.96			
UAMS	Clothier , Jeffrey L	Associate Professor	303,961.05			
UAMS	Coffin , John F	Executive Director of Development	127,554.68			
UAMS	Coker , Robert	Associate Professor	104,151.00			
UAMS	COLE , RONNIE L	Area Director for AHEC	139,902.91			
UAMS	Coleman , Mary A	Director of Support Services	126,277.05			
UAMS	Coley , Carla D	Assistant Professor	109,563.11			
UAMS	COLLINS , NANCY A	Associate Professor	133,933.56			
UAMS	Collins II , Ronnie Thomas	Assistant Professor	171,500.04			
UAMS	Com , Gulnur	Assistant Professor	130,055.04			
UAMS	CONE , JOHN B	Professor	552,363.66			
UAMS	CONNERS , CANDACE CLC	Director of Inpatient Nursing Care	119,881.30			
UAMS	Cook , Gregory L	Charge Nurse	103,656.06			
UAMS	COOK , JOE D	Assistant Dean for Administration	126,311.05			
UAMS	Cornell , Carol	Professor	188,464.70			
UAMS	CORNETT , LAWRENCE E	Exec Assoc Dean & VC for Research	213,271.80			
UAMS	Corpus , Michael B	Instructor	138,750.00			
UAMS	Corry , Peter	Distinguished Professor	243,982.71			
UAMS	Corwin , Howard	Professor	247,500.00			
UAMS	Cotten , Michael B	Executive Director of Campus Operations	141,830.82			
UAMS	COULTER , LOIS E	Associate Professor	106,847.49			
UAMS	Cranford , Charles O	Special Asst for Dental Ed Initiatives	101,499.99			
UAMS	CRANMER , JOAN M	Professor	114,765.00			
UAMS	CRAWSHAW , NANETTE	RN IV	111,250.23			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	CRAYCHEE , JUDITH A	Assistant Professor	318,593.00			
UAMS	CREW , PATRICIA W	Professor	156,761.96			
UAMS	Crisp , Brady E	Applications Systems Analyst - Staff Spe	103,440.99			
UAMS	Crosland , J. Grady	Associate Professor	199,558.00			
UAMS	Crow Jr , John P	Professor	201,910.96			
UAMS	CULP , WILLIAM C	Professor	252,994.36			
UAMS	Culpepper , Kenneth W	Pharmacist I	117,283.34			
UAMS	Curseen , Kimberly A	Assistant Professor	159,808.24			
UAMS	D Addario , Stephen F	Assistant Professor	194,789.85			
UAMS	D Souza , Shirley	Assistant Professor	302,221.91			
UAMS	Daaboul , Mohamed K	Pharmacist I	108,414.49			
UAMS	DAIL , M. D	Senior Nurse Anesthetist	137,216.97			
UAMS	DAJANI , NAFISA K	Associate Professor	311,371.61			
UAMS	Dare , Jason A.	Assistant Professor	153,789.00			
UAMS	Das , Kumuda	Associate Professor	114,622.26			
UAMS	Dassinger III , Melvin Sidney	Assistant Professor	414,455.01			
UAMS	Davidson , Mari K.	Associate Professor	101,074.96			
UAMS	Davidson , Mary E	Pharmacist I	120,989.77			
UAMS	Davis , Charles M	Associate Professor	119,490.00			
UAMS	DAVIS , CYNTHIA K	Advanced Practice Nurse	106,087.48			
UAMS	Davis , Daniel A.	Associate Professor	588,265.33			
UAMS	Davis , Dwight A	Director of EBRx Program	164,835.99			
UAMS	Davis , Elena	Assistant Professor	151,500.00			
UAMS	Davis , Katrina R	Associate Professor	269,566.62			
UAMS	DAVIS , THOMAS M	Certified Technologist III	110,017.58			
UAMS	Day , John D	Department Chairperson	875,985.00			
UAMS	DE BLANCHE , LORRAINE E	Assistant Professor	191,268.96			
UAMS	Dees , Terri L.	APN Coordinator	117,700.55			
UAMS	DeHart , Renee M	Associate Dean	142,100.01			
UAMS	DELK II , JOHN R	Professor	333,540.00			
UAMS	Dell , Carol M	Assistant Professor	280,589.04			
UAMS	Delongchamp , Robert	Professor	153,871.50			
UAMS	Dersu , Inci	Associate Professor	139,589.74			
UAMS	Deshpande , Jayant K	Professor	299,999.97			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Deutz , Nicolaas E	Professor	208,766.25			
UAMS	Dholakia , Bhairavi V	Assistant Professor	171,886.62			
UAMS	DICK , RHONDA M	Professor	239,779.19			
UAMS	DICKSON , SCOTT M	Assistant Professor	209,119.00			
UAMS	DIENEL , GERALD A	Professor	104,844.48			
UAMS	DILDY , DALE W	Associate Professor	165,249.96			
UAMS	Dinsmore , Brian K	Associate Director of Outpatient Service	112,250.01			
UAMS	Djodeir , Masoomah	Instructor	134,994.99			
UAMS	DOCTOR , DONNELLA A	Instructional Development Specialist I	110,198.24			
UAMS	DOLLAR , GARY W	Director of Facilities Services	101,163.20			
UAMS	DOMON , STEVEN E	Assistant Professor	210,592.96			
UAMS	DONOHY , MARY N	Director of IT Administrative Services	136,822.77			
UAMS	DORNHOFFER , JOHN L	Professor	358,001.54			
UAMS	Doss , William L	Assistant Professor	197,790.48			
UAMS	Douglas , Michael G	Professor	183,435.57			
UAMS	Downs , Michael R	Assistant Professor	188,437.31			
UAMS	DRANOFF , JONATHAN A.	Professor	126,521.00			
UAMS	DREW , PAUL D	Professor	191,878.04			
UAMS	Duckett , Cherry L.	Government Relations - State Level	112,923.51			
UAMS	DUDDERAR , SHARON S	Pharmacist I	105,915.96			
UAMS	Dunn , Eddie B	Associate Professor	102,422.70			
UAMS	Dyamenahalli , Umesh	Associate Professor	313,837.29			
UAMS	Dye , Candice C	Instructor	122,979.59			
UAMS	Eads , Lou Ann	Assistant Professor	190,480.21			
UAMS	EASOM , ANDREA K	Clinical Services Manager	103,037.89			
UAMS	EAST , THOMAS C	Assistant Dean for Administration	174,523.86			
UAMS	EBLE , BRIAN K	Assistant Professor	222,663.25			
UAMS	EDELMANN , GAIL G	Associate Administrator of Patient Care	105,759.11			
UAMS	Edmondson , Ricky D	Associate Professor	136,574.04			
UAMS	EDWARDS , MARK C	Professor	125,087.96			
UAMS	EFIRD , DAVID G	RN III	109,298.46			
UAMS	EIDT , JOHN F	Professor	441,936.82			
UAMS	EISENACH , KATHLEEN D	Professor	123,713.28			
UAMS	Elbabaa , Samer K	Assistant Professor	450,000.00			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	El-Hassan , Nahed	Assistant Professor	208,266.46			
UAMS	ELLIS , EILEEN N	Professor	190,262.00			
UAMS	ELSER , JOSEPH M	Professor	319,338.99			
UAMS	Eltahawy , Ehab	Assistant Professor	172,293.70			
UAMS	Emanuel , Peter D	WPRCI Executive Director	408,190.98			
UAMS	EPSTEIN , JOSHUA	Research Professor	167,571.04			
UAMS	ERDEM , EREN	Associate Professor	482,097.04			
UAMS	ESQUIVEL , MARIA T	Assistant Professor	153,179.81			
UAMS	Etheredge , Adrienne R	Investigational Research Pharmacist	106,221.78			
UAMS	EVANS , DENNIS P	Assistant Professor	130,203.23			
UAMS	Evans , Richard P	Associate Professor	332,249.71			
UAMS	EVANS JR , J O	Associate Administrator of Patient Care	136,848.96			
UAMS	FAHDI , IBRAHIM E	Assistant Professor	244,942.67			
UAMS	FARNEY , MARY ELLEN	Senior Nurse Anesthetist	130,406.22			
UAMS	FARRAR , HENRY C	Professor	221,400.96			
UAMS	Farst , Karen	Assistant Professor	135,417.96			
UAMS	Faught , L. Keith	Director of Finance	101,060.57			
UAMS	FEILD , CHARLES R	Professor	191,975.04			
UAMS	Feinberg , Thomas R	Assistant Professor	308,141.95			
UAMS	FENDLEY , HERBERT F	Associate Professor	194,432.66			
UAMS	Fendley , R T	Clinic Director	162,778.74			
UAMS	Ferguson , Alesia	Associate Professor	101,499.99			
UAMS	FERGUSON , MICHAEL V	Advanced Practice Nurse	109,862.73			
UAMS	Ferrando , Arny	Professor	211,967.04			
UAMS	FERRIS , ERNEST J	Professor	211,629.96			
UAMS	Fifer , Espero K	Professor	115,299.93			
UAMS	FINCHER , ROBERT L	Assistant Professor	384,951.96			
UAMS	FISER , DEBRA H	Dean - College of Medicine	478,826.25			
UAMS	FISER , GAYLE M	Associate Administrator of Patient Care	114,592.05			
UAMS	Fiser , Richard	Professor	261,649.31			
UAMS	Fitts , Michael D	Area Director for AHEC	126,288.73			
UAMS	Flannery , Jonathan J	Director of Physical Plant	116,724.99			
UAMS	Fletcher , Don R	Senior Nurse Anesthetist	140,668.97			
UAMS	Fletcher , Terry G	Assistant Professor	344,123.59			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Flowers , Schwanda K	Assistant Dean for Experiential Educ.	117,216.03			
UAMS	FONTAINE , MELISSA	Associate VC for Clinical Programs	251,051.25			
UAMS	FONTENOT , EUDICE E	Associate Professor	236,699.21			
UAMS	FORREST , MARY H	Clinic Director	180,351.99			
UAMS	Forrest , Robert P.	Assistant Professor	100,815.26			
UAMS	FORTNEY , JOHN C	Professor	104,991.00			
UAMS	FOSTER , DONALD L	Associate Professor	230,331.55			
UAMS	Foster , Howell R	Director of Poison & Drug Information	124,601.05			
UAMS	Fowlkes , John	Professor	222,566.04			
UAMS	FOX , MICHELE H	Professor	218,511.54			
UAMS	FRANK , JOHN T	Associate Professor	116,277.09			
UAMS	Franklin , Carlos D	Pharmacist I	118,527.11			
UAMS	FRANKLIN , LARRY H	Pharmacy Specialist	111,926.80			
UAMS	Franks , Amy	Associate Professor	104,706.42			
UAMS	FRAZIER , ELIZABETH A	Professor	248,797.25			
UAMS	FREEMAN , RICHARD M	Associate Administrator of Patient Care	101,550.33			
UAMS	Freeze-Ramsey , Rachael L	Assistant Professor	324,919.45			
UAMS	Frem , Juliana C	Assistant Professor	152,281.04			
UAMS	Friedman , Theodore	Assistant Professor	121,036.37			
UAMS	FRINDIK , JOSEPH P	Associate Professor	152,238.00			
UAMS	Frith , Warner H	Pharmacist I	129,959.20			
UAMS	Fryer Jr , George E	Research Professor	110,400.84			
UAMS	Fuchs , George J	Professor	241,470.56			
UAMS	FULLER , ANITA F	Pharmacist I	107,685.71			
UAMS	Fussell , Jill J	Associate Professor	166,418.96			
UAMS	GADDY , DANA	Professor	109,433.00			
UAMS	Gandy , Jay	Professor	153,376.65			
UAMS	GANGOSO , GLORIA T	RN III	108,104.86			
UAMS	Gannaway , John D	Associate Professor	103,244.40			
UAMS	Gao , Ling	Assistant Professor	139,393.91			
UAMS	Garcia , Xiomara	Assistant Professor	240,243.08			
UAMS	GARCIA-RILL , EDGAR	Professor	246,230.00			
UAMS	Gardner , Aaron H	Instructor	145,700.99			
UAMS	Gardner , Kenneth E	Assistant Professor	304,501.48			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Gardner , Stephanie F	Dean - College of Pharmacy	217,579.47			
UAMS	Garland , Jeri C	Director of Inpatient EMR Services	107,175.00			
UAMS	Garnica , Adolfo D	Associate Professor	177,828.00			
UAMS	Garrett-Shaver , Martha G	Family Practice Coordinator	195,087.85			
UAMS	Gathright , Molly M	Assistant Professor	183,798.77			
UAMS	Gautam , Nischal K.	Assistant Professor	301,810.93			
UAMS	GENTRY , BARRY L	WPRCI Chief Financial Officer	131,084.86			
UAMS	GENTRY , WILLIAM B	Professor	372,480.49			
UAMS	GHAFOOR , ABID U	Associate Professor	332,729.49			
UAMS	Ghaleb , Ahmed	Associate Professor	390,668.28			
UAMS	Gibbons , Troy E	Associate Professor	175,868.00			
UAMS	GILBERT , KATHLEEN M	Associate Professor	118,816.04			
UAMS	Gilbert , Weaver	Pharmacist I	118,809.04			
UAMS	GILLESPIE , ELAINE A	Assistant Professor	122,165.40			
UAMS	GILLHAM , TAMMY L	RN IV	105,457.79			
UAMS	GLASIER , CHARLES M	Professor	318,593.00			
UAMS	Gluth , Michael B.	Assistant Professor	202,064.36			
UAMS	GOKDEN , MURAT	Associate Professor	174,308.39			
UAMS	Gokden , Neriman	Associate Professor	187,879.92			
UAMS	Golden , Kimberly J	Assistant Professor	343,700.10			
UAMS	Golden , Marvin W	Sr Lead Computer Tomography Technlgst	103,120.09			
UAMS	GOLDEN , WILLIAM	Professor	161,290.33			
UAMS	GOLDSMITH , GEOFFREY	Professor	122,612.93			
UAMS	GOODEN , JENNIFER E	RN III	100,312.22			
UAMS	Goodhand , Melony	Vice Chancellor for Finance & CFO	292,488.10			
UAMS	Goodson , Denny A	Pharmacist I	122,612.46			
UAMS	Gottschall , Paul E	Professor	173,296.55			
UAMS	GOVINDARAJAN , RANGASWAMY	Associate Professor	149,331.18			
UAMS	Graham , Amanda K	Pharmacist I	126,818.17			
UAMS	GRAHAM , CHARLES J	Associate Dean	233,818.92			
UAMS	Gray , Derrick Andre	Assistant Professor	166,250.04			
UAMS	Gray , Rickey C.	Assistant Professor	175,867.20			
UAMS	GRAY , SHIRLEY W	Director of Administration	124,300.60			
UAMS	GRAY , WAYNE L	Professor	137,829.00			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Grazziutti , Monica L	Assistant Professor	207,691.96			
UAMS	GREEN , JERRIL W	Associate Professor	219,722.53			
UAMS	GREENBERG , S. B	Professor	281,744.00			
UAMS	Greene , Paul G.	Professor	169,105.40			
UAMS	Greenfield , L. John	Department Chairperson	337,903.13			
UAMS	GREENFIELD , WILLIAM W	Associate Professor	249,558.45			
UAMS	Griffin , Robert James	Associate Professor	132,951.04			
UAMS	GRIFFIN , SUE T	Professor	136,050.60			
UAMS	GRUENWALD , JOHANNES M	Professor	500,897.99			
UAMS	Gubbins , Paul O	Department Chairperson	134,468.67			
UAMS	GUISE , JOSEPH B	Associate Professor	205,388.96			
UAMS	Gullett Jr , Robert R	Area Director for AHEC	247,704.13			
UAMS	Gundogdu , Betul	Assistant Professor	136,475.50			
UAMS	Gupta , Priya	Assistant Professor	150,031.97			
UAMS	Gupta , Punkaj	Assistant Professor	207,839.96			
UAMS	Gurley Jr , Billy J	Professor	136,878.84			
UAMS	Guthrie , Florence Ann	Assistant Professor	167,052.96			
UAMS	Guyette , Thomas W	Professor	107,816.50			
UAMS	Habenicht , Coleen A	Associate Administrator of Patient Care	142,636.67			
UAMS	HACKLER , CHRIS	Professor	108,453.81			
UAMS	Haddad , Naim I	Associate Professor	248,492.39			
UAMS	Haider , Sajjad	Assistant Professor	158,929.00			
UAMS	HAKKAK , REZA	Professor	106,517.19			
UAMS	HALL , BECKY G	Area Director for AHEC	138,940.35			
UAMS	HALL , GREGORY S	Assistant Professor	294,342.15			
UAMS	HALL , MARTHA	Director of Patient Billing Services	116,296.86			
UAMS	HALL , RICHARD W	Professor	317,647.04			
UAMS	HALL III , OLIVER W	Assistant Professor	182,234.96			
UAMS	Halverson , Paul	Professor	226,752.03			
UAMS	Han , Eun Young	Assistant Professor	137,025.00			
UAMS	HANCOCK , PAMELA D	Pharmacist I	127,725.82			
UAMS	HARDIN , BRIAN H	Associate Professor	214,666.00			
UAMS	HARIK , NADA	Assistant Professor	109,999.04			
UAMS	HARIK , SAMI I	Professor	176,858.84			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	HARPER , RICHARD A	Professor	161,189.28			
UAMS	HARRIS , DENESE D	Pharmacist I	116,683.20			
UAMS	HARVILLE , TERRY O	Associate Professor	180,039.96			
UAMS	Hastings , Jan JKH	Associate Professor	112,082.10			
UAMS	Hauer-Jensen , Martin	Professor	113,850.18			
UAMS	Haverstick , Kimberly A	Pharmacist III	119,720.01			
UAMS	Hayar , Abdallah M	Associate Professor	146,154.09			
UAMS	HEARD , DON A	Area Director for AHEC	167,989.02			
UAMS	Heberlein , Wolf E	Assistant Professor	217,188.96			
UAMS	Heldenbrand , Seth D	Assistant Professor	122,620.23			
UAMS	HENRY-TILLMAN , RONDA S	Professor	321,996.75			
UAMS	HEULITT , MARK J	Professor	304,646.66			
UAMS	Hiatt , Kim M	Associate Professor	237,879.99			
UAMS	Hickman , Mary L	RN IV	127,510.31			
UAMS	HILL , CONNIE L	Director of Department Budget	102,864.35			
UAMS	HILLER II , FREDERICK CHARLES	Professor	114,090.05			
UAMS	Hilliard , Nicki L	Professor	118,839.40			
UAMS	Hinduja , Archana	Assistant Professor	160,616.05			
UAMS	HINSON , JACK A	Professor	163,433.18			
UAMS	Hirsch , Lisa M	RN III	115,014.64			
UAMS	Hitt , Wilbur C	Assistant Professor	277,991.21			
UAMS	HOBBS , CHARLOTTE	Professor	282,286.86			
UAMS	HODGES , ANN W	RN IV	106,703.19			
UAMS	Hogan , William R	Associate Professor	229,040.63			
UAMS	Hohertz , Brian L	Assistant Professor	277,936.31			
UAMS	HOHN , KATHERINE J	Hospital Compliance Officer	118,659.25			
UAMS	HOLDER , JOHN C	Associate Professor	127,618.80			
UAMS	Holder , Kasey	Assistant Professor	167,647.55			
UAMS	Hollomon , Michael	Associate Professor	247,069.21			
UAMS	Holmes , Amber L	Senior Nurse Anesthetist	141,962.97			
UAMS	Holmes , Talmage M	Associate Professor	148,993.25			
UAMS	Honnebier , M Barbera	Assistant Professor	239,029.15			
UAMS	HOPKINS JR , ROBERT H	Professor	223,670.32			
UAMS	Horgan III , Edward A	Instructor	137,999.96			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Horne , Art	Executive Director of Development	121,564.53			
UAMS	Hosahalli Ramakrishnaiah , Raghu	Assistant Professor	247,500.00			
UAMS	HOUGH JR. , AUBREY J	Professor	329,641.56			
UAMS	House , Amandah	Instructor	185,412.75			
UAMS	House , Bruce	Senior Nurse Anesthetist	138,016.97			
UAMS	HOWARD , JAMIE	Associate Professor	197,725.78			
UAMS	Huckabee , Mary E	Assistant Professor	148,992.11			
UAMS	Hudson , C. Philip	Assistant Professor	184,873.66			
UAMS	Hudson , Jonell S	Assistant Professor	101,265.00			
UAMS	Hudson , Timothy W	Director of Division Development	101,772.15			
UAMS	Hunt , James E	Assistant Professor	352,789.09			
UAMS	Hunt , Justin B	Assistant Professor	183,772.50			
UAMS	HUTCHINS , DAVID A	Associate Professor	227,592.34			
UAMS	HUTCHINS , LAURA F	Professor	322,070.36			
UAMS	Hutchison , Lisa C	Associate Professor	102,851.89			
UAMS	ILYAS , MOHAMMAD	Associate Professor	198,164.04			
UAMS	Imamura , Michiaki	Associate Professor	933,333.34			
UAMS	IRBY , ALVIN T	Assistant Vice Chancellor for Communicat	114,684.65			
UAMS	IRISH-CLARDY , KATHERINE A	Assistant Professor	183,217.64			
UAMS	Irons , Lesley K	Pharmacy Specialist	106,575.00			
UAMS	Ismaeil , Mohamed S.	Assistant Professor	310,602.56			
UAMS	Jackson , Lisa C	Executive Director of CCTR	108,541.89			
UAMS	Jackson , Richard J	Professor	661,597.64			
UAMS	JACOBS , RICHARD F	Department Chairperson	357,231.00			
UAMS	Jaeger , Matthew W	Assistant Professor	190,554.29			
UAMS	JAFFAR , MUHAMMAD	Professor	187,446.22			
UAMS	JAMBHEKAR , KEDAR	Assistant Professor	295,297.96			
UAMS	Jambhekar , Supriya	Assistant Professor	137,073.00			
UAMS	JAMES , CHARLES A	Professor	331,017.00			
UAMS	James , Donald E	Senior Nurse Anesthetist	120,408.69			
UAMS	James , Jill	Professor	150,363.04			
UAMS	JAMES , LAURA P	Professor	228,708.16			
UAMS	Jansen , Joe R	Assistant Professor	345,637.91			
UAMS	Jaquiss , Robert D B	Professor	253,606.42			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Javed , Ali	Assistant Professor	165,186.00			
UAMS	JENKINS , BONNIE S	Associate Administrator of Patient Care	111,331.46			
UAMS	JENNINGS , MICHAEL L	Department Chairperson	203,045.04			
UAMS	JENSEN , JOSEPH C	Associate Professor	266,061.82			
UAMS	JOHNSON , ANGELA K	Director of Health Information Managemen	114,279.99			
UAMS	Johnson , Jill T	Associate Professor	118,958.15			
UAMS	JOHNSON , LARRY G	Professor	103,376.33			
UAMS	Johnson , Virginia	RN III	103,095.97			
UAMS	Jolly , Brian J	Pharmacist III	127,226.77			
UAMS	JONES , JERRY G	Professor	194,961.00			
UAMS	JONES , LUANN R	Advanced Practice Nurse	101,251.35			
UAMS	JONES , STACIE M	Professor	194,475.79			
UAMS	JONES III , JAMES B	Assistant Professor	141,177.30			
UAMS	JORDEN , RHONDA L	Chief Technology Officer	188,902.80			
UAMS	Julian , Amy N	Instructor	128,736.84			
UAMS	JUSTISS , RICHARD D	Assistant Professor	193,866.03			
UAMS	Kachowski , Larisa	Instructor	150,000.00			
UAMS	KADLUBAR , SUSAN A	Associate Professor	102,000.00			
UAMS	Kahler , Stephen G	Professor	200,725.96			
UAMS	KAHN , RONALD F	Professor	154,767.60			
UAMS	KAISER , JEFFREY R	Associate Professor	295,240.96			
UAMS	Kamel , Mohamed	Assistant Professor	197,609.56			
UAMS	KANDASAMY , SRIKANTHAN	Associate Professor	324,777.50			
UAMS	KANE , CYNTHIA J	Professor	155,793.00			
UAMS	Karkos , Jerie Beth	Professor	164,430.00			
UAMS	Katragadda , Lakshmikanth	Assistant Professor	134,385.00			
UAMS	Katz , Matthew D	Assistant Professor	200,909.07			
UAMS	Kelly , Karey L	Senior Nurse Anesthetist	131,781.48			
UAMS	Kelsey , Johnnie M	RN III	105,544.90			
UAMS	KEMP , STEPHEN F	Professor	185,477.93			
UAMS	KEMP , THOMAS R	Assistant Vice Chancellor for Suppt Svcs	102,718.96			
UAMS	Kenneday , Mark A.	Vice Chancellor for Campus Operations	185,745.00			
UAMS	KENNEY , PHILIP J	Department Chairperson	481,348.00			
UAMS	KEY , JAMES M	Associate Professor	233,436.04			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Keyrouz , Salah G	Assistant Professor	264,999.96			
UAMS	Khan , Mohammad A	Instructor	134,802.25			
UAMS	Khandelwal , Anjay K	Assistant Professor	460,038.37			
UAMS	Kieber-Emmons , Thomas	Professor	187,718.30			
UAMS	Kilic , Fusun	Associate Professor	138,820.00			
UAMS	Kilts , Clint D.	Professor	232,099.96			
UAMS	Kim , Cherng-ju	Professor	125,891.88			
UAMS	Kim , Nicola M	Assistant Professor	177,394.45			
UAMS	KINCANNON , JAY M	Professor	249,674.00			
UAMS	KINCHEN , DELANEY L	Assistant Professor	369,992.76			
UAMS	King , David L	Assistant Professor	178,124.97			
UAMS	KING , KAREN E	Assistant Director of Pharmacy	110,328.13			
UAMS	Kirk , Margarite H	Director of Cardiovascular Programs	101,499.99			
UAMS	KISER , THOMAS S	Associate Professor	180,051.43			
UAMS	KLIMBERG , VICKI S	Professor	331,827.07			
UAMS	Klimova , Alla	Assistant Professor	306,777.07			
UAMS	Knecht , Kenneth R	Assistant Professor	189,310.25			
UAMS	KNIGHT , DANIEL A	Department Chairperson	244,362.63			
UAMS	Kodell , Ralph L	Professor	109,302.36			
UAMS	Koehler , Kreth J	RN III	113,486.20			
UAMS	Kohler , Peter	Vice Chancellor for NW UAMS Campus	291,310.62			
UAMS	KONIS , GEORGE	Assistant Professor	160,443.00			
UAMS	KOROURIAN , SOHEILA	Associate Professor	206,046.21			
UAMS	KOZLOWSKI , KAREN J	Assistant Professor	112,626.96			
UAMS	KRAMER , TERESA L	Associate Professor	166,325.46			
UAMS	KRISHNAN , UTTAMAPALAYAN R	Associate Professor	218,424.00			
UAMS	Kubacak , Brian M.	Assistant Professor	180,038.22			
UAMS	Kulkarni , Lina	Associate Professor	337,289.51			
UAMS	Kumar , Manoj	Assistant Professor	232,630.96			
UAMS	Kuo , Dennis Z	Assistant Professor	146,440.00			
UAMS	Kurczek , Leslie N	Pharmacist I	103,638.42			
UAMS	KURTEN , RICHARD C	Associate Professor	112,655.96			
UAMS	Kutagula , Vinay	Assistant Professor	165,890.96			
UAMS	KWANISAI , INZWANAI S	RN III	104,747.69			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	KYMER , PATTI J	Associate Professor	328,344.98			
UAMS	LAFFOON , SCOTT L	Assistant Professor	196,471.44			
UAMS	LAMPS , LAURA W	Professor	262,665.15			
UAMS	LANDERS , EDITH M	RN III	101,290.18			
UAMS	LANE , CHERYL F	Asst VC Acad, Research & Enterprise Sys	111,533.68			
UAMS	LANG , NICHOLAS P	Professor	365,907.51			
UAMS	LANGLEY , ANNE E	Pharmacist II	112,299.62			
UAMS	Lanier , Lynn A	Director of Hospital Computing	108,786.00			
UAMS	Laryea , Jonathan A	Assistant Professor	205,420.38			
UAMS	LATCH , REBECCA L	Assistant Professor	156,172.94			
UAMS	LAVENDER , ROBERT C	Professor	185,001.85			
UAMS	Lea , Jarrett	Physician Hourly	193,900.00			
UAMS	Lee , Chia	Professor	168,710.71			
UAMS	Lee , Jeannette Y.	Professor	155,295.00			
UAMS	Lee , Juliane	Assistant Professor	270,240.00			
UAMS	LEE , LAURIE A	Advanced Practice Nurse	116,416.62			
UAMS	Leibovich , Marvin	Department Chairperson	396,848.49			
UAMS	LEITHISER , RICHARD E	Associate Professor	318,593.00			
UAMS	LEMKE , BERRY M	Pharmacist I	121,001.56			
UAMS	Lemke , Terry M	Pharmacist I	119,668.10			
UAMS	LEON , SUSAN B	Associate Dean of Admin & Finance - Med	143,744.57			
UAMS	LI , RUIZONG	Assistant Professor	230,411.96			
UAMS	Lienhart , Kristen L	Assistant Professor	271,978.23			
UAMS	Liggin , Rebecca L	Associate Professor	232,231.76			
UAMS	Light , Kim E	Professor	123,673.32			
UAMS	Lightburn , Marla H	Assistant Professor	258,249.29			
UAMS	LILE , SCOTT A	Assistant Professor	318,593.00			
UAMS	LINAM , LEANN	Assistant Professor	242,131.00			
UAMS	Linam , William	Assistant Professor	103,403.09			
UAMS	LINDSEY , JAMES A	Assistant Professor	102,261.39			
UAMS	LIPSMEYER , ELEANOR A	Professor	147,492.79			
UAMS	Lloyd , Sonda F	Assistant Director of Pharmacy	112,054.69			
UAMS	Long , Hosea W	Associate VC & Chief HR Officer	113,372.89			
UAMS	LONG , NICHOLAS	Professor	163,609.04			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Lopez , Maya L	Assistant Professor	142,832.96			
UAMS	Lorsbach , Robert B	Associate Professor	212,906.18			
UAMS	LOWERY , CURTIS L	Department Chairperson	529,879.67			
UAMS	LOWERY , R. S	Assistant Professor	201,171.00			
UAMS	Luat , Aimee	Assistant Professor	113,273.81			
UAMS	LUCY JR , DENNIS D	Professor	118,685.04			
UAMS	LUMPKIN , CHARLES K	Professor	117,805.04			
UAMS	Lumsden , Robert	Professor	119,843.56			
UAMS	LUPASHIN , VLADIMIR V	Associate Professor	117,425.96			
UAMS	LYLE , ROBERT E	Professor	288,216.00			
UAMS	Mabry , Charles D	Associate Professor	110,000.04			
UAMS	MACKEY , MICHAEL G	Assistant Professor	106,047.21			
UAMS	MacMillan-Crow , Lee Ann	Associate Professor	134,014.72			
UAMS	MACNICOL , ANGUS	Professor	130,514.00			
UAMS	MADDOX , ANNE-MARIE	Professor	269,625.78			
UAMS	Maddox , Randy P	Assistant Professor	416,759.68			
UAMS	Magann , Everett F	Professor	404,697.46			
UAMS	MAGEE , JAMES S	Associate Professor	214,238.50			
UAMS	MAHADEVAN , MAHENDRAN	Associate Professor	125,100.00			
UAMS	Mahdy , Ayman	Assistant Professor	100,180.06			
UAMS	MAKHOUL , ISSAM	Associate Professor	228,307.58			
UAMS	MALIK , AHMAD B	Assistant Professor	133,737.93			
UAMS	Malik , Sadia	Associate Professor	205,896.25			
