

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

October 4, 2011

Co-Chairs':

Your Higher Education Subcommittee met on October 4, 2011, and reports the discussion and consideration of the following presentations and items by the noted speakers:

- A. Shane Broadway, Interim Director of Department of Higher Education, provided an update on the 2011 Fall Term Preliminary Enrollment Report.
- B. Institutions of Higher Education Salaries over \$100, 000 for the last Academic Year were discussed for 6 Institutions.
- C. Cost Containment Efforts of 6 Institutions of Higher Education presented about their efforts in this matter.

Respectfully submitted,

Senator Sue Madison, Co-Chair

Representative Johnnie Roebuck, Co-Chair

AGENDA
Higher Education Subcommittee
of the
Arkansas Legislative Council

Tuesday, October 04, 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. Agency Update
Mr. Shane Broadway, Interim Director, Arkansas Department of Higher Education
- D. UA Community College at Hope (UACCH), 2-Year, Salaries and Cost Containment Efforts [**Exhibits D**]
- E. University of Arkansas Monticello (UAM), 4-Year, Salaries and Cost Containment Efforts [**Exhibits E**]
- F. Black River Technical College (BRTC), 2-Year, Salaries and Cost Containment Efforts [**Exhibit F**]
- G. Southern Arkansas University (SAUM), 4-Year, Salaries and Cost Containment Efforts [**Exhibit G**]
- H. Arkansas State University – Jonesboro (ASU), 4-Year, Salaries and Cost Containment Efforts [**Exhibit H**]
- I. Mid-South Community College (MSCC), 2-Year, Salaries and Cost Containment Efforts [**Exhibits I**]
- J. Other Business
- K. 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



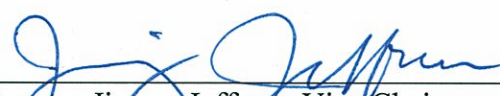








ALC – HIGHER EDUCATION SUBCOMMITTEE (038)

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 Oct. 4, 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 OCT. 4, 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.

☐ Sen.
☒ Rep.

Billy Gaskill
 (signature)

BILLY GASKILL
 (print name)

SM
 (Chair approval)

☐ Sen.
☒ Rep.

Buddy Lovell
 (signature)

Buddy Lovell
 (print name)

SM
 (Chair approval)

☐ Sen.
☒ Rep.

John Catlett
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John Catlett
 (print name)

SM
 (Chair approval)

☐ Sen.
☒ Rep.

James Rattoff
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James Rattoff
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 (Chair approval)

☐ Sen.
☒ Rep.

Sheilla Lampkin
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Sheilla Lampkin
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☐ Sen.
☒ Rep.

David Fielding
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David Fielding
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SM
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☐ Sen.
☒ Rep.

Duncan Baird
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Duncan Baird
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 (Chair approval)

☐ Sen.
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Karen Hopper
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Karen Hopper
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☐ Sen.
☒ Rep.

Tim Summers
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Tim Summers
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 (Chair approval)

☐ Sen.
☒ Rep.

Thomas A. Woott
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Tammy Woott
 (print name)

SM
 (Chair approval)

☐ Sen.
☒ Rep.

Eddie Cheatham
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Eddie Cheatham
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☐ Sen.
☒ Rep.

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 (Chair approval)

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 OCT. 4, 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.

☐ Sen.
☐ Rep.

Jon Woods
 (signature)

JON WOODS
 (print name)

84
 (Chair approval)

☐ Sen.
☐ Rep.

Betty Overbey
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BETTY OVERBEY
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☐ Rep.

Jim Nichols
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Jim Nichols
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☐ Rep.

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 (Chair approval)

☐ Sen.
☐ Rep.

 (signature)

 (print name)

 (Chair approval)



Handout C1

Arkansas Department of Higher Education

114 East Capitol • Little Rock, Arkansas • 72201-3818 • (501) 371-2000 • Fax (501) 371-2001

Mike Beebe
Governor

Shane Broadway
Interim Director

NOTE TO EDITORS: Please refer to attached tables for enrollment at all institutions.

Oct. 4, 2011

FOR IMMEDIATE RELEASE

Contact:
Brandi Hinkle, Communications Coordinator
Arkansas Department of Higher Education
501-683-2078
brandi.hinkle@adhe.edu

Arkansas colleges, universities see increased fall enrollment

LITTLE ROCK, Ark. – Total fall semester enrollment at Arkansas colleges and universities increased by two percent compared to last year, according to preliminary figures released Tuesday by the Arkansas Department of Higher Education (ADHE).

Total fall enrollment in higher education is 176,114 in public and private schools. Figures are based on a “snapshot” of enrollment on the 11th day of classes for both undergraduate and graduate level students.

“For the last few years, the state has had steady increases in enrollment,” said Shane Broadway, ADHE interim director, “but more importantly over the past two years Arkansas was ranked first in increased bachelor’s degree production among public schools in Southern Regional Education Board states.”

In 2006-07, Arkansas conferred 8,496 bachelor’s degrees as compared to 9,392 in 2008-09, an increase of more than 10 percent, according to SREB data.

“Arkansas must create a workforce that has in-demand credentials and skills,” Broadway said, “as forecasts indicate by the year 2020 nearly three-fourths of jobs will require an education beyond a high school diploma.

“Increasing enrollment is important,” Broadway continued, “as it’s also an indicator of retention, and we know in Arkansas that retention is a barrier to overcome in reaching the governor’s goal of doubling the number of degree holders in the state by 2025.”

The ADHE is responsible for carrying out the policy directives of the Arkansas Higher Education Coordinating Board (AHECB), approving and reviewing college and university academic programs and developing funding recommendations for the state’s 11 public universities and 22 public two-year colleges as well as several other post-secondary entities. In addition, the agency is responsible for distributing approximately \$170 million annually from state revenues and lottery funds intended to ease the financial burden of students seeking an education beyond high school.

For more information, visit www.adhe.edu.

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Handout C1

Increase in Bachelor's Degrees Conferred Public Four-Year Universities, 2006-07 to 2008-09

	2006-07	2008-09	% Increase
SREB states	346,540	368,898	6.5%
Arkansas	8,496	9,392	10.5%
North Carolina	28,193	30,905	9.6%
Florida	47,326	51,449	8.7%
Georgia	25,895	28,041	8.3%
Alabama	17,701	18,996	7.3%
Oklahoma	14,800	15,874	7.3%
Texas	74,153	79,420	7.1%
Delaware	3,821	4,075	6.6%
South Carolina	14,051	14,973	6.6%
Virginia	29,005	30,725	5.9%
Maryland	16,577	17,477	5.4%
Louisiana	16,936	17,497	3.3%
Mississippi	9,867	10,193	3.3%
Kentucky	14,742	15,134	2.7%
West Virginia	8,127	8,242	1.4%
Tennessee	16,850	16,505	-2.0%

Source: SREB Table 2: Degrees and Other Awards Conferred All Public Four-Year Universities.

2011 Fall Term Preliminary Fall Census Enrollment Report
Preliminary Opening Fall For-Credit Enrollment at Arkansas Colleges and Universities
Student Headcount and FTE by Institution
as of September 23, 2011

Handout C2

No.	Inst. Type	Institution	Actual Enrollment Fall 2010				