UAMS	Malik , Zaid B	Assistant Professor	246,524.77			
UAMS	Malone , Michael F	Pharmacy Specialist	107,239.17			
UAMS	Mancino , Michael	Assistant Professor	199,583.96			
UAMS	Mandoff , Victor	Assistant Professor	314,605.45			
UAMS	Manning , Nirvana A	Assistant Professor	250,881.43			
UAMS	MANOLAGAS , STAVROS	Professor	228,591.53			
UAMS	MAPLES JR. , JULIAN E	Area Director for AHEC	137,273.00			
UAMS	MAROTTI , TONYA L	Instructor	121,832.96			
UAMS	MARSH , JAMES D.	Department Chairperson	402,258.26			
UAMS	Martin , Bradley	Professor	135,479.92			
UAMS	MARTIN , FREDRICK A	Family Practice Coordinator	166,562.53			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Martin , Jeniffer	Pharmacy Specialist	105,560.01			
UAMS	MARTIN , TIMOTHY W	Professor	367,293.63			
UAMS	Massoll , Nicole A	Associate Professor	228,926.50			
UAMS	Maxson , Robert Todd	Associate Professor	577,888.00			
UAMS	MAYEUX , PHILIP R	Professor	161,124.76			
UAMS	MAYO , RUSSELL E	Family Practice Coordinator	219,594.03			
UAMS	Mays , Glen P	Department Chairperson	201,233.86			
UAMS	MCADAMS , LOU A	Clinical Services Manager	104,157.97			
UAMS	MCATEE , ROBIN E	Fiscal Manager of Sponsored Programs	104,415.26			
UAMS	McBain , Stacy M	Assistant Professor	165,000.00			
UAMS	McCain , Keith R	Pharmacy Specialist	101,351.64			
UAMS	McCarthy , Richard E	Professor	392,843.45			
UAMS	McCauley , Marilyn K	Pharmacy Specialist	110,373.00			
UAMS	McClain , Judith K	Director of Planned Giving	102,188.19			
UAMS	McComber , Kathleen H	Senior HR Director	109,793.61			
UAMS	McDonald , Deborah C	Pharmacist I	103,726.75			
UAMS	McDonald , James E	Assistant Professor	281,041.64			
UAMS	MCGEHEE JR. , ROBERT E	Professor	210,269.04			
UAMS	MCGHEE , DELORIS	RN III	140,895.06			
UAMS	MCGHEE , LINDA A	Assistant Family Practice Coordinator	208,097.72			
UAMS	McGrath , Leslye D	Assistant Professor	153,300.00			
UAMS	McKelvey , Kent David	Associate Professor	153,524.04			
UAMS	McKelvey , Samantha S	Instructor	225,361.04			
UAMS	MCNEELY , JOY M	Pharmacist I	109,348.49			
UAMS	MCSWEENEY , JEAN C	Associate Dean	183,535.70			
UAMS	MEANS , KEVIN M	Professor	308,865.96			
UAMS	Mecum , Gideon S	Instructor	131,642.37			
UAMS	Meek , Mary E	Assistant Professor	320,000.04			
UAMS	MELTON , CHRISTOPHER	Associate Professor	264,405.46			
UAMS	Mendiondo , Ariana C	Instructor	126,390.37			
UAMS	Menendez , Astryd A.	Associate Professor	115,071.00			
UAMS	Mengel , Mark B	Vice Chancellor for Regional Programs	295,653.27			
UAMS	Mennemeier , Mark S	Professor	135,914.00			
UAMS	Messias , Erick	Associate Professor	193,000.00			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Mian , Amir R	Assistant Professor	157,994.16			
UAMS	MICHALSKI , MARK J	Information Service Planning Specialist	105,387.03			
UAMS	MILLER , LAURENCE H	Professor	271,720.96			
UAMS	MILLER , SANDRA L	Pharmacist I	109,051.58			
UAMS	MILNE , LARRY D	Vice Chancellor for Academic Affairs	203,534.00			
UAMS	Miquel Verges , Franscesca	Assistant Professor	222,343.04			
UAMS	MIRELES-CABODEVILA , EDUARDO	Assistant Professor	161,818.58			
UAMS	Mitchell , Anita	Associate Professor	107,663.61			
UAMS	Mizell , Jason Scott	Assistant Professor	254,872.70			
UAMS	MOCK , DONALD M	Professor	281,176.63			
UAMS	Molden , Raymond K.	Assistant Professor	100,815.26			
UAMS	Montgomery , Corey O.	Assistant Professor	282,386.36			
UAMS	Moody , Marcus	Assistant Professor	254,528.28			
UAMS	Moore , Arthura	Assistant Professor	301,583.37			
UAMS	Moore , Dennis F	Area Director for AHEC	132,290.61			
UAMS	MOORE , MARY B	Assistant Professor	242,131.00			
UAMS	Moore , Melody	RN III	104,961.53			
UAMS	Moore , Page	Assistant Professor	105,217.38			
UAMS	Moore , Sterling L	Assistant Vice Chancellor for Admin	106,260.01			
UAMS	Morales , Alba	Assistant Professor	123,465.96			
UAMS	Moreno , Mauricio A	Assistant Professor	237,004.80			
UAMS	Moros , Eduardo G	Professor	214,810.00			
UAMS	MORRIS , MOHY G	Associate Professor	160,848.00			
UAMS	MORRIS , PAULA K	Associate Professor	176,726.64			
UAMS	MORRISON , RICHARD P	Department Chairperson	226,519.96			
UAMS	MORROW , WILLIAM R	Professor	308,102.25			
UAMS	Moses , Tricia S	Assistant Professor	155,000.04			
UAMS	MOSS , MARIE M	Professor	338,684.32			
UAMS	MOURSI , MOHAMMED M	Professor	415,490.05			
UAMS	Muller , Andreas	Professor	131,012.73			
UAMS	Muzaffar , Jameel	Assistant Professor	184,200.00			
UAMS	Nair , Bijay P.	Assistant Professor	181,062.46			
UAMS	Nakagawa , Mayumi	Associate Professor	179,379.42			
UAMS	NAPOLITANO , CHARLES A	Professor	233,581.91			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Narciso , Philipp C	Assistant Professor	164,420.83			
UAMS	Nash , Creshelle R	Assistant Professor	159,760.83			
UAMS	Navidad , Susan Arias	RN III	143,751.61			
UAMS	Neal , Terrell P	Director of Emergency Department	114,159.86			
UAMS	Neill , Kathryn K	Assistant Professor	102,163.32			
UAMS	NELSEN JR. , DAVID A	Associate Professor	195,698.50			
UAMS	Nelson , Daniel W	Senior Nurse Anesthetist	136,616.97			
UAMS	Nesmith , Clare	Assistant Professor	119,614.00			
UAMS	NESMITH , JAMES D	Associate Professor	141,045.00			
UAMS	Newman III , Joe W	Director of Management Engineering	100,305.39			
UAMS	Newton , Bruce W	Professor	124,983.70			
UAMS	NICHOLAS , RICHARD	Department Chairperson	511,249.96			
UAMS	Nick , Todd G	Professor	201,785.00			
UAMS	Niemann , Amy M	RN IV	100,984.91			
UAMS	NIX , MATTHEW W	Assistant Professor	174,000.00			
UAMS	Nowak , Grazyna	Professor	134,349.50			
UAMS	NUGENT , OLAN A	Exec Assoc Dean for Finance & Admin	252,776.69			
UAMS	O Brien , Mark	Professor	399,999.96			
UAMS	OBRIEN , TIMOTHY J	Professor	143,781.96			
UAMS	Occidental , Jucelle H	Assistant Professor	310,975.56			
UAMS	OCHOA JR. , EDUARDO R	Associate Professor	146,416.27			
UAMS	O'Connor , Judith A	Associate Professor	124,497.24			
UAMS	Olaya , Julio R	Assistant Professor	326,556.41			
UAMS	Oldner , Sherry A	RN IV	128,204.36			
UAMS	Oliveto , Alison	Professor	175,692.96			
UAMS	Onisei , Anna Maria	Associate Professor	326,155.49			
UAMS	Onisei , Ducu F.	Assistant Professor	305,563.95			
UAMS	Osman , Jailan	Assistant Professor	150,000.00			
UAMS	Ounpraseuth , Songthip T	Assistant Professor	102,585.20			
UAMS	Over , Darrell R	Assistant Professor	161,577.31			
UAMS	Owens , S Michael	Professor	268,405.96			
UAMS	OZDEMIR , AYTEKIN	Assistant Professor	121,419.45			
UAMS	Ozdemir , Burcu	Assistant Professor	137,266.05			
UAMS	PABLO , CARMELITA S	Department Chairperson	458,831.01			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	PAI , BALAKRISHNA V.	Associate Professor	118,003.57			
UAMS	PAIT , THOMAS G	Professor	870,443.96			
UAMS	Palacios , Jorge M	Assistant Professor	263,998.99			
UAMS	Palade , Philip T	Professor	151,645.00			
UAMS	Palmer , Jonathan D	Assistant Professor	322,624.49			
UAMS	PALMER , KRISTINE G	Associate Professor	277,512.08			
UAMS	PANDEY , TARUN	Assistant Professor	234,543.96			
UAMS	Paniagua , Carmen T	Associate Professor	115,253.37			
UAMS	PARKER , CHARLES D	Assistant Professor	141,011.47			
UAMS	PARKER , VIRGINIA A	RN III	132,268.92			
UAMS	PARMLEY , PATRICIA E	Assistant Professor	134,186.04			
UAMS	PARR , MICHAEL D	Director of Pharmacy	134,861.21			
UAMS	PARRAY , TARIQ	Assistant Professor	315,533.73			
UAMS	PASLEY , JAMES N	Professor	101,079.90			
UAMS	Patil , Sowmya N.	Assistant Professor	126,764.96			
UAMS	Patrick , Brion Clay	Assistant Professor	130,519.20			
UAMS	PAYDAK , HAKAN	Associate Professor	351,097.96			
UAMS	PEARCE , JAMES L	Pharmacist I	137,529.58			
UAMS	PENAGARICANO , JOSE A	Associate Professor	360,943.92			
UAMS	Peret , Carmen A	RN III	107,459.94			
UAMS	PERROT , LINDA J	Professor	118,433.04			
UAMS	PERRY , TAMARA T	Assistant Professor	142,288.00			
UAMS	Pesek , Gina D	Instructor	104,833.71			
UAMS	Petersen , Erika A	Assistant Professor	365,204.58			
UAMS	PETERSON , ERIC C	Assistant Professor	100,444.84			
UAMS	PHELAN , KEVIN D	Associate Professor	129,283.96			
UAMS	Phillips , Amy M	Assistant Professor	216,918.41			
UAMS	Phillips , Martha M	Assistant Research Professor	117,244.68			
UAMS	PHILLIPS , PAUL H	Professor	323,978.26			
UAMS	PIERSON , RICHARD A	Vice Chancellor for Clinical Programs	292,648.76			
UAMS	PILCHER , MELANIE B	Assistant Director of Pharmacy	113,510.44			
UAMS	Pivik , Rudolph T	Research Professor	132,647.04			
UAMS	Podrazik , Paula M	Associate Professor	195,092.94			
UAMS	Pohl , Charles	Instructor	173,430.06			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	PONNAPPAN , USHA	Professor	159,505.96			
UAMS	PORTILLA , MARIA G	Associate Professor	144,263.04			
UAMS	Post , Ginell R	Assistant Professor	176,033.81			
UAMS	Post , Steven R	Professor	137,619.39			
UAMS	Poteet-Schwartz , Kim L	Assistant Professor	309,109.41			
UAMS	PRATHER , PAUL L	Associate Professor	103,551.56			
UAMS	Prewitt , Theresa Elaine	Associate Professor	123,092.21			
UAMS	PRICE , LAWRENCE C	Professor	205,630.49			
UAMS	Price , Robert D	Professor	146,160.00			
UAMS	Prodhan , Parthak	Associate Professor	260,375.26			
UAMS	PROFFITT , DANNY L	Assistant Family Practice Coordinator	193,319.93			
UAMS	Pulley , LeaVonne	Associate Professor	126,855.27			
UAMS	Pye , Sherry E	Advanced Practice Nurse	104,455.32			
UAMS	Quimosing , Estelita M	Associate Professor	190,567.39			
UAMS	Raczynski , James M.	Dean - College of Public Health	249,362.34			
UAMS	RADOMINSKA-PANDYA , ANNA	Professor	138,795.96			
UAMS	Ragland , Denise	Associate Professor	110,915.51			
UAMS	Rahn , Daniel	Chancellor	639,499.96			
UAMS	Raine , Caleb	Physician Assistant	102,187.46			
UAMS	RAMIREZ , LIBRADA A	RN IV	132,973.44			
UAMS	RANDOF , JOYCE E	Director of Inpatient Nursing Care	121,126.74			
UAMS	Randolph , Mildred M	Professor	182,865.48			
UAMS	RANEY , KEVIN D	Department Chairperson	211,717.04			
UAMS	RANK , ROGER G	Professor	185,653.04			
UAMS	Ransom , Michelle M.	Assistant Professor	163,200.00			
UAMS	Rasberry , Toni L	Assistant Professor	162,408.12			
UAMS	RATANATHARATHORN , VANEERAT	Department Chairperson	496,576.11			
UAMS	Redwine , Karen McNiece	Assistant Professor	138,238.47			
UAMS	REED , LESLEY D	Instructor	173,430.06			
UAMS	REGO , RAYBURN F	Associate Professor	201,066.81			
UAMS	REID , TYRA M	Assistant Professor	142,491.96			
UAMS	Restrepo , Alejandro	Assistant Professor	163,949.96			
UAMS	Rhee , Sung	Assistant Professor	113,719.00			
UAMS	Rhoden , Diane H	Assistant Professor	225,000.00			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Richter , Gresham T	Assistant Professor	327,448.44			
UAMS	RIGGS , ANN T	Associate Professor	235,783.70			
UAMS	RILEY , DANIEL J	Associate VC for Clinical Finance	237,302.07			
UAMS	Ripa , David L	Assistant Vice Chancellor	137,365.19			
UAMS	ROBBINS , JAMES M	Professor	163,719.04			
UAMS	ROBBINS , VICTOR W	Associate Professor	100,204.86			
UAMS	ROBERSON , PAULA K	Professor	228,338.96			
UAMS	ROBERTS , JENNIFER A	Assistant Director of Pharmacy	118,161.36			
UAMS	ROBERTSON , RONALD D	Professor	640,811.03			
UAMS	Rogers , Becky J	Associate Professor	260,745.52			
UAMS	Rogers , Elizabeth J	Assistant Professor	143,502.86			
UAMS	Rojas , Paulina	Associate Professor	142,135.04			
UAMS	ROMAN , JUAN J	Associate Professor	205,754.34			
UAMS	Romero , Jose R	Professor	220,401.60			
UAMS	RONIS , MARTIN J	Professor	225,613.41			
UAMS	Ross , Ashley S	Assistant Professor	249,221.96			
UAMS	Rubenow , Jon C.	Associate Professor	207,083.37			
UAMS	RUDNICKI , STACY A	Professor	198,414.59			
UAMS	Rule , Renie P	Director of Division Development	146,957.15			
UAMS	RUNION , LANCE K	Instructor	264,225.96			
UAMS	Rusch , Nancy	Department Chairperson	281,438.84			
UAMS	RUSSELL , ELIZABETH B	Associate Professor	146,620.72			
UAMS	RUSSELL , SHAUNA M	RN IV	132,661.56			
UAMS	RUTLEN , DAVID L.	Professor	387,688.96			
UAMS	Ryan , Kevin W	Associate Professor	142,727.51			
UAMS	RYAN , MARY L	Professor	124,605.69			
UAMS	RYSZKOWSKI , JAN	Assistant Professor	189,999.96			
UAMS	Saad , Ali G	Assistant Professor	181,862.47			
UAMS	Sabalvoru , Eugenio P	Assistant Professor	295,157.06			
UAMS	SACCENTE , CAROLYN S	Assistant Professor	117,600.54			
UAMS	SACCENTE , MICHAEL	Professor	120,387.04			
UAMS	Sachdeva , Ritu	Associate Professor	210,944.93			
UAMS	Saleem , Majid	Assistant Professor	312,266.07			
UAMS	Salem , Yasser	Assistant Professor	307,542.06			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Salih , Ziyen T	Assistant Professor	157,974.51			
UAMS	Sanders , Rachelle	Executive Director of WPRCI Foundation	125,658.27			
UAMS	Sanders Jr , Ronald C	Associate Professor	240,934.34			
UAMS	Sangari , Taranjit S.	Assistant Professor	302,222.96			
UAMS	Sarkar , Atom	Assistant Professor	243,104.14			
UAMS	SAWYER , JEFFREY R	Professor	215,000.04			
UAMS	Sawyer , John W	Senior Nurse Anesthetist	136,616.97			
UAMS	SAYLORS III , ROBERT L	Associate Professor	207,348.59			
UAMS	Schaefer , Gerald B	Professor	294,200.00			
UAMS	SCHEXNAYDER , STEPHEN M	Professor	288,160.56			
UAMS	SCHMITZ , MICHAEL L	Professor	365,916.13			
UAMS	Schneider , Eric F	Associate Dean	142,100.01			
UAMS	SCHULZ , ELDON	Professor	262,039.71			
UAMS	SCOTT , MARY A	Associate Professor	110,625.00			
UAMS	SCURLOCK , AMY M	Assistant Professor	144,098.64			
UAMS	SEIB , PAUL M	Associate Professor	286,668.25			
UAMS	Seidenschnur , Judith	Director of Inpatient Nursing Care	111,650.01			
UAMS	SHAH , CHETAN C	Assistant Professor	290,749.00			
UAMS	SHAH , HEMENDRA R	Professor	346,039.00			
UAMS	Shah , Shailesh	Associate Professor	183,964.03			
UAMS	Shahid , Zainab	Assistant Professor	142,085.25			
UAMS	SHANKAR , KARTIK	Assistant Professor	102,837.22			
UAMS	SHARP , GREGORY B	Professor	223,043.00			
UAMS	Sharp , Jennifer R	IRB Director/Chair	120,328.03			
UAMS	SHAUGHNESSY JR. , JOHN	Professor	275,000.04			
UAMS	SHAVER , NEIL C	Pharmacist III	101,173.15			
UAMS	Shbarou , Rolla M	Assistant Professor	150,258.96			
UAMS	Sheffer , Christine E.	Assistant Professor	112,485.31			
UAMS	SHIHABUDDIN , BASHIR S	Associate Professor	246,263.73			
UAMS	Shinkawa , Takeshi	Assistant Professor	153,373.03			
UAMS	Shinkle , Peggy Sue	Advanced Practice Nurse	101,858.06			
UAMS	Shinn , Derek W	Pharmacist I	117,788.76			
UAMS	Shipp , Gordon C	Assistant Professor	128,572.54			
UAMS	SHIRM , STEVEN W	Associate Professor	233,467.84			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	SHOCK , JOHN P	Distinguished Professor	344,568.96			
UAMS	Shorey , Jeannette M.	Associate Dean	204,412.11			
UAMS	SHROFF , PERSIS K	Associate Professor	310,202.82			
UAMS	Shultz , Amy C	RN IV	103,200.57			
UAMS	SHULTZ , SAM L	Associate Professor	134,937.00			
UAMS	Shy , Angela G	Assistant Professor	171,155.72			
UAMS	SIDDIQUI , Mohammad S	Associate Professor	326,155.49			
UAMS	Simmen , Frank A	Professor	149,224.00			
UAMS	Simmen , Rosalia	Professor	135,878.40			
UAMS	SIMMONS , ALVA L	Associate Professor	252,131.04			
UAMS	SIMMONS , HENRY F	Associate Professor	191,467.56			
UAMS	SIMMONS , SCOTT	Assistant Professor	208,646.61			
UAMS	Simpson , Brian Rush	Assistant Professor	175,500.00			
UAMS	Singh , Zeba	Assistant Professor	211,762.29			
UAMS	Sisterhen , Laura L.	Assistant Professor	146,395.98			
UAMS	Skinner , Diane E	Associate Dean	130,795.78			
UAMS	SKINNER , ROBERT D	Professor	151,799.00			
UAMS	Slatton , Barbara T	Pharmacist I	120,349.19			
UAMS	SMELTZER , MARK S	Professor	237,483.29			
UAMS	SMITH , CHARLES W	Exec Assoc Dean for Clinical Affairs	299,241.79			
UAMS	SMITH , CHRISTOPHER E	Professor	291,442.56			
UAMS	Smith , Dora Mah	Assistant Professor	236,675.74			
UAMS	SMITH , G RICHARD	Department Chairperson	384,932.91			
UAMS	Smith , Michael V	Assistant Professor	222,122.37			
UAMS	SMITH , SAMUEL D	Professor	515,690.04			
UAMS	Smith , Virginia L	Director of Inpatient Nursing Care	111,650.01			
UAMS	Smith , William F	Pharmacist II	101,082.91			
UAMS	Smolarz , Casey M	Assistant Professor	288,895.31			
UAMS	SMOLLER , BRUCE R	Department Chairperson	443,458.05			
UAMS	SNOW , JEFFREY H	Associate Professor	104,126.96			
UAMS	SODERBERG , LEE S	Professor	113,984.00			
UAMS	SOUDER , ELAINE	Professor	152,415.10			
UAMS	SOULTANOVA , IZOUIMROUD	Assistant Professor	127,480.21			
UAMS	SOUTH , TOM G	Assistant Dean for Med Student Fin & Adm	105,804.24			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Speight , Sydney N	Assistant Professor	244,232.91			
UAMS	Speights , Shane	Assistant Professor	234,457.27			
UAMS	Spradlin , Elisa M	Assistant Professor	150,704.75			
UAMS	Spradlin , Timothy L	Assistant Professor	183,925.20			
UAMS	Spradling , Thornton S	Senior Nurse Anesthetist	171,736.25			
UAMS	Stack , Brendan	Professor	301,755.84			
UAMS	STALLINGS , JOE H	Family Practice Coordinator	198,312.00			
UAMS	STANFORD , KENDALL L	Professor	248,579.80			
UAMS	Stanger , Catherine	Associate Professor	116,858.04			
UAMS	Stanley , James	Associate Professor	211,779.64			
UAMS	Steed , Matthew G	Assistant Professor	174,964.47			
UAMS	STEFANS , VIKKI A	Associate Professor	185,803.96			
UAMS	Steigman , Carmen	Associate Professor	171,699.96			
UAMS	Steliga , Matthew A	Assistant Professor	334,427.88			
UAMS	Stevens , Mark A	Instructor	297,822.49			
UAMS	Stewart , Katharine E	Associate Dean	170,684.57			
UAMS	STEWART , MARY K	Associate Professor	166,699.18			
UAMS	STIMERS , JOSEPH R	Professor	113,099.96			
UAMS	STINE , KIMO C	Professor	197,699.08			
UAMS	STONE , LINDA G	Assistant Vice Chancellor	100,266.68			
UAMS	Stone , Pamela JB	Assistant Professor	271,707.36			
UAMS	STORM , ELIZABETH A	Assistant Professor	185,545.30			
UAMS	Storrie , Brian	Professor	153,718.96			
UAMS	Stover , Paul M	Assistant Dean for Administration	105,136.32			
UAMS	Stowe , Cindy D	Associate Dean	142,523.19			
UAMS	STRICKLIN , MARVIN T	Director of Radiology	117,257.58			
UAMS	STRINGFELLOW , JERRY B	Assistant Professor	166,842.95			
UAMS	Stroud , Michael H.	Assistant Professor	187,502.56			
UAMS	SUEN , JAMES Y	Department Chairperson	448,901.84			
UAMS	Suleman , M-Irfan	Assistant Professor	305,757.58			
UAMS	SUSKIE , KELLEY W	Associate Administrator of Patient Care	126,952.74			
UAMS	SUVA , LARRY J	Professor	125,300.04			
UAMS	Swaminathan , Lalithapriya	Assistant Professor	100,181.29			
UAMS	SWARD , NORMAN E	Senior HR Director & HRIS Director	109,180.40			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	SZABO , JOANNE S	Associate Professor	260,938.96			
UAMS	TACKETT , ALAN J	Associate Professor	113,386.96			
UAMS	TALLEY , JULIA C	Pharmacist III	129,922.33			
UAMS	Tanios , Aline T	Assistant Professor	152,251.13			
UAMS	TANK , PATRICK W	Professor	142,949.96			
UAMS	TARIQ , SARA G.	Associate Professor	162,448.86			
UAMS	Tariq , Sarah	Assistant Professor	300,130.92			
UAMS	TAYLOR , BONNIE J	Professor	279,546.78			
UAMS	TAYLOR , JUANITA L	Associate Professor	266,816.26			
UAMS	Taylor , Leslie W	Associate VC for Communications	145,091.70			
UAMS	Tehrani , Mahtab	Assistant Professor	112,108.95			
UAMS	Terrell , Mervin D	Assistant Professor	182,740.59			
UAMS	THANNISCH , RAY W	Assistant Director of Pharmacy	121,635.69			
UAMS	Thapa , Purushottam B.	Associate Professor	204,310.82			
UAMS	THAPA , SUSHMA	Professor	357,970.56			
UAMS	Theus , John W.	Assistant Professor	207,500.14			
UAMS	THOMAS , ARTHUR H	Professor	131,298.56			
UAMS	THOMAS , BILLY R	Professor	288,302.46			
UAMS	Thomas , Jennifer L	Senior Nurse Anesthetist	136,616.97			
UAMS	Thomas , Jeremy L	Assistant Professor	110,033.01			
UAMS	THOMAS , JOANNA M	Associate Professor	213,432.41			
UAMS	THOMAS , MARK S	Assistant Professor	190,607.46			
UAMS	THOMAS , RUTH L	Professor	214,359.00			
UAMS	THOMPSON , JOSEPH W	Professor	281,463.60			
UAMS	Thompson , Tonya Marie	Associate Professor	208,826.36			
UAMS	Thrailkill , Kathryn	Professor	187,563.41			
UAMS	Tilford , John Mick	Professor	144,150.20			
UAMS	TOBLER , H. G	Associate Professor	181,699.85			
UAMS	TOMPKINS , ESTHER H	Associate Professor	162,738.04			
UAMS	Topaloglu , Umit	Bioinformatics Manager	133,147.14			
UAMS	Torvestad , Pat	Vice Chancellor for Communications	162,759.26			
UAMS	TOWELL , RANDY	Assistant Director of Pharmacy	121,635.30			
UAMS	TSAI , PAO-FENG	Associate Professor	100,262.00			
UAMS	Tucker , Emily C	Senior Nurse Anesthetist	139,176.97			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Tulunay Ugur , Ozlem E	Assistant Professor	138,844.34			
UAMS	Tuputala , Elena	RN IV	133,812.74			
UAMS	Turnage , Richard Hampton	Department Chairperson	623,184.43			
UAMS	Tuzcu , Volkan	Professor	212,124.68			
UAMS	Tyler , Laura H	Clinic Director	175,635.60			
UAMS	UDOUJ , JANET M	Assistant Professor	105,843.00			
UAMS	UKETUI , GREG O	RN III	150,100.39			
UAMS	Ullah , Sana	Associate Professor	328,761.71			
UAMS	Usmani , Saad	Assistant Professor	188,598.29			
UAMS	Uwaydat , Sami H.	Assistant Professor	287,408.64			
UAMS	VAN HEMERT JR , RUDY L	Associate Professor	398,148.00			
UAMS	Van Rhee , Frits	Professor	195,388.09			
UAMS	VANARSDALE , LYLE A	Pharmacist I	128,812.04			
UAMS	Vancil , Tobias J.	Assistant Professor	163,150.15			
UAMS	VANDERSCHILDEN , JOHN L	Professor	411,071.14			
UAMS	Varughese , Kottayil I	Research Professor	131,520.00			
UAMS	Veeraputhiran , Muthu K	Assistant Professor	151,939.00			
UAMS	VOLLERS , JAMES M	Professor	365,116.96			
UAMS	Voth , Daniel	Assistant Professor	103,646.96			
UAMS	Vural , Emre	Associate Professor	117,599.54			
UAMS	VYAS , DILEEPKUMAR R	Associate Professor	119,314.56			
UAMS	Vyas , Himesh V	Assistant Professor	176,790.97			
UAMS	WAGNER , KENNETH P	Associate VC for Academic Services	120,930.90			
UAMS	Waheed , Sarah	Assistant Professor	177,500.00			
UAMS	Wahls , Wayne P.	Professor	135,798.96			
UAMS	WALL , BRANDON J	Assistant Professor	177,248.96			
UAMS	Wallingsford , Ronnie G	Director of Hospital Computing	112,955.46			
UAMS	WALTER , DONNAL C	Associate Professor	260,636.00			
UAMS	Walters , William David	Instructor	129,900.00			
UAMS	Ware , Jerry	Professor	152,781.96			
UAMS	Warmack , Asa M	Assistant Professor	318,393.16			
UAMS	Warmack , Thomas S	Associate Professor	103,213.80			
UAMS	WARREN , ROBERT H	Professor	205,039.96			
UAMS	Watkins , Bryan	Associate Professor	328,761.71			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	Wayne , John B	Professor	108,185.39			
UAMS	WEBBER , JOHN C	Assistant Professor	182,169.00			
UAMS	Wei , Jeanne	Professor	289,669.60			
UAMS	WEINSTEIN , ROBERT S	Professor	131,948.09			
UAMS	WELLS , THOMAS G	Professor	191,138.70			
UAMS	WENDEL , PAUL J	Associate Professor	449,000.04			
UAMS	WENGER , GALEN R	Professor	208,802.00			
UAMS	WESSINGER , WILLIAM D	Associate Professor	108,526.63			
UAMS	West , Delia	Professor	210,213.05			
UAMS	West , Rod W	Assistant Dean for Administration	105,928.29			
UAMS	WESTBROOK , KENT C	Distinguished Professor	356,604.56			
UAMS	WESTFALL , CHRISTOPHER T	Department Chairperson	475,553.04			
UAMS	WHEELER , ELIZABETH L	Associate Administrator of Patient Care	117,115.05			
UAMS	WHEELER , Joseph G	Professor	137,046.96			
UAMS	WHEELER , RICHARD	Exec Assoc Dean for Academic Affairs	280,734.18			
UAMS	WHIPPLE , CAROL S	Pharmacist I	115,142.30			
UAMS	White , Michael W	Assistant Professor	302,731.91			
UAMS	White , Paula M	Assistant Dean for Clinical Finance	101,734.78			
UAMS	WHITESIDE-MANSELL , LEANNE	Professor	139,469.13			
UAMS	Wiggins , Michael	Associate Professor	183,933.95			
UAMS	WILCOX , DAVID O	Associate VC for Finance	140,607.73			
UAMS	WILKERSON , DANNY	Associate Professor	341,712.04			
UAMS	Williams , Anna B	Director of Surgical Services	136,416.00			
UAMS	Williams , David K	Associate Professor	111,606.39			
UAMS	Williams , Veronica L.	Assistant Professor	210,969.25			
UAMS	Williamson , Randy C	Assistant Professor	185,613.00			
UAMS	WILLIAMSON , SUE S	Senior Director of Development	114,451.14			
UAMS	WILLIS , CHARLOTTE R	Assistant Professor	114,888.62			
UAMS	Willis , Holly Beth	Assistant Professor	123,403.22			
UAMS	WINTERS , RONALD H	Dean - College Health Related Profession	146,360.92			
UAMS	Wirges , Marla	Assistant Professor	157,013.27			
UAMS	Wolfe , Robert R	Professor	303,360.00			
UAMS	Wood , JoAnn	Associate Professor	247,705.04			
UAMS	WOODELL , WILLIAM R	Associate Dean of Administration Affairs	112,867.74			

Employees paid \$100,000 or more as of 6/30/2011						
Institution	Name	Title	FY 2011	Notes		
UAMS	WOODS , JENNIFER L	Assistant Professor	120,300.00			
UAMS	WORLEY , KAREN B	Associate Professor	109,338.96			
UAMS	WRIGHT , LARRY D	Associate Professor	145,495.23			
UAMS	Wu , Youmin	Professor	318,051.62			
UAMS	Wyrick , Theresa O	Assistant Professor	314,786.74			
UAMS	YAMAUCHI , TERRY	Professor	241,323.06			
UAMS	Yan , Yulong	Associate Professor	192,557.25			
UAMS	Yap , Vivien L	Instructor	219,818.32			
UAMS	Yarbro , Richard B	Pharmacist I	121,042.55			
UAMS	Yared , Marwan	Assistant Professor	166,377.79			
UAMS	YASARGIL , M. G	Professor	399,999.96			
UAMS	Young , Christy M	Senior Nurse Anesthetist	107,342.69			
UAMS	Young , Karen Leslie	Associate Professor	144,151.05			
UAMS	Young , Kevin Dale	Professor	196,206.00			
UAMS	Young , Linda	Assistant Professor	192,830.04			
UAMS	YOUSAF , ASIMA	Instructor	122,711.00			
UAMS	Yousaf , Muhammad	Associate Professor	405,991.04			
UAMS	YUEN , JAMES C	Professor	309,825.97			
UAMS	Zabala , Luis	Associate Professor	285,730.86			
UAMS	Zafar , Sunbal	Assistant Professor	138,445.00			
UAMS	Zhang , Xin	Assistant Professor	106,635.90			
UAMS	ZHANG , XUMING	Professor	183,655.04			
UAMS	ZHAROV , VLADIMIR P	Professor	176,299.98			
UAMS	ZHENG , FANG	Associate Professor	122,415.96			
UAMS	Zhou , Daohong	Professor	232,511.12			
UAMS	ZHU , HONGYUN J	Assistant Professor	190,241.84			
Source: SAP payroll						
UAMS Office of Human Resources/N. Sward/8-26-2011						

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
University of Arkansas at Pine Bluff	Fulton, Willie .	Interim Director of Athletics	100,000.00	
University of Arkansas at Pine Bluff	Engle, Carole R.	Department Chair	100,743.00	
University of Arkansas at Pine Bluff	Hall, Margaret J.	Vice Chancellor for Development	107,042.00	
University of Arkansas at Pine Bluff	Coleman, Monte .	Head Coach	110,000.00	
University of Arkansas at Pine Bluff	Martin, Carla M.	Dean	114,750.00	
University of Arkansas at Pine Bluff	Johnson, Calvin .	Dean	117,512.00	
University of Arkansas at Pine Bluff	Daniel, Savannah	Department Chair	120,000.00	
University of Arkansas at Pine Bluff	Ivory, George W.	Head Coach	120,000.00	
University of Arkansas at Pine Bluff	Thomas, Pauline .	Vice Chancellor for Finance	121,000.00	
University of Arkansas at Pine Bluff	Benjamin, Mary E.	Vice Chancellor for Academic Affairs	124,764.00	
University of Arkansas at Pine Bluff	Davis, Lawrence A.	Chancellor	180,540.00	

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

Institution	Name	Title	FY 2011	Notes
University of Central Arkansas	Addison, Stephen R.	Department Chair, Professor	107,831	
University of Central Arkansas	Atkinson, Keith E.	Professor	127,813	
University of Central Arkansas	Atkinson, Timothy N.	Assist Provost/Assist Prof	107,363	
University of Central Arkansas	Bisping, Timothy O.	Depart Chair, Assoc Professor	109,008	
University of Central Arkansas	Bradley, Don B.	Professor	100,791	
University of Central Arkansas	Braswell, Kevin H.	Director of Development	102,000	
University of Central Arkansas	Bratton, John C.	Professor	124,626	
University of Central Arkansas	Cangelosi, Joseph D.	Department Chair, Professor	126,151	
University of Central Arkansas	Cantrell, Patricia K.	Academic Dean, Assoc Profess	134,516	
University of Central Arkansas	Casey, Mike K.	Assoc Dean, Professor	127,757	
University of Central Arkansas	Chen, Alexander	Assoc VP for Internat Engagem	122,400	
University of Central Arkansas	Conque, Clint S.	Head Football Coach	132,517	
University of Central Arkansas	Courtway, Thomas C.	Executive Asst to the Presid	162,577	
University of Central Arkansas	Daniel, Matthew B.	Head Basketball Coach	100,000	
University of Central Arkansas	Gale, John A.	Dept Chair, Assoc Prof	119,484	
University of Central Arkansas	Garimella, Ramesh V.	Department Chair, Professor	102,737	
University of Central Arkansas	Gillean, Jack	Executive Vice President	146,971	
University of Central Arkansas	Gillis, Graham L.	Associate Vice-President	114,000	
University of Central Arkansas	Glenn, Jonathan A.	Associate Provost, Professor	130,921	
University of Central Arkansas	Grahn, Lance R.	Provost/Dean of Faculty/Profes	175,870	
University of Central Arkansas	Griffin, Kenneth M.	Department Chair, Professor	122,315	
University of Central Arkansas	Hattlestad, Neil W.	Academic Dean, Professor	144,377	
University of Central Arkansas	He, Ling T.	Professor	112,029	
University of Central Arkansas	Horton, Joseph	Professor	103,735	
University of Central Arkansas	Hu, Chenyi	Department Chair, Professor	132,263	
University of Central Arkansas	Lee, Maurice A.	Academic Dean, Professor	128,414	
University of Central Arkansas	McGaughey, Ronald E.	Professor	112,095	
University of Central Arkansas	McKnight, Constance A.	Assistant Professor	102,000	
University of Central Arkansas	McNiece, Elaine	Associate Provost, Professor	126,567	
University of Central Arkansas	Meadors, Allen C.	President, Univ of Central Ar	245,140	
University of Central Arkansas	Mehl, Shelley S.	Vice-Pres for Development	153,375	
University of Central Arkansas	Moore, P Michael	Professor	102,235	
University of Central Arkansas	Mounce, Patricia H.	Professor	107,040	
University of Central Arkansas	Musselman, Linda K.	Department Chair, Professor	108,231	
University of Central Arkansas	Newton, Diane D.	Vice-Pres for Finance & Admin	173,825	
University of Central Arkansas	Oxner, Thomas H.	Interim Dept Chair, Professor	133,085	
University of Central Arkansas	Pastor, Randy J.	Medical Director	159,510	
University of Central Arkansas	Pitchford, Jeffery L.	Vice-Pres for Univ/Gov Rel	100,000	
University of Central Arkansas	Potter, Rollin R.	Academic Dean, Professor	129,296	
University of Central Arkansas	Pounder, Diana G.	Academic Dean, Professor	141,105	
University of Central Arkansas	Puleo, Victor A.	Associate Professor	102,607	
University of Central Arkansas	Reese, Nancy B.	Department Chair, Professor	114,255	
University of Central Arkansas	Roden, Sally A.	Interim VP for Enrollment Mgmt	142,670	
University of Central Arkansas	Rubach, Michael J.	MBA Director, Professor	122,647	
University of Central Arkansas	Runge, Steven W.	Academic Dean, Professor	142,128	
University of Central Arkansas	Scott, Richard I.	Dean of Honors College, Profes	106,678	

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
University of Central Arkansas	Skotko, David J.	Department Chair, Professor	114,904	
University of Central Arkansas	Smith, Daniel S.	Exec Dir of Ark Pub Sch Res Ct	126,814	
University of Central Arkansas	Spikes, Pamela A.	Professor	101,842	
University of Central Arkansas	Teague, Bradley B.	Head Coach/Athletic Director	143,150	
University of Central Arkansas	Williams, Barbara G.	Department Chair, Professor	105,196	
University of Central Arkansas	Williams, Ronald D.	Vice-Pres for Student Services	150,220	
University of Central Arkansas	Williamson, Corliss M.	Head Basketball Coach	109,554	
University of Central Arkansas	Young, Laura J.	Assistant Provost/Acctg Instr	112,475	

Cost Containment 2010-2011

Exhibit G1
Sept. 15, 2011

Name of Institution: 2-year Summary

Cost Saving Efforts		Yes	No	Estimated Annual Savings
Utilities				
	Retrofitting with energy-efficient lighting, timers, etc.	19	3	\$ 92,300
	Retooling HVAC controls	16	6	273,216
	Replacing windows	9	13	29,000
	Other describe:	15	7	92,887
	Other describe:	11	11	114,812
	Other describe:	6	16	50,000
	Total Utilities	76	56	\$ 652,215
Personnel				
	Consolidating departments	8	14	\$ 154,000
	Staff reductions or reorganizations	8	14	362,788
	Temporary saving by keeping vacancies open	16	6	1,336,153
	Hiring of temporary or adjunct faculty	20	2	5,839,097
	Hiring of temporary or part-time staff in lieu of fulltime staff	14	8	381,900
	Reduction in Student Support staff	0	22	-
	Reduction in maintenance staff	2	20	67,678
	Reduction in campus security	2	20	20,000
	Defer salary increases	14	8	1,256,217
	Reduce employee benefit packages	1	21	5,000
	Early retirement incentives for long-term employees	4	18	202,558
	Closing academic programs with low enrollments	5	17	99,000
	Other describe:	6	16	155,412
	Other describe:	0	22	-
	Other describe:	1	21	-
	Total Personnel	101	229	\$ 9,879,803
Operating Budget Cuts				
	Reduce Travel budget	10	12	\$ 188,193
	Revised travel policy	10	12	39,500
	Reduction in office and teaching supplies	7	15	180,088
	Reduce printing of materials	11	11	101,668
	Reduce library holdings or subscriptions	1	21	8,000
	Change computer replacement policy	5	17	239,000
	Changed academic schedule to create efficiencies	8	14	157,750
	Centralization of printing	5	17	4,180
	4 day work week in summer for employees	9	13	29,019
	Other describe:	10	12	282,166
	Other describe:	7	15	79,280
	Other describe:	5	17	194,516
	Total Operating	88	176	\$ 1,503,360
Total Savings				\$ 12,035,378

Cost Containment 2010-2011

Name of Institution: Arkansas Northeastern College

Completed By: Dr. James R. Shemwell, Vice President for Finance

Phone Number: 870-762-3111

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
We have queried faculty & staff regarding cost containment opportunities on multiple occasions. We utilize the annual Budget Hearing process as a formal means of exploring such possibilities.			
Do you have a Committee on Cost Containment?			
Yes, consisting of all vice presidents, deans, & departmental managers.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No formal program at present.			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	22,000	
Retooling HVAC controls	Y	4,000	
Replacing windows	Y	10,000	Applying window screens
Other describe: Creating vestibules to contain conditioned air/heat	Y	4,000	
Other describe:	Y	2,000	Automated computer lab shutdown
Other describe:	Y	6,000	Weekend power-down
Total Utilities		48,000	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	50,000	English instructor & student services admin. specialist
Hiring of temporary or adjunct faculty	Y		Please include percent of part time/adjunct faculty here. [full-time = 74.8%, part-time = 25.2%]
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	20,000	Nursing
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	70,000	Four employees early retired; one position not replaced
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		140,000	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	Y	10,000	
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		10,000	
Total Savings		\$ 198,000	

Cost Containment 2010-2011

Name of Institution: Arkansas State University-Beebe

Completed By: Jerry Carlisle, Vice Chancellor for Finance & Administration

Phone Number: 501-882-8835

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>(1)The ASU-Beebe Faculty Senate formed a committee to make recommendations to the administration for cost saving measures. Recommendations were distributed to the appropriate department for consideration. (2) Facility and campus managers have made a concerted effort to reduce the use of utilities both to save cost and to reduce energy use. Many employees and students have helped in this effort. (3) On the academic side the Vice Chancellor for Academic Affairs has increased the use of part-time faculty, required a minimum enrollment of 15 students for summer classes, and required a minimum of 15 students for classes that are not part of a degree program.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>No.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No.</p>			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy-efficient lighting, timers, etc.	Y		Replacing all T-12 Light Fixtures.
Retooling HVAC controls	N		
Replacing windows	Y		Replaced uninsulated windows in two buildings.
Other describe: HVAC Tune-ups	Y		Performed tune-ups on all split package AC units (above routine maintenance)
Other describe:	N		
Other describe:	N		
Total Utilities		114,942	Savings could not be broken down by item.
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	37,492	
Hiring of temporary or adjunct faculty	Y		Adjunct faculty teach 36% of SSCH. Attempts are made to add PT faculty before looking at full-time
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe: Reduction in Faculty	Y	51,087	Reduced faculty in Electronics program due to low enrollment.
Other describe:	N		
Other describe:	N		
Total Personnel		88,579	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		0	
Total Savings		\$ 203,521	

Cost Containment 2010-2011

Name of Institution: ASU -Mountain Home

Completed By: John Davidson

Phone Number: 870-508-6122

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>ASUMH always considers input from any and all sources.</p> <p> </p> <p> </p> <p> </p>			
<p>Do you have a Committee on Cost Containment?</p> <p>No</p> <p> </p> <p> </p> <p> </p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No</p> <p> </p> <p> </p> <p> </p>			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		
Retooling HVAC controls	Y	192,384	
Replacing windows	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Utilities		192,384	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	N		
Hiring of temporary or adjunct faculty	Y	701,200	43% of faculty are adjunct. 24% of credit hours are taught by adjunct faculty
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	30,600	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	120,000	
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		851,800	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		

Cost Containment 2010-2011

Name of Institution: ASU -Mountain Home

Completed By: John Davidson

Phone Number: 870-508-6122

Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Change in email service	Y	5,000	
Other describe:	N		
Other describe:	N		
Total Operating		5,000	
Total Savings		\$ 1,049,184	

Cost Containment 2010-2011

Name of Institution: Arkansas State University - Newport

Completed By: Melissa Watson

Phone Number: 870-512-7805

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>The implementation of Lean University Training on campus generated much input from the faculty and staff on ways to contain costs thru the conservation of supplies and services by using more efficient processes and by utilizing resources properly.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>No</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No</p>			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Replacement of old non-efficient fixtures with new energy-efficient lighting
Retrofitting HVAC controls	Y		
Replacing windows	N		
Other describe:	Y		Efficient use of utilities.
Other describe:	Y	20,000	Renovation of facilities to improve building efficiency (insulation, doors, weather stripping, lighting).
Other describe:	N		
Total Utilities		20,000	
Personnel			
Consolidating departments	Y	0	
Staff reductions or reorganizations	Y		
Temporary saving by keeping vacancies open	Y	10,000	Not filling position vacancies when possible.
Hiring of temporary or adjunct faculty	Y	0	62 Adjunct Faculty
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	Seasonal on as needed basis.
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	50,000	
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		60,000	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	Y		Using campus vehicle instead of personal vehicle.
Reduction in office and teaching supplies	Y	1,000	Recycle office supplies when possible.
Reduce printing of materials	Y	2,500	Scan & e-mail instead of printing and faxing.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	Y	6,000	Implementation of Docubase & Accuprint Software.
Other describe:	Y	2,000	Lean University Training - The conservation of supplies & services thru more efficient processes and the proper utilization of resources.
Other describe:	N		
Total Operating		11,500	
Total Savings		\$ 91,500	

Cost Containment 2010-2011

Name of Institution: Black River Technical College

Completed By: Loretta Williams

Phone Number: 870-248-4031

Cost Containment Input
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>BRTC has held meetings with faculty and staff. Outside meetings have also been held with utility company and other construction contractors to evaluate building energy efficiencies.</p>
<p>Do you have a Committee on Cost Containment?</p> <p>Yes.</p>
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>Not at this time.</p>

Cost Saving Efforts		Y or N	Estimated Annual Savings	Notes
Utilities				
	Retrofitting with energy-efficient lighting, timers, etc.	Y		Changing to LED lighting as repairs & renovations are completed.
	Retooling HVAC controls	Y		Replaced all HVAC thermostats with digital programmable controls.
	Replacing windows	Y		Completed 2 projects this summer, working on a third.
	Other describe: Geothermal projects	Y		Converted one bldg. this summer. Installed solar pumps for wells which provide heat/air for 3 bldgs.
	Other describe: Landscaping	Y		Implementing procedure to utilize extra geo-thermal well to provide water for landscape sprinklers.
	Other describe: Roof replacements/repair	Y		Replaced/repared roof structures on 3 buildings this summer.
	Total Utilities		46,000	*Goal with above changes is to reduce overall utility cost by 10%
Personnel				
	Consolidating departments	N	0	
	Staff reductions or reorganizations	N		
	Temporary saving by keeping vacancies open	Y	130,000	Replaced retiring longevity administrators with persons requiring less salaries.
	Hiring of temporary or adjunct faculty	Y	50,000	Annual savings based on hiring of 5 fulltime temps each yr. Less than 10% of fulltime faculty.
	Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
	Reduction in Student Support staff	N		
	Reduction in maintenance staff	N		
	Reduction in campus security	Y	20,000	Utiling parttime officers to provide services at night.
	Defer salary increases	Y	150,000	No COLA increases provided for FY12.
	Reduce employee benefit packages	N		
	Early retirement incentives for long-term employees	N		
	Closing academic programs with low enrollments	N		
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Personnel		350,000	
Operating Budget Cuts				
	Reduce Travel budget	Y	1,000	Scaling back on conference attendance utilizing a rotation schedule among departments.
	Revised travel policy	Y	4,000	Utilizing state vehicles more providing less personl vehicle mileage reimbursement.
	Reduction in office and teaching supplies	Y	5,000	Reduced purchase of ink/toner cartridges by networking printers.
				Posting more info online for faculty, staff, and students. Limiting printing in students labs. Utilizing document imaging system.
	Reduce printing of materials	Y	10,000	
	Reduce library holdings or subscriptions	N		
	Change computer replacement policy	Y	25,000	Increased number of years in computer rotation schedule to 5.
	Changed academic schedule to create efficiencies	N	0	
	Centralization of printing	Y		Networking printers in departmental offices.
	4 day work week in summer for employees	Y		Planning to place KW meters in each building to truly monitor usage.
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Operating		45,000	
Total Savings			\$ 441,000	

Cost Containment 2010-2011

Name of Institution: Cossatot Community College of the University of Arkansas

Completed By: Charlotte Johnson

Phone Number: 870-584-4471

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>We take suggestions from any and all employees, students, and the public into consideration for containing costs at the college. Input comes from surveys given to students and staff and the public, as well as personal conversations with intersted parties.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>Our Academic Council and Facilities committees actively participate with ideas for cost containment which are then considered by the Administrative Council.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No incentives, but we do recognize good ideas at Faculty/Staff meetings.</p>			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	10,000	Replacing lighting, installing timers
Retrofitting HVAC controls	Y	15,000	Replacing old thermostats with programmable thermostats
Replacing windows	N		
Other describe: Replacing with water saving fixtures	Y	1,500	Replacing as needed only
Other describe:	N		
Other describe:	N		
Total Utilities		26,500	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	Y	72,000	Reorganized maintenance dept and cut grant writing department for now
Temporary saving by keeping vacancies open	Y	24,500	Will wait until mid-year or longer to fill at least one vacant position
Hiring of temporary or adjunct faculty	Y	135,000	About 25% of our credit courses are taught by adjunct faculty.
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	22,500	Hired part time recruiter and accounting clerk for the time being
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	115,000	No raises given for full time employees for this year
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	Y	42,000	Closed Information Technology program
Other describe: Management are required to teach	Y	27,900	Most management are require to teach several classes as part of their contract each year.
Other describe:	N		
Other describe:	N		
Total Personnel		438,900	
Operating Budget Cuts			
Reduce Travel budget	Y	14,500	Reduced all travel by approximately 10%
Revised travel policy	Y	3,500	When possible will try to have more phone conferences, web meetings, and utilitze AV room for meetings
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	25,000	Not replacing as many computers until absolutely needed.
Changed academic schedule to create efficiencies	Y	13,750	Try to combine courses when needed, use AV classroom to offer classes for other sites.
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		56,750	
Total Savings		\$	522,150

Cost Containment 2010-2011

Name of Institution: COLLEGE OF THE OUACHITAS

Completed By: Roger Coomer

Phone Number: 501-332-0220

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>We are open to any workable suggestions from all employees. We are a small college and everyone is free to express their ideas.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>Not by that name, but we have a rick assessment committee that meets weekly and we discuss ideas that could save the college money.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No, but everyone knows that it is to their advantage to reduce costs.</p>			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	3,000	
Retooling HVAC controls	Y	4,000	
Replacing windows	N		
Early summer hours	Y	20,000	Allows us turn down the air conditioning a 3pm which reduces our peak demand charge for the entire year. It also lowers our electric bill for the hottest months of the year.
Other describe:	N		
Other describe:	N		
Total Utilities		27,000	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	50,000	
Hiring of temporary or adjunct faculty	N	0	Please include percent of part time/adjunct faculty here.
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		50,000	
Operating Budget Cuts			
Reduce Travel budget	Y	20,000	
Revised travel policy	Y	5,000	
Reduction in office and teaching supplies	Y	10,000	
Reduce printing of materials	Y	10,000	
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	45,000	
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		90,000	
Total Savings		\$ 167,000	

Cost Containment 2010-2011

Name of Institution: East Arkansas Community College

Completed By: Morris Boydston

Phone Number: 870-633-4480

Cost Containment Input	
What input are you using from faculty, staff, students, and public in working to contain costs?	
A committee was formed to evaluate potential savings for the reduction academic schedule and summer operations. Administration and all budgeting departments are included in decisions for cost savings during that budget process.	
Do you have a Committee on Cost Containment?	
None other than budgeting departments and administration.	
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?	
No	

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			<p>East Arkansas Community College has constructed a new Fine Arts Center that opened in April of 2010. All construction was based on energy efficient products and services. HVAC systems, windows, insulation, lighting, etc. were designed to minimize energy costs. The College has also had several renovation projects, all done with consideration given to energy efficient products and processes when designed. One of the projects, the renovation of Classroom Building 2, was done specifically with energy efficient processes in mind. New walls allowing better insulation, new HVAC systems, etc. were installed to help lower cost of energy usage for the future.</p> <p>Based on the fact that these projects have been completed recently and very little information exists to quantify savings it is hard to put a dollar value savings on this at this time. We can say that other than the new square footage of the Fine Arts Center (33,000 sq. ft.) costs have remained constant elsewhere on campus, even with the rising cost of energy in today's economy.</p> <p>East Arkansas Community College recently had an energy audit performed on the entire campus by Ameresco and at this time we are contemplating further action. Although areas of potential savings were identified, the institutions budget does not have funding available to carry out projects of this nature although potential savings could allow the projects to pay for themselves in the future.</p>
Retrofitting with energy-efficient lighting, timers, etc.	Y		
Retooling HVAC controls	Y		Same as above
Replacing windows	Y		Same as above
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Utilities		0	
Personnel			<p>The Social Science department Chair position was eliminated and the duties for oversight of that department were divided among two other departments and their respective department Chair positions. Cost savings was approximated based on the elimination of one salary and fringe and the additional amount of salary and fringe needed for the personnel overseeing the department afterwards.</p> <p>Reorganization after retirement of Director Adm Services and change in VP of Acad Affairs.</p> <p>Several positions budgeted were unfilled throughout the fiscal year.</p> <p>54% Full-time Contract 46% Adjunct/Overload</p>
Consolidating departments	Y	40,000	
Staff reductions or reorganizations	Y	30,000	
Temporary saving by keeping vacancies open	Y	100,000	
Hiring of temporary or adjunct faculty	Y	0	
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	76,000	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		

Cost Containment 2010-2011

Name of Institution: East Arkansas Community College

Completed By: Morris Boydston

Phone Number: 870-633-4480

Other describe:		N		
Total Personnel			246,000	
Operating Budget Cuts	Reduce Travel budget	Y		Travel budget was maintained at previous fiscal year level.
	Revised travel policy	N		
	Reduction in office and teaching supplies	N		
	Reduce printing of materials	N		
	Reduce library holdings or subscriptions	N		
	Change computer replacement policy	N		
	Changed academic schedule to create efficiencies	Y	0	Changes were made that allowed students to be on campus 4 days per week. Savings calculated in Note 1 above.
	Centralization of printing	N		
	4 day work week in summer for employees	Y		Changes were made that allow coverage for services for 4.5 days per week in the summer. Saving would be calculated in Note 1 above.
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Operating		0	
Total Savings			\$ 246,000	

Completed By: Susan Marshall
Phone Number: 870 733-6716

Completed By: Susan Marshall
Phone Number: 870 733-6716

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>All MSCC employees are involved in operational planning, and cost containment has been a priority for the college since inception and particularly since 2005. All expenditures must have management approval before costs are incurred.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>The President's Council is charged with cost containment as part of our annual planning and budgeting cycle</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>No</p>			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Will retro fit lighting in Reynolds Center hallway with energy efficient fixtures this year. Annual savings will be minimum since we haven't used the lights due theirhigh energy usage and safety. Outdoor lights are on timers.
Retooling HVAC controls	N		All buildings have computerized HVAC controls that shut off when no one is in the rooms. Thermostats are electronically set at a reasonable temperature that can only changed by a few degrees.
Replacing windows	N		All building on campus have either been built in the last 15 years or remodeled. No replacements needed at this time.
Other describe: Replace HVAC System	Y		Replaced science building HVAC system in 2011, unsure of savings at this time.
Other describe: Implement Act 1494	Y		Worked with Cadmus to implement Act 1494 documenting past 3 years of utility cost to monitor and help manage future utility usage.
Other describe:	N		
Total Utilities		0	
Personnel			
Consolidating departments	Y	0	We eliminated one academic program coordinator position in 2010 and consolidated 2 departments under the VP for Learning and Instruction who is serving as program coordinator for 5 departments in addition to her regular duties
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	36,435	We have held a maintenance position open and used part time employees to temporarily fill the position. Due to small staff we are unable to leave most positions open and complete work as required.
Hiring of temporary or adjunct faculty	Y	0	We are heavily dependent upon adjunct faculty. The percentage of SSCH taught by adjuncts has increased from 49.3% in F2005 to 51.1% in F2010. Of particular relevance to our population is the fact that in F2005 44.6% of developmental communication and developmental math SSCH were taught by adjuncts, and in F2010 50.1% of developmental SSCH were taught by adjuncts
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	Most employees in maintenance department are part time.
Reduction in Student Support staff	N		9 of 13 (69%) Student Service staff members are grant-funded
Reduction in maintenance staff	Y	45,916	We have reduced our FT maintenance staff by 1 position over the past year filling in with part time help.
Reduction in campus security	N		Despite substantial enrollment increases since 2005, we have one Director of Campus Safety and one FT security guard. We depend upon PT personnel for the balance of our need
Defer salary increases	Y		COLAs were not given for the 2011-2012 fiscal year.
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	23,939	One employee has taken early retirement
Closing academic programs with low enrollments	N		
Other describe: Increasing class sizes	Y		We have increased class sizes significantly. In F2005, the average class size was 14.7 students. For F2010, the average was 29 students, too many for a population of which 80% or more need developmental education at entry.
Other describe:	N		
Other describe:	N		
Total Personnel		106,290	
Operating Budget Cuts			

Cost Containment 2010-2011

Name of Institution: Mid-South Community College

Completed By: Susan Marshall

Phone Number: 870 733-6716

Reduce Travel budget	N		
Revised travel policy	N		We use the state travel regulations for our travel policy.
Reduction in office and teaching supplies	N		Supply budgets are minimal, and budgets are monitored to help ensure supplies are used efficiently.
Reduce printing of materials	Y		We strongly recommend duplexing be used when printing. Copying and printing can be monitored by person if needed. Most faculty post class materials on our LMS to reduce printing costs.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		We have extended our 3 year recycle plan to a 5 year plan moving older computers to programs that do not require the latest in technology.
Changed academic schedule to create efficiencies	N		We have added classes in the 2:00 to 5:00 time period to increase usage of facilities and to accommodate our growing enrollment since we have insufficient classroom space.
Centralization of printing	N		Multifunctional devices are located in central locations for use by all employees versus individual printers at each desk. Software controls are in place to limit color prints/copies.
4 day work week in summer for employees	N		Implemented 4 day workweek for June and July several years ago.
Other describe:	N		MSCC is funded at 66.7% of the budget recommended by ADHE. It is hard to discern where else we can cut costs. Our academic programs and services are already negatively impacted by funding constraints.
Other describe:	N		
Other describe:	N		
Total Operating			0
Total Savings		\$	106,290

Cost Containment 2010-2011

Name of Institution: North Arkansas College

Completed By: Don Sugg

Phone Number: 870-391-3216

Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?

Department heads monitor their respective budgets on an ongoing basis. Additionally, monthly financial performance to budget reports are reviewed by department heads, directors, deans, administration and the Board of Trustees. In addition to the annual budget preparation, the college conducts a mid-year operating budget review process where current budget and expenditure activity is compared to past operational data and adjusted where needed for future operations.

Do you have a Committee on Cost Containment?

No formal cost containment committee has been appointed. All faculty and staff are charged with containing or curtailing operational costs.

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?

There is no formal process or procedure to award or recognize faculty and staff for suggesting cost cutting measures.

Cost Saving Efforts

	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	2,400	Replaced light fixtures and installed motion switches on South and North Campuses
Retooling HVAC controls	Y	24,000	Replaced HVAC with more efficient units on South and North Campuses
Replacing windows	N		
Other describe: Film Tinted Certain Windows	Y	120	Tinted front office area on South and North Campuses
Other describe: Additional Window Tinting Scheduled	Y	0	Planning to tint all remaining windows of the North Campus Main Building \$300/yr
Other describe: Energy Retrofit & Controls - Center Campus	Y	0	Planning RFP for Total Energy Retrofit & Control Project - Center Campus Tower \$20,000/yr
Total Utilities		26,520	
Personnel			
Consolidating departments	Y	2,000	Consolidated Electrical, Computer Aided Design and Machine Shop to form Engineering Technology Department
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	13,000	estimate for 3 positions
Hiring of temporary or adjunct faculty	Y	72,036	P/T Faculty & overload utilization increased 21 courses, the equivalent of 2 F/T instructors (Overall Part-Time Faculty Mix for Fall 2010 = 59% (95/160) Head Count, 33% (200/613) Course Section Count)
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	7,000	Physical Plant department
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	101,719	Salary & Benefit savings from retirements of 8 long-term employees
Closing academic programs with low enrollments	Y	10,000	Continued savings from closing Carpentry
Other describe: Interim President	Y	71,000	Finished last 5 months with interim President
Other describe:	N		
Other describe:	N		
Total Personnel		276,755	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	17,000	Utilizing On-Line Class Schedules and College Catalog
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	Most Business courses have converted to a M-W or To-T schedule which lowers travel cost for students
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Reduce general custodial and cleaning supplies	Y	10,679	Net reduction of supply cost from 2009-2010
Other describe:	N		
Other describe:	N		
Total Operating		27,679	
Total Savings		\$ 330,954	

Cost Containment 2010-2011

Name of Institution: National Park Community College

Completed By: Janis Sawyer, Vice President for Financial Affairs

Phone Number: 501-760-4215

Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		Investigating lighting retrofit with Entergy's Large Commercial & Industrial Energy Solutions Program
Retooling HVAC controls	Y	500	Replaced two HVAC units, and investigating demand controlled ventilation solutions
Replacing windows	N		
Other describe:	Y	8,273	Charlotte Phelps Renovation (HVAC, windows, roofing)
Other describe:	Y	4,712	Blade center and server virtualization
Other describe:	N		
Total Utilities		13,485	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	361,896	8 positions vacant bugeted, including benefits
Hiring of temporary or adjunct faculty	Y	2,391,602	Please include percent of part time/adjunct faculty here. Full-time -45% Adjunct - 55%
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	223,319	Withheld COLA increases
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	6,900	
Closing academic programs with low enrollments	Y	47,000	Recreational Leadership, Supervisory Management, Fire Science
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		3,030,717	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	Y		Restricted out-of-state travel, only with approval of President and VP
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	8,000	Eliminated printed catalog
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	144,000	Savings from cancelled courses (below min. enrollment) for Fall 2010, Spring 2011, Summer 2011
Centralization of printing	N		
4 day work week in summer for employees	Y	16,000	Mid May to August
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		168,000	
Total Savings		\$ 3,212,202	

Cost Containment 2010-2011

Name of Institution: NorthWest Arkansas Community College

Completed By: Jim Hall, ED Government Relations

Phone Number: 479-619-4182

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
NWACC Operations Department collaborates with an academic service learning project to inform students, faculty, and staff about best practices on campus to save resources, time, and money for the college.			
This project led to the publication of a "Sustainability for NWACC Best Practices" manual.			
Do you have a Committee on Cost Containment?			
Yes, the NWACC Operations Cost Reduction Committee.			
This committee has reduced the energy costs per student credit hour by 9% over the past 4 years.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
Recognition			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	18,000	Replace T12 Florescent Laps with T8
Retooling HVAC controls	Y	25,000	Use of new energy management software and air conditioning upgrades
Other describe:	Y	15,000	Air conditioning upgrate
Other describe:	Y	5,000	Insulated classroom ceiling tile
Other describe:	Y	10,500	Upgrades cooling towers and bioler
Other describe:	Y	8,000	Improved outdoor lighting efficiency
Total Utilities		81,500	
Personnel			
Consolidating departments	Y	0	Merged office of Institutional Effectiveness with Institutional Research
Staff reductions or reorganizations	Y		See attached backup
Temporary saving by keeping vacancies open	N		
Hiring of temporary or adjunct faculty	Y	0	Please include percent of part time/adjunct faculty here. (Fall 2010 - 127 FT 28% / 326 PT 72%)
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		0	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	35,000	Reviewed and re-negotiated copier lease and paper costs
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	Y	100,000	Estimated Institutional Technology computing efficiencies (see attached document, Cost Containment in IT)
Other describe:	Y	5,000	Emergency notification text service outsourced to Benton County Alter
			Cell phone usage review / savings from reducing number of users and costs of selected plans (5,000)
			Negotiated reduced rent on two renewed satellite leases (4,300) Negotiated
			reduction in food service vendor contract (45,000) Negotiated lower
Other describe:	Y	129,300	architect/construction management fees for building under construction (75,000)
Total Operating		269,300	
Total Savings		\$ 350,800	

Cost Containment 2010-2011

Name of Institution: Ozarka College

Completed By: Dr. Richard Dawe

Phone Number: 870-368-2006

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
Annual employee satisfaction surveys, suggestion boxes and focused discussions.			
Do you have a Committee on Cost Containment?			
The Administrative Council serves in this capacity			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
Not yet, but under consideration			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy-efficient lighting, timers, etc.	Y		requires an up-front investment
Retrofitting HVAC controls	Y		requires an up-front investment
Replacing windows	N		requires an up-front investment
Other describe: Energy Awareness articles	N		
Other describe:	N		
Other describe:	N		
Total Utilities			Unable to accurately quantify
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	Y		Reorganizations
Temporary saving by keeping vacancies open	Y	11,000	grounds position
Hiring of temporary or adjunct faculty	Y	0	33.3% full time / 66.7% part time
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	75,000	As directed by the state
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	Y		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		86,000	
Operating Budget Cuts			
Reduce Travel budget	N		Not reduced but more closely controlled/monitored
Revised travel policy	Y	5,000	
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	500	
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	
Centralization of printing	Y		
4 day work week in summer for employees	Y		yes, but considering going back to 4.5 or 5 day schedule next year to better serve students
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		5,500	
Total Savings		\$ 91,500	

Completed By: Brenda Gillogly/Craig Pinson
Phone Number: 870-338-6474

Completed By: Brenda Gillogly/Craig Pinson

Phone Number: 870-338-6474

Cost Containment Input	
	<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>Verbal: phone and personal meetings</p> <p></p> <p></p>
	<p>Do you have a Committee on Cost Containment?</p> <p>Not at this time</p> <p></p> <p></p>
	<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>Not at this time</p> <p></p> <p></p>

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	4,200	This is an on-going savings to be realized for each of 10 years resulting from the original retrofitting investment dollars spent in FY10
Retooling HVAC controls	N		
Replacing windows	Y	2,000	This is an on-going savings to be realized for each of 10 years resulting from the original retrofitting investment dollars spent in FY10
Other describe:	Y	13,000	Centralization of building usage to limit utility consumption for multiple areas
Other describe:	Y	6,000	Natural gas service associated with above item
Other describe:	N		
Total Utilities		25,200	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	Y	125,000	Reorganized departments to utilize remaining staff when terminating staff left PCCUA employment
Temporary saving by keeping vacancies open	N		
Hiring of temporary or adjunct faculty	N	0	Please include percent of part time/adjunct faculty here.
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	23,250	Classified 2% Cola put into effect January, 2011 (Savings is from Jul-Dec, 2010)
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		148,250	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	Y	12,000	Maintain a smaller on-hand inventory of office and general supplies
Reduce printing of materials	N		
Reduce library holdings or subscriptions	Y	8,000	Reduction in holdings of general purpose and pleasure reading materials
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Utilize grant opportunities where allowable	Y	10,000	GRP Grant - Purchased promotional items/services as allowed by grant
Other describe: Food service efficiencies	Y	50,000	Maintain a smaller on hand inventory, plus price increases to mirror community food vendors
			Reduced advertising overall (5,500)
			of staff travel (9,000)
			online usage (500)
			needed due to increased shredding of unnecessary documents (700)
			Eliminated postal box at Post Office (1,000)
			Eliminated printing catalog (5,500)
			cafeteria service (8,500)
Other describe:	Y	30,700	
Total Operating		110,700	
Total Savings		\$ 284,150	

Cost Containment 2010-2011

Name of Institution: Pulaski Technical College

Completed By: Cost-containment Committee / Carol Langston

Phone Number: (501) 812-2211

Cost Saving Efforts			
	Y or N	Estimated Annual Savings	
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		New buildings have been equipped with energy-efficient lighting, timers, etc... The college has developed a Strategic Energy Plan to incorporate energy-efficiency considerations into renovation projects. Savings based on vendor estimate Not at this time
Retrofitting HVAC controls	Y	4,532	
Replacing windows	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Utilities		4,532	
Personnel			
Consolidating departments	N	0	Pulaski Tech maintains a lean academic and administrative organizational structure. Therefore, this is an ongoing cost-containment measure for the college. Because of the college's lean academic and administrative structure, staff reductions would create significant quality and service issues.
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	200,000	Approximately three administrative vacancies were unfilled in 2010-2011.
Hiring of temporary or adjunct faculty	Y	0	This is an ongoing cost-containment measure for Pulaski Tech.
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	100,000	This is an ongoing cost-containment measure for Pulaski Tech.
Reduction in Student Support staff	N		This is an ongoing cost-containment measure for Pulaski Tech, as the college maintain a lean academic and student support staff.
Reduction in maintenance staff	N		Janitorial services are outsourced in an effort to reduce cost.
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		300,000	
Operating Budget Cuts			
Reduce Travel budget	N		Travel budgets, which were eliminated in FY08 and FY09, were reinstated in FY2010. However, most travel was grant funded.
Revised travel policy	Y		The college is implementing a new travel process, which should result in cost savings in the coming year.
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	10,000	The college is longer printing a schedule of classes.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		This is an ongoing cost-containment measure for the college. Computers are not replaced unless they are inoperable.
Changed academic schedule to create efficiencies	N	0	This is an ongoing cost-containment measure for the college. Facility use is maximized, and there is no space for growth in programs/courses.

Cost Containment 2010-2011

Name of Institution: Pulaski Technical College

Completed By: Cost-containment Committee / Carol Langston

Phone Number: (501) 812-2211

Centralization of printing	N		This is an ongoing cost-containment measure for the college. All printing is handled by the Office of Public Relations and Marketing.
4 day work week in summer for employees	N		The college conducted a pilot in summer 2009. No significant savings were noted.
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		10,000	
Total Savings		\$ 314,532	

Cost Containment 2010-2011

Name of Institution: Rich Mountain Community College

Completed By: Steve Rook/Amy Ludwig

Phone Number: 479/394-7622

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
The President's Cabinet is the primary group to make the decision. Input is taking for each area and brought to the cabinet by the appropriate VP.			
Do you have a Committee on Cost Containment?			
The President's Cabinet in collaboration with Business Office staff served as a taskforce to address the issue.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No. RMCC does offer incentives for faculty and staff to write grants.			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy-efficient lighting, timers, etc.	N		
Retooling HVAC controls	N		
Replacing windows	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Utilities		0	
Personnel			
Consolidating departments	Y	40,000	Combine Director of Development and Director Relations
Staff reductions or reorganizations	Y	70,788	Director of HR (\$50,000), Accounting Technician (\$20,788)
Temporary saving by keeping vacancies open	Y	7,400	CFO (\$88,434)
Hiring of temporary or adjunct faculty	Y	0	60% Adjunct faculty
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	Part-time maintenance rather than Groundskeeper
Reduction in Student Support staff	N		
Reduction in maintenance staff	Y	21,762	Groundskeeper retired, not replaced (Norwood)
Reduction in campus security	N		
Defer salary increases	Y	40,000	2% salary increase not given for FY12
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		179,950	
Operating Budget Cuts			
Reduce Travel budget	Y		Reduced budget to 95%
Revised travel policy	Y		Reduced budget to 95%
Reduction in office and teaching supplies	Y		Reduced budget to 95%
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	
Centralization of printing	Y		
4 day work week in summer for employees	Y		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		0	
Total Savings		\$ 179,950	

Cost Containment 2010-2011

Name of Institution: South Arkansas Community College

Completed By: Lathan C. Hairston

Phone Number: 870-864-7147

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs? The College solicits possible savings from all College units and departments. Institution personnel are encouraged to be receptive and listen to comments from the public.			
Do you have a Committee on Cost Containment? Yes, Executive Cabinet			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs? The College always welcomes, encourages, and appreciates cost saving suggestions from the faculty/staff/students. No incentives or special recognitions are given at this time.			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Individual replacements - minor savings
Retooling HVAC controls	Y		See Energy Management Controls below
Replacing windows	N		
Other describe: New roof project	Y		Savings unknown
Other describe: Energy Management Controls	Y	62,000	Savings from new chilled water loop
Other describe:	N		
Total Utilities		62,000	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	83,480	Delayed rehires
Hiring of temporary or adjunct faculty	Y	40,000	Reflects savings of a full time faculty member
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	25,800	Replace faculty with adjunct instructors.
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	20,028	Did not award raises for employees hired or promoted after 7/1/10
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	Y	5,425	Used WIA clients in lieu of extra help (700 x \$7.75)
Other describe:	N		
Other describe:	N		
Total Personnel		174,733	
Operating Budget Cuts			
Reduce Travel budget	Y	38,293	Non-student travel budget savings
Revised travel policy	N		
Reduction in office and teaching supplies	Y	142,088	Supply budget savings
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	Unknown
Centralization of printing	N		
4 day work week in summer for employees	Y	5,364	Many offices were closed during summer.
Other describe: Shared clerical	Y	21,487	Shared Admin Specialist II - 8 months
Other describe: Work w/city and county	Y	4,900	Assisted with demolition
Other describe: Delay equipment purchases	Y	17,316	Equipment budget savings
Total Operating		229,448	
Total Savings		\$ 466,181	

Cost Containment 2010-2011

Name of Institution: Southern Arkansas University Tech

Completed By: Dr. Corbet J. Lamkin, Chancellor

Phone Number: 1.870.574.4420 (Office); 1.870.904.3338 (Mobile)

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
Monthly budget reports prepared by Finance & Administration including <i>Expenditure Transaction</i> report and <i>Statement of Net Assets</i> report. department needs and/or issues as discussed by employees participating in the monthly Brown Bag Lunch with the Chancellor. policy/process changes submitted by employee organizations (Administrative Staff Organization, Classified Staff Organization, Faculty Senate).		Suggestions for specific Suggestions for projects, services, and	
Suggestions for specific department needs and/or issues as discussed by employees participating in the monthly Brown Bag Lunch with the Chancellor. activities, housing, technology needs, class schedules, etc. as discussed by Student Ambassadors and Student Leadership Team members participating in the monthly Student Picnic with the Chancellor. Adopted and utilize Process for Campus Enhancements and Renovation Projects; this process helps with resource management and identifies and charts all campus enhancements, landscaping, renovation, and contructions projects and ideas.		Suggestions for	
Utilize grants and partnerships (i.e. Arkansas Department of Workforce Services for Uptown Center). Order Authorization process by dollar amount to authorize and approve purchases.		Utilize Purchase	
Utilize <i>Travel Authorization</i> process to authorize and approve travel.			
Do you have a Committee on Cost Containment?			
No, there is not a designated Committee on Cost Containment. However, all budget managers are challenged to effectively track their expenses, to spend within their limits, to review their budgets monthly for accuracy, to negotiate prices, and to make sure budgets are sufficient before funds are committed.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Continually change burned out magnetic ballast to electronic ballast. Continually convert fixture from using T12 bulbs to T8 bulbs. Reduces consumption by one-third.
Retooling HVAC controls	Y		Replaced HVAC units with higher SEER ratings. Majority of HVAC temperature controls are locked and require Administrative or Physical Plant staff to adjust.
Replacing windows	Y		Replaced single pane windows with energy efficient double pane, low e windows. Installed mini-blinds in most windows. Installed energy savings window screens in gym.
Other describe: Master Electric Meters	Y		Combined 21 electric meters into one master meter. Approximately 36% monthly savings as compared to five years ago.
Other describe: Insulation	Y		Added 6" insulation above suspended ceilings in six buildings. Installed carpet in selected areas to help insulate concrete floors.
Other describe: Water Conservation	Y		Replaced all restroom faucets with low flow faucets; replaced old style flush valves with low water valves to reduce water usage.
Total Utilities		0	
Personnel			
Consolidating departments	Y	50,000	Consolidated campus security with SAU System Police Department. Share resources including personnel, equipment and economies of scale in purchasing.
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	N		
Hiring of temporary or adjunct faculty	Y	95,000	Hire adjunct faculty to avoid excessive overload compensation for full-time faculty.
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	Utilize part-time staff for tutoring, campus police, grant supported programs, and administrative support.
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	Y		Consolidated campus security with SAU System Police Department. Share resources including personnel, equipment and economies of scale in purchasing.
Defer salary increases	Y	150,000	No salary increases given to faculty and administrators in 2010-2011. No COLA given to faculty and administrators in 2011-2012. Only a small number of salary adjustments given to positions to bring closer to the two-year average.
Reduce employee benefit packages	Y	5,000	Adjustments made to employee benefit packages to help reduce costs (insurance deductible)
Early retirement incentives for long-term employees	N		

Cost Containment 2010-2011

Name of Institution: Southern Arkansas University Tech

Completed By: Dr. Corbet J. Lamkin, Chancellor

Phone Number: 1.870.574.4420 (Office); 1.870.904.3338 (Mobile)

Closing academic programs with low enrollments	Y		Academic programs with low enrollments are reviewed and closed by the VC of Academic Affairs.
			Overload compensation revised for full-time faculty and staff. Limits number of overload courses per semester. Sets overload compensation by course hour(s) and faculty/staff credential instead of student headcount per course.
Other describe: Overload Compensation for Full-Time Faculty & Staff	Y		Compensation for online course revisions and online course development has been discontinued.
Other describe:	N		
Other describe:	N		
Total Personnel		300,000	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
			Class schedules are delivered electronically and printed only when requested. College catalogs and handbooks are delivered electronically and printed only for incoming freshman. Although the college has not reduced printing costs, print is more high quality materials targeted to specific demographics. In-house printing and design work are utilized to offset printing costs.
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	84,000	Changed computer replacement policy from 30-month cycle to 36-month cycle.
			Academic schedules are coordinated with SAU Magnolia to better serve SAU System students. Term classes require a minimum enrollment per class and are cancelled, or an exception to policy is approved, by the VC of Academic Affairs when the minimum enrollment is not met.
Changed academic schedule to create efficiencies	Y	0	
Centralization of printing	Y	2,000	Printing is processed through the Office of Communications & Public Relations.
4 day work week in summer for employees	Y		
Other describe: PE Systems Contract	Y	7,000	Entered into a contract with PE Systems to help manage rising costs of credit card merchant fees.
Other describe: Recycling Program	Y	1,680	Recycling program has decreased the waste and disposal expense of the campus.
Other describe:	N		
Total Operating		94,680	
Total Savings		\$ 394,680	

Cost Containment 2010-2011

Name of Institution: Southeast Arkansas College

Completed By: Steve Hilterbran, President

Phone Number: _____

Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?

Meetings with Vice President Academic Affairs and input from faculty and staff to use only Moodle and eliminate funding for other types of e-learning software.
We are implementing a suggestion box on our new Website to be use as a tool for input from interested parties.

Do you have a Committee on Cost Containment?

The Executive Cabinet meets regularly to discuss cost containment.
The Go Green Committee works to contain cost through implementation of measures to protect the environment.
The Quality Council discusses ways to contain cost through staffing, procedures, text books and accreditation processes.

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?

A new Suggestion Box on the website will help to identify staff who submit ideas that are implemented to cut cost. It will be used as a moral booster and they will be recognized in the SEARK Weekend Memo

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	1,500	Six out of ten buildings changed to T8 from T12 bulbs which are more energy efficient.
Retooling HVAC controls	N	2,000	Tracer Summit program to control 4 chiller systems to lower AC units and heating units. Savings are estimated.
Replacing windows	Y	2,000	Energy efficient windows in three new buildings. Savings are estimated.
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Utilities		5,500	
Personnel			
Consolidating departments	Y	22,000	Combined Recruitment, Retention, Advising, Concurrent Enrollment and Center for Working Families. Saved one clerical staff position.
Staff reductions or reorganizations	Y	65,000	Combined Vice President Student Affairs with Director of Institutional Research
Temporary saving by keeping vacancies open	N		
15 hr, 40k - 52K			
Hiring of temporary or adjunct faculty	Y	1,989,075	Continued adjunct savings based on Fy 2011 General Ledger = savings \$1,440,600 *this is an estimate only - based on current GL postings adjunct salaries FY 2011 at 6/30/2011 - Overloads fulltime faculty = saved \$548, 475
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		2,076,075	
Operating Budget Cuts			
Reduce Travel budget	Y		
Revised travel policy	N	20,000	Continued restricted to in-state and accreditation purposes
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Operating		20,000	
Total Savings		\$ 2,101,575	

Cost Containment 2010-2011

Name of Institution: UACCB

Completed By: Gayle Cooper

Phone Number: 870-612-2121

Cost Containment Input				
What input are you using from faculty, staff, students, and public in working to contain costs?				
We have many suggestions from faculty/staff/students and public about cost containment. Each suggestion is evaluated and, if feasible, worked into our overall plan of cost containment.				
For example, our Grounds Supervisor suggested a different plant for our flower beds switching from annuals to perennials.. His suggestion saved money and did not detract from the appearance of the campus. Other suggestions that have been implemented include using a Buckeye Sytem for premeasured products for cleaning eliminating overuse of supplies, mail run reduced to once a day, synchronized outside lighting on timers, and changed treatment of lawn care.				
Do you have a Committee on Cost Containment?				
Yes. The committee is composed of the Vice Chancellor for Finance and Administration, Controller, Physical Plant Supervisor, Faculty Division Chair of Arts and Humanities, Associate Director for Enrollment Management, and a student.				
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?				
There are no incentives but employees are recognized for any accomplishments by the Chancellor at campus meetings and the Board of Visitors' meetings.				
Employees are also recognized in the campus newsletter.				
Cost Saving Efforts		Y or N	Estimated Annual Savings	Notes
Utilities				
	Retrofitting with energy-efficient lighting, timers, etc.	Y	24,000	The replacement of roof, HVAC units, lighting and air locks have shown cost containment
	Retooling HVAC controls	Y		
	Replacing windows	Y		
	Other describe: Synchronized outdoor lighting	Y	1,500	Adjusted begin time for lighting
	Other describe: Updated irrigation system requiring less watering	Y	9,600	Requires less watering time
	Other describe: Energy conservation in new building	Y	36,000	Lighting, HVAC system meet requirements in new NAH building for energy conservation
	Total Utilities		71,100	
Personnel				
	Consolidating departments	N	0	
	Staff reductions or reorganizations	N		
	Temporary saving by keeping vacancies open	Y	75,000	Did not fill nursing position, maintenance position for 6 months and Development Officer unfilled for 3/4 year.
	Hiring of temporary or adjunct faculty	Y	100,000	Full time faculty: Approx 60% to Part-time/Adjunct at 40%
	Hiring of temporary or part-time staff in lieu of fulltime staff	Y	30,000	Maintenance department employees
	Reduction in Student Support staff	N		
	Reduction in maintenance staff	N		
	Reduction in campus security	N		
	Defer salary increases	Y	120,000	No COLA for any employee
	Reduce employee benefit packages	N		
	Early retirement incentives for long-term employees	N		
	Closing academic programs with low enrollments	N		
	Other describe:	N		
	Other describe:	N		
	Other describe:	N		
	Total Personnel		325,000	
Operating Budget Cuts				
	Reduce Travel budget	Y	100,000	Restricted Out-of-State travel
	Revised travel policy	Y		For one year and then determine the funding for the following year
	Reduction in office and teaching supplies	N		
	Reduce printing of materials	N		
	Reduce library holdings or subscriptions	N		
	Change computer replacement policy	N		
	Changed academic schedule to create efficiencies	N	0	
	Centralization of printing	N		
	4 day work week in summer for employees	N		
	Other describe: Refunded bond issue for IH	Y	27,000	
	Other describe: Buckeye System premeasured for cleaning	Y	5,700	Premeasured packages reduce overuse of cleaning products; changed lawn treatment
	Other describe: Mail run reduction; update postage machine	Y	7,200	Mail delivery once per day; new postage machine using permits
	Total Operating		139,900	
Total Savings			\$ 536,000	

Cost Containment 2010-2011

Name of Institution: University of Arkansas Community College at Hope

Completed By: Jerald Barber

Phone Number: 870-777-5722

Cost Containment Input	
	<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>The College gets input on cost cutting measures from the faculty, staff, students, Board of Trustees and Board of Visitors.</p> <p></p> <p></p> <p></p>
	<p>Do you have a Committee on Cost Containment?</p> <p>NO</p> <p></p> <p></p> <p></p>
	<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>NO</p> <p></p> <p></p> <p></p>

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	7,200	Energy efficient lighting and controls in two buildings on campus.
Retooling HVAC controls	Y	1,800	
Replacing windows	N		
Installed a campus-wide power management system	Y	39,494	
Other describe:	N		
Other describe:	N		
Total Utilities		48,494	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	145,950	Two maintenance and an institutional research positions 25.90%
Hiring of temporary or adjunct faculty	Y	265,184	
Hiring of temporary or part-time staff in lieu of fulltime staff	N	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	169,620	
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		580,754	
Operating Budget Cuts			
Reduce Travel budget	Y	14,400	
Revised travel policy	Y	2,000	
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	Y	60,000	
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	N		
4 day work week in summer for employees	Y	7,655	
Reduced Scholarship Budget	Y	45,000	Replaced with Foundation Scholarships
Other describe:	N		
Other describe:	N		
Total Operating		129,055	
Total Savings		\$ 758,303	

Cost Containment 2010-2011

Name of Institution: UACCM

Completed By: Dr. Larry Davis, Chancellor

Phone Number: 501-977-2013

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
Not a formalized process, but faculty/staff/students asked to turn off lights, computers, turn down thermostats as part of ongoing efforts at utilities savings.			
Most of the input is at the department level where cutting or containing costs is discussed in relation to optional use of the funds.			
Do you have a Committee on Cost Containment?			
Our Chancellor's Council serves in that capacity. That council consists of administrators who report directly to the chancellor and who discuss cost containment with their respective staffs			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
Not at this point. Emphasis in all discussions is that money not spent on utilities, etc. can be shifted to those things deemed most critical in each dept.			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy-efficient lighting, timers, etc.	Y		Cost savings not available yet
Retooling HVAC controls	N		We have done a building-by-building analysis of energy use on campus and will be reviewing that data to see if there are measures we can put in place to contain costs there as well. A consultant provided by Entergy is working with us in performing an analysis of all of our old package AC units to determine whether these should be replaced or have maintenance performed to bring them back up to optimal condition. We have collected information on all the units and the consultants are reviewing the data. They are also reviewing information on our lighting in each building to determine if they should be replaced. Cost savings not available yet.
Replacing windows	N		
Other describe: Energy Star Portfolio Manager program	N		We have also begun the process of entering all of our buildings into the Energy Star Portfolio Manager program. This will allow us to monitor the energy usage of each building and compare them to other public buildings with the goal of reducing energy consumption as required by Act 1494. Cost savings not available yet.
Other describe:	N		
Other describe:	N		
Total Utilities		0	
Personnel			
Consolidating departments	N	0	
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	N		
Hiring of temporary or adjunct faculty	Y	0	moving target by semester, but around 35-40% of faculty are adjunct.
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	70,000	clerical (15K saved), advising (15K saved), and technical program help (2 in auto--40K saved)
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other: switch from 9 month to 12 month faculty in many technical programs	N		accelerated program completion--also allows more students to complete the programs faster. added costs for faculty offset by increased revenue from additional students
Other describe: holding down number of personnel, exact cost savings difficult to calculate	N		We have added very few positions in comparison to the increase in our enrollment. Although our enrollment has increased over 60% the last six years the increase in staff needed for academic/student/business services accommodations has been minimal.
Other describe:	N		Although we have full-time positions in the Student Success lab, we have used part-time people for the past two years at various times so the extra salary could be used somewhere else. For example, one of our full-time staff will be retiring this year and we will supplement for a semester with part-time, with the extra salary being used for an additional part-time position. We have been using the Perkins Grant to pay for a teacher for two years in the Petroleum area. We also have a part-time person being paid out of Perkins to help with the articulations.

Cost Containment 2010-2011

Name of Institution: UACCM

Completed By: Dr. Larry Davis, Chancellor

Phone Number: 501-977-2013

Total Personnel		70,000	
Operating Budget Cuts			
Reduce Travel budget	Y		Travel budgets reviewed and cut in many cases--emphasis on bringing training to campus where more people could benefit--funds used to cover other expenses in same area
Revised travel policy	N		Our travel costs have been reduced simply by our staff not attending conferences and workshops they normally attend and by holding down costs on trips they do attend (such as sharing rooms). Last year, Academic Services used part of their travel budget to purchase equipment for the classrooms. This year they took part of the budget to pay for speakers to come in house in order for more faculty to hear the information. Also, anyone faculty who travel this year, are expected to present as a professional development session for other faculty what they learned. Since we only budget \$24,000 for academic services, we are being very conservative there. We have provided other local workshops (such as with customer service) and have set up future workshops in areas dealing with topics such as computer software. We even had one staff person pay for their own travel out of state to attend a conference.
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	8,668	This year, we cut back the quantity of catalogs we ordered from 4,000 to 500. This resulted in a cost savings of \$8,668. We are becoming more dependent on our web site and other social media to interact with students and parents.
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N	0	
Centralization of printing	Y	2,180	We started printing our own business cards. In 2010, we printed 35 different sets of business cards. Overall, the business cards printed in-house in 2010 included 2180 pieces of card stock (21,800 individual cards – 10 to a page), which had an in-house printing cost of \$2,180.
4 day work week in summer for employees	Y		
Other describe: reduction in scholarships by 2013	Y	50,000	review of current scholarships and renewals--anticipated cost reduction of \$50,000 by 2013. We have spent the last year reviewing our scholarship budget, method of awarding scholarships, scholarship offerings, and scholarship criteria. To contain costs we will be implementing a new scholarship application process. The new process, along with changes to offerings and criteria, will significantly help us reduce our institutional scholarship spending. We have eliminated the tuition discount for concurrently enrolled high school students, which was considered an institutional scholarship.
Other describe: finance staff savings based on credit card use	Y	10,000	An area of cost containment we are just embarking on is a contract we've recently entered into with PE Systems. Effective July 1, 2010 PE Systems re-negotiated our terms with our Merchant Services Provider Elavon Inc. An approximate annual net savings of \$10,000 is expected for just UACCM (\$1,000,000 annual volume) in this area.
Other describe: reduced advertising and employment advertising	Y	40,000	reduced advertising costs by \$40,000--especially as it relates to employment advertisements--focused on use of web site for many positions
Total Operating		110,848	
Total Savings		\$ 180,848	this total does not reflect total cost savings-- utility/building energy reviews not yet completed or implemented

Name of Institution: 4-year Summary

		Yes	No	Estimated Annual Savings
Cost Saving Efforts				
Utilities				
	Retrofitting with energy-efficient lighting, timers, etc.	7	3	\$ 217,115
	Retooling HVAC controls	5	5	\$ 269,479
	Replacing windows	6	4	\$ 21,550
	Other describe:	10	0	\$ 1,645,802
	Other describe:	6	4	\$ 4,368,528
	Other describe:	4	6	\$ 361,260
	Total Utilities	28	12	\$ 6,883,734
Personnel				
	Consolidating departments	3	7	\$ 175,880
	Staff reductions or reorganizations	4	6	\$ 806,492
	Temporary saving by keeping vacancies open	10	0	\$ 7,807,464
	Hiring of temporary or adjunct faculty	10	0	\$ 2,668,812
	Hiring of temporary or part-time staff in lieu of fulltime staff	4	6	\$ 1,055,985
	Reduction in Student Support staff	1	9	\$ 97,300
	Reduction in maintenance staff	1	9	\$ 75,473
	Reduction in campus security	0	10	\$ -
	Defer salary increases	6	4	\$ 1,328,090
	Reduce employee benefit packages	1	9	\$ 108,000
	Early retirement incentives for long-term employees	1	9	\$ 146,900
	Closing academic programs with low enrollments	0	10	\$ -
	Other describe:	5	5	\$ 737,991
	Other describe:	4	6	\$ 602,632
	Other describe:	3	7	\$ 96,912
	Total Personnel	53	97	\$ 15,707,931
Operating Budget Cuts				
	Reduce Travel budget	3	7	\$ 761,518
	Revised travel policy	1	9	\$ -
	Reduction in office and teaching supplies	3	7	\$ 59,791
	Reduce printing of materials	5	5	\$ 482,079
	Reduce library holdings or subscriptions	4	6	\$ 78,935
	Change computer replacement policy	3	7	\$ 306,612
	Changed academic schedule to create efficiencies	3	7	\$ 8,200
	Centralization of printing	4	6	\$ 141,247
	4 day work week in summer for employees	2	8	\$ 47,139
	Other describe:	9	1	\$ 10,144,004
	Other describe:	8	2	\$ 1,400,319
	Other describe:	8	2	\$ 3,256,744
	Total Operating	53	67	\$ 16,686,588
Total Savings				\$ 39,278,253

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

What input are you using from faculty, staff, students, and public in working to contain costs?

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.

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.

Do you have a Committee on Cost Containment?

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

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?

No incentives are offered.

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		
Retrofitting 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		
Hiring of temporary or part-time staff in lieu of fulltime staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		Square footage of campus buildings has increased.
Reduction in campus security	N		Campus Security needs are continually increasing.
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		1,300,000	
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.
			Syllabi and other course materials are provided to students on-line. Other administrative forms have been transitioned to on-line platforms.
Reduce printing of materials	Y		
Reduce library holdings or subscriptions	Y		Annually the lists of library subscriptions are reviewed by departments to verify usage.

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

Change computer replacement policy	Y		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.
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		0	
Total Savings		\$ 1,373,000	

Cost Containment 2010-2011

Name of Institution: Arkansas Tech University

Completed By: Linda Johnson

Phone Number: 479-964-0821

Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?

All travel is reviewed from departments and final approval is required by the Vice President of the responsible area

Purchases that are above \$500 require approval by the Vice President of the responsible area. Energy usage is controlled by required temperature settings.

Budget Advisory Committee gives their input during the development of our annual operating budget

Student Government Association presents student feed back through the Vice President for Student Services

Do you have a Committee on Cost Containment?

Executive Council

Budget Advisory Committee

Scholarship Task Force

Technology Committee

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?

No

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		
Retooling HVAC controls	N		
Replacing windows	N		
Other describe: General campus wide energy conservation efforts	Y	406,033	Utility savings in 2010-11 over 2009-10
Other describe:	N		
Other describe:	N		
Total Utilities		406,033	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	524,567	E&G Professional/Classified actual expended was less than budgeted; unexpended benefits included
Hiring of temporary or adjunct faculty	Y		Savings included in vacancies above.
Hiring of temporary or part-time staff in lieu of fulltime staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	636,410	No COLA raises given for 2011-12
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		No funding is available to implement such a program
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		1,160,977	
Operating Budget Cuts			
Reduce Travel budget	Y	122,472	Travel expended was less than budgeted
Revised travel policy	Y		Travel is approved at the Vice Presidential level rather than the Dean/Department Head level
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	Y	2,409	Library Holdings savings in 2010-11 over 2009-10
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		There is no funding available to implement a centralized print shop
4 day work week in summer for employees	N		
Other describe: Scholarship Policy Changes	Y	2,697,234	Scholarship savings in 2010-11 over 2009-10
Other describe: Competitive Bidding Process	Y	369,611	Competative bidding process used for large orders
Other describe: Budget Cuts from 2009-10 Not Fully Restored	Y	1,068,271	2009-10 State Budget Cut 1,478,756; \$410,485 restored for 2010-11
Total Operating		4,259,997	
Total Savings		\$ 5,827,007	

Cost Containment 2010-2011

Name of Institution:

Henderson State University

Completed By: Leela Franklin, Interim Vice President of Finance & Administration

Phone Number: 870-230-5090

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>The President of Faculty Senate and Staff Senate meet with the Interim VP for Finance & Admin and Interim President separately on a monthly basis to discuss concerns and suggestions provided by the faculty and staff. Comments and suggestions are encouraged by faculty and staff at all times.</p> <p>The University has a Sustainability Committee which addresses environmental concerns as well as efficiency of operations.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>No</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>We are in the process of funding a program where suggestions for cost savings are encouraged from faculty, staff and students by awarding incentives. These incentives are being funded by a rebate from Centerpoint Energy and Entergy for implementing energy savings measures.</p>			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	128,895	\$119,000 (9%) savings + 9895 rebate (future savings)
Retooling HVAC controls	N		
Replacing windows	Y	2,250	Heating & Cooling savings (International House apartments)
Other describe: Utility savings between 09-10 and 10-11	Y	321,728	Energy Savings
Other describe: boiler replacement & ESCO	Y	609,650	Boiler replacement rebate (\$1,999), ESCO (\$607,651)
Other describe: Bulk purchase of Gas	Y	99,473	Annual savings 10-11
Total Utilities		1,161,996	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	105,736	Assistant Controller position not filled while Presidential search is conducted + Salary Savings by replacing @ lower rates. C Barber in HPER position not filled at this time - overload C Taylor in Ed not filled at this time adj * Includes fringes.
Hiring of temporary or adjunct faculty	Y	405,554	adjunct faculty make up 29% of total faculty but receive 4.9% of expenditures for teaching salaries * Includes fringes
Hiring of temporary or part-time staff in lieu of fulltime staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	390,880	Fac/NC \$271,127 Class \$30,711 Fringes= \$89,042 * includes fringes
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		902,170	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		
4 day work week in summer for employees	Y	292,574	10-11 debt savings (future debt savings = 133,892)
Other describe: Refunding of Bonds	N		
Other describe:	N		
Other describe:	N		
Total Operating		292,574	
Total Savings		\$ 2,356,740	

Cost Containment 2010-2011

Name of Institution: Southern Arkansas University

Completed By: Roger Giles

Phone Number: 870-235-4010

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 president 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 indicates 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 staff reduction comment above
Reduction in maintenance staff	N		also see staff reduction comment above
Reduction in campus security	N		also see staff 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 at 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, e-newsletters, 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 postage 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	

Cost Containment 2010-2011

Name of Institution: University of Arkansas, Fayetteville

Completed By: Don Pederson, Vice Chancellor for Finance and Administration

Phone Number: 479-575-5828

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>Cost containment at the University of Arkansas is a decentralized process with all units responsible for containing costs and retaining the savings to use for different higher priority needs.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>There is a central committee that will be reviewing reported cost containment to see if there are opportunities that are being missed.</p>			
<p>Do you offer Incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>The incentives are for units to have funds for activities that would not be possible otherwise and are a powerful incentive. There are no separate incentives for individuals for suggestions on how to cut costs as that is part of everyone's responsibility. Suggestions and actual implementation of cost containment may be considered part of the merit process in determining salary increases. Employees would have to report such activities to their supervisors to have them considered in the merit process.</p>			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	2,500	Majority of these cost savings are captured in another category: Energy Service Performance Contracts. These cost savings are captured in another category: Energy Service Performance Contracts.
Retooling HVAC controls	N	0	
Replacing windows	N	3,300	Completed renovation of Peabody Hall including replacement with energy efficient windows - \$310k.
Other describe: Capture kinetic energy from elliptical machines & Consolidated utilities bill - excise tax savings	Y	26,041	Capture kinetic energy from elliptical machines (700) & Consolidated utilities bill - excise tax savings (25,341)
Other describe: Energy Service Performance Contracts & Updated Chiller Plant from gas to electric	Y	3,035,700	Energy Service Performance Contracts - Completed 2 Campus ESPC's (POSC, \$3.6M & Heating Plant, \$14.4M) and substantially completed the 3rd ESPC - IIIa addressing lighting, heating/ac, & water in 56 E&G Buildings, \$23M. Cost for all three totals \$41M (2,010,000) & Updated Chiller Plant from gas to electric - Completed \$4.11M in energy & efficiency upgrades & retrofits to the SW Chiller plant which replaces expensive North Chiller Plant (1,025,700)
Other describe: SWEPCO - Central utility plant emergency load management program & SWEPCO Energy conservation program	Y	84,787	SWEPCO - Central utility plant emergency load management program (21,479) & SWEPCO Energy conservation program (63,308)
Total Utilities		3,152,328	
Personnel			
Consolidating departments	Y	55,880	
Staff reductions or reorganizations	Y	731,492	
Temporary saving by keeping vacancies open	Y	1,668,173	
Hiring of temporary or adjunct faculty	Y	369,157	
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	276,485	
Reduction in Student Support staff	Y	97,300	
Reduction in maintenance staff	Y	75,473	
Reduction in campus security	N	0	
Defer salary increases	Y	5,800	
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: Administering Hiring Incentives to Restore Employment (HIRE) Act	Y	195,103	
Other describe: Use of technology to improve efficiencies & Used in-house resources instead of outsourcing	Y	178,015	
Other describe: Utilized Volunteers and Community Service Opportunities	Y	43,075	
Total Personnel		3,695,953	
Operating Budget Cuts			
Reduce Travel budget	Y	621,546	
Revised travel policy	N	0	
Reduction in office and teaching supplies	Y	27,871	
Reduce printing of materials	Y	449,699	

Cost Containment 2010-2011

Name of Institution: University of Arkansas, Fayetteville

Completed By: Don Pederson, Vice Chancellor for Finance and Administration

Phone Number: 479-575-5828

Reduce library holdings or subscriptions	Y	65,500	
Change computer replacement policy	Y	246,612	
Changed academic schedule to create efficiencies	Y	8,200	
Centralization of printing	Y	8,100	
4 day work week in summer for employees	N	0	
Other describe: Delay Replacement by Extending the Useful Life, Negotiated better contract pricing, Pool Resources Across Departments to Gain Efficiencies & Reduction of special event costs and food	Y	3,994,075	Delay Replacement by Extending the Useful Life (70,545), Negotiated better contract pricing (1,200,800), Pool Resources Across Departments to Gain Efficiencies (2,628,909) & Reduction of special event costs and food (93,821)
Other describe: Secured external source of funds, Use of electronic media to reduce advertising costs & Use of technology to improve efficiencies	Y	490,779	Secured external source of funds (79,333), Use of electronic media to reduce advertising costs (10,000) & Use of technology to improve efficiencies (401,446)
Other describe: Used in-house resources instead of outsourcing, Improved student healthcare testing efficiency, Eliminated a dept. subscription to a business database & Repalced some rental fleet with more efficient vehicles	Y	661,933	Used in-house resources instead of outsourcing (614,743), Improved student healthcare testing efficiency (10,290), Eliminated a dept. subscription to a business database (35,000) & Repalced some rental fleet with more efficient vehicles (1,900)
Total Operating		6,574,315	
Total Savings		\$ 13,422,596	

Cost Containment 2010-2011

Name of Institution: University of Arkansas - Fort Smith

Completed By: Mark Horn
Phone Number: 479-788-7036

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>All good ideas for cost avoidance/savings are given consideration.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>UAFS does not have a stand-alone committee on cost containment, but rather uses the existing committee structure (University Support Council, Faculty Senate, Student Senate, etc.) to bring ideas forward for evaluation/consideration by the administration. Chancellor has formed several ad hoc committees to study specific resource/cost issues (e.g., the Parking Task Force)</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>We do not offer individual monetary incentives for cost cutting ideas. We do, however, make every reasonable effort to publicly recognize and celebrate cost containment suggestions that have been successfully implemented. The forums for such recognition are the fall and spring faculty in-service meetings and the University Support Council fall and spring campus update meetings.</p>			
Cost Saving Efforts			
Utilities	Y or N	Estimated Annual Savings	Notes
Retrofitting with energy efficient lighting, timers, etc.	Y	1,965	Replacement of all T-12 Florescent Lights to T-8 (in Process)--137 fixtures so far x \$14.34/fixture = \$ 1,965 for 2 buildings
Retooling HVAC controls	N		
Replacing windows	N		
Other describe: Water savings from fixing all irrigation leaks across campus	Y	11,000	
Other describe: Energy Savings of Electricity (OG&E electric bill actuals yr over yr)	Y	528,178	Monitored HVAC scheduling (in progress), Replacement of Campus Outdoor Lights (lots, sidewalks to LED) (in progress), Replacement of CRT to LCD computer screens (65% energy savings), Replacement of PC's to thin clients (70% energy savings) & Virtual Server replacement of physical servers (90% energy savings)
Other describe: Total Utilities	N	541,143	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	250,000	
Hiring of temporary or adjunct faculty	Y	173101	Adjunct hours as % of total hours increased from 26.6% in Fall 08 to 31.3% in Fall 10 (136 sections X \$1270/section)
Hiring of temporary or part-time staff in lieu of full-time staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	Y	108000	Implemented a charge to employee for individual health coverage (450 employees X \$20/mo X 12 months)
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		

Cost Containment 2010-2011

Name of Institution: University of Arkansas - Fort Smith

Completed By: Mark Horn

Phone Number: 479-788-7036

Other describe: Increased average section size, Cost-of-Living Adjustments, Time	Y	332,320	Increased average section size - Average section size increased 6.7% from 20.14 in Fall 2008 to 21.48 in Fall 2010 (equivalent to 99 sections at \$1800/section) (178,200), Cost-of-Living Adjustments (0), Time Force software (Technology) - Electronic Time Cards (\$57,000 savings in 3 months) (160,000) & Altiris software purchase (Technology) - Eliminate 1 FTE in PC Systems area (\$4,120)
Other describe: Implemented mandatory direct deposit of paychecks, Installation	Y	52850	Implemented mandatory direct deposit of paychecks - Postage costs, check stock, and staff time for stuffing, mailing and reconciliation (15,000), Installation of bulk fuel station - employee time (2.5 hrs/week-approx \$2,100) was saved by eliminating the need to make multiple trips to off-campus gas station (2,100), Labor Savings - Grounds Crew - Dropped height of the mowers, added edger and catcher; Mowing crew is able to mow entire campus with 3 employees (32,000) & Eliminated outsourcing of OSHA safety training (Health & Safety) - Director of Health & Safety teaches class (3,750)
Other describe: Trained student workers on event scheduling (C&CE), Utilized vo	Y	53837	Trained student workers on event scheduling (C&CE) - Trained student workers to eliminate need for additional officer (450), Utilized volunteers for ushers at all shows (C&CE) (3,000), Used tech crew as stagehands instead of outsourcing (C&CE) (3,000) & Discontinued use of Temporary Employment Service - In FY2009, we spent \$48,331 on temporary help; In FY2010, \$46,422; in FY2011, \$0 (47,387)
Total Personnel		970,108	
Operating Budget Cuts			
Reduce travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	15000	Implemented print control in student labs
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	Y	33147	Printer consolidation - Unified purchasing of toner and maintenance for printers
4 day work week in summer for employees	N		
Other describe: Implemented on-line bill pay, Terminated consultant contracts wi	Y	248,799	Implemented on-line bill pay - Savings per year - reduced credit card processing by streamlining the bill payment process (15,000), Terminated consultant contracts with J.C.Watts Cos, LLC & Noel Levitz - Services formerly outsourced; will now be performed in-house (60,000) & Plant Operations (173,799)
Other describe: Campus & Community Events (C&CE)	Y	69815	Collection of Event Programs, Eliminate receipts on comp tickets, Batteries ordered in bulk & Multi-Media Outsourcing brought in-house
Other describe: Health & Safety and Technology	Y	340720	Eliminated vandalism, Savings on pre-made emergency blue-light phones outsourced stands, University Police Department software upgrade - Will allow enforcement and collection of parking fines, 90 virtual servers, 368 thin clients (not included is 5 yr. useful life of thin client vs. 3 yr. on PC) & Increase of bandwidth from 40Mbps to 150Mbps
Total Operating		707,481	
Total Savings		\$ 2,218,732	

Cost Containment 2010-2011

Name of Institution: University of Arkansas at Little Rock

Completed By: Bob Adams

Phone Number: 501-563-3202

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs?</p> <p>Open budget hearings are conducted with presentations from each vice chancellor. The budget director and vice chancellor for finance and administration meet regularly with the faculty senate planning and finance committee to review budget issues and cost containment suggestions. Bimonthly meetings are held with the UALR Board of Visitors whose membership is comprised of community business leaders who contribute valuable advice on finances and operational efficiencies.</p>			
<p>Do you have a Committee on Cost Containment?</p> <p>The planning and finance committee of the faculty senate participates in the annual budget hearings and makes recommendations to the Chancellor on cost containment. Members of this committee have surveyed other universities similar to UALR in other states and have offered recommendations based on the experiences of the other campuses facing budget shortfalls.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</p> <p>There are not formal incentives. However, due to limited operating budgets, all departments are continually seeking ways to contain costs in order to stretch their budget dollars further.</p>			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y	3,000	
Retooling HVAC controls	Y	70,000	
Replacing windows	Y		Difficult to calculate the exact savings
Other describe: Natural gas hedging contracts	Y	440,000	
Other describe: Innovative building design (LEED)	Y	35,000	
Other describe: Replaced electrical capacity bank	Y	170,000	
Total Utilities		718,000	
Personnel			
Consolidating departments	N		Done in previous years, but not in FY 11
Staff reductions or reorganizations	Y	75,000	
Temporary saving by keeping vacancies open	Y	1,591,300	
Hiring of temporary or adjunct faculty	Y	1,650,000	Please include percent of part time/adjunct faculty here. (% SSCHs taught by part time faculty, including graduate assistants was 28%). UALR has a history of using adjunct faculty in a number of academic areas. Because of its location in the capital city, UALR has access to many exceptional professionals to serve as adjunct instructors and reduce the reliance on full-time faculty without sacrificing quality.
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	360,000	
Reduction in Student Support staff	N		With Lottery and other financial aid requirements, it is not possible to reduce student support staff
Reduction in maintenance staff	N		Not reduced, but held constant. Maintenance and custodial staff are supporting more square footage with same level of staffing
Reduction in campus security	N		Campus security remains a point of emphasis for UALR
Defer salary increases	Y		UALR gave a 1% salary increase to non-classified employees in 2008-09, no increases in 2009-10 and a 2% increase in 2010-11 during a period when the consumer price index rose 4.6% with a loss in employee purchasing power of 1.6%.
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	Y	146,900	
Closing academic programs with low enrollments	N		This was accomplished in 2009-10
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		3,823,200	
Operating Budget Cuts			
Reduce Travel budget	N		Had greatly reduced travel in the previous year
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		All ready in place prior to 2010-11
4 day work week in summer for employees	N		
Other describe: Reduced maintenance service agreements & in kind external support	Y	328,400	Reduced maintenance service agreements (52,000) & in kind external support - in-kind support helps offset costs that would have been incurred at university expense (276,400)
Other describe: Provide IT services to UASys, Clinton School, and ASMSA	Y	288,000	Savings reflect net of what external IT support would have cost
Other describe: Revised student fee payment and attendance confirmation process to reduce uncollectible accounts	Y	750,000	
Total Operating		1,366,400	
Total Savings		\$ 5,907,600	

Cost Containment 2010-2011

Name of Institution: University of Arkansas at Monticello

Completed By: Jay Jones

Phone Number: 870-460-1022

Cost Containment Input			
<p>What input are you using from faculty, staff, students, and public in working to contain costs? Our chancellor formed a cost containment committee that met several times during FY2011. This was a 15 member committee comprised of faculty, staff and students. A number of suggestions were made for cost cutting initiatives and these were posted on the university's website.</p>			
<p>Do you have a Committee on Cost Containment? Yes. See above.</p>			
<p>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs? We have recognized the work of the cost containment committee through email and also gave special recognition for the group at our professional development week activities which are held in August.</p>			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		See estimate below
Retooling HVAC controls	Y		See estimate below
Replacing windows	N		
Other describe: Total est svgs from Energy Conservation Measures implemented	Y	110,000	Based on estimate provided by ESCO
Other describe:	N		
Other describe:	N		
Total Utilities		110,000	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	62,067	
Hiring of temporary or adjunct faculty	Y	26,000	
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	19,500	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe: Hiring GAs in place of FT faculty	Y	70,000	
Other describe:	N		
Other describe:	N		
Total Personnel		177,567	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	15,250	Discontinued printing of annual for students
Reduce library holdings or subscriptions	Y	11,026	Discontinued NY Times for students
Change computer replacement policy	Y	60,000	Changed from a 4 year to 3 year rotation of academic computing labs
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		
4 day work week in summer for employees	Y	30,000	4.5 day work week in summer for employees and 4 day summer class schedule - Estimated energy savings
Other describe: Bond Refunding & Reduced motor pool by 2 vehicles	Y	23,922	Bond Refunding - Savings from refunding of bond issue (19,422) & Reduced motor pool by 2 vehicles - Cost of maintenance and Insurance (4,500)
Other describe: Savings from switching from DIS internet/email service to AREO	Y	73,200	Savings of \$6,100/month
Other describe: Savings in postage	Y	5,000	Discontinued mailing grades to students
Total Operating		218,898	
Total Savings		506,465	

Cost Containment 2010-2011

Name of Institution: University of Arkansas at Pine Bluff

Completed By: Pauline Thomas

Phone Number: 870.575.8970

Cost Containment Input			
What Input are you using from faculty, staff, students, and public in working to contain costs?			
Any valid cost containment recommendation received by Executive Cabinet will be reviewed.			
Do you have a Committee on Cost Containment?			
No, the Executive Cabinet is charged with making final decisions on cost containment issues with input from other parties or data presented as needed.			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
No, but special effort is given to recognize any administrator, faculty/staff or student by utilizing campuswide email announcements, at the university's Annual Fall Semester Faculty/Staff Seminar where Chancellor Davis gives his State of the University speech and in individual departmental meetings.			
Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N	75,000	Lighting Retrofit done in previous fiscal year resulted in annual energy savings in FY2010-2011
Retooling HVAC controls	N		
Replacing windows	Y	10,000	Replaced 41 windows Harrold Living Learning Cntr with energy efficient window, on-going project estimate annual savings
Other describe: GAS Management	Y	79,000	The university utilizes what is referred to as a deregulated supply procurement arrangement for our Natural Gas supply, distribution, and transportation which optimizes the cost for our campus. We purchase natural gas in bulk and secure a lower rate which is locked in for one year.
Other describe:	N		
Other describe:	N		
Total Utilities		164,000	
Personnel			
Consolidating departments/positions	Y	120,000	Due to reduced or limited budgets the university has consolidated several positions. Some of those positions consolidated are: our Vice Chancellor for Finance and Administration also serves as the Associate Vice Chancellor and Budget Director, the Public Relations Officer is also the Web Administrator, the Assistant to the Chancellor is the Director of Harrold Living Learning Center
Staff reductions or reorganizations	Y		
Temporary saving by keeping vacancies open	Y	300,000	
Hiring of temporary or adjunct faculty	Y	45,000	10% was used to fund Adjunct Faculty due to decline in enrollment and Instructor class hours increased by 3 credit hours.
Hiring of temporary or part-time staff in lieu of fulltime staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	85,000	Raises were deferred to Spring Semester (January) which resulted a half fiscal year savings.
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe: Increase Instructors Teaching credit hours	Y	68,000	Instructor's Teaching load increased from 12 to 15 hours per semester.
Other describe: On-line check advices and W-2's	Y	50,000	Cut cost of printing and mailing by implementing on-line check advices and w-2 form and staff time in preparation of
Other describe: Wellness Program	Y		Savings not realized at this time it is a on-going project with potential health care cost reduction due to healthier employees and less medical claims filed.
Total Personnel		668,000	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	Y	100,000	Mandated Print Control on documents printed by a department they must use our full service with 4-color Printing Services Department first before sending any printing outside it must be approved. Print Control equipment was also added to our library to reduce cost of printing involving students.
4 day work week in summer for employees	N		
Other describe: maintenance and operations (travel, supplies, services)	Y	250,000	M&O budgets was frozen and spent on a need priority basis this fiscal year to cut cost.
Other describe: Printing	Y		
Other describe: Debt Service	Y	400,000	Paid in full (Oct. 2010) Debt owed for Technical equipment including our telephone and voice mail system.
Total Operating		750,000	
Total Savings		\$ 1,582,000	

Cost Containment 2010-2011

Name of Institution: University of Central Arkansas

Completed By: Diane Newton

Phone Number: 501-450-3184

Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?

The Budget Advisory Committee reviews the budget and cash flow on a monthly basis. The structure includes faculty, staff and students.

The Responsible UCA committee has form for ideas to be considered for const containment and sustainability.

Do you have a Committee on Cost Containment? Yes Responsible UCA

Yes, the committee's official name is Responsible UCA. It's mission includes sustainable efforts along with cost containment.

The structure includes faculty, staff and students. These members represent other sustainable and energy groups in existence.

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs? Not yet

Not yet

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		Occupancy sensors approximately \$40 annual savings per unit for a total of estimated savings 3% to 5% on building's utility cost.
Retrofitting HVAC controls	Y		HVAC replacements 10%-12% annual return.
Replacing windows	Y		Roof replacements, weatherproofing & window replacements can save from 1/2% -2% annually on building's utility cost.
Other describe: High efficiency washing machines & dryers, Purchasing natural gas on the open market & UCA is now on Areon for commodity internet	Y	192,000	High efficiency washing machines & dryers (34,000), Purchasing natural gas on the open market (68,000) & UCA is now on Areon for commodity internet (90,000)
Other describe: Telephone service	Y	148,000	Contract Negotiation
Other describe: Water savings for replacement of grass with turf	Y	7,000	Estimated on irrigation savings
Total Utilities		347,000	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	1,918,541	
Hiring of temporary or adjunct faculty	Y		Please include percent of part time/adjunct faculty here. 17% of total faculty in FY11 were adjunct/part-time.
Hiring of temporary or part-time staff in lieu of fulltime staff	N		
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		1,918,541	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		
4 day work week in summer for employees	N		
Other describe: Bond Refinancing and Copy Machines & Shredding	Y	2,306,900	Bond Refinancing for FY11 (1,900,000) & Copy Machines & Shredding - Contract Negotiation (406,900)
Other describe: Networking Equipment Capital Lease & Contract Negotiation	Y	106,114	Networking Equipment Capital Lease - Utilizing a capital lease for replacement of network equip. Savings is from the lease payment vs. maint. Costs (98,714) & Paper Towels - Contract Negotiation (7,400)
Other describe: Direct deposit of student refund checks & Switching from paper bills to E-bills	Y	25,400	Direct deposit of student refund checks (5,400) & Switching from paper bills to E-bills (20,000) - savings in postage, printing, supplies, envelopes, etc.
Total Operating		2,438,414	
Total Savings		\$ 4,703,955	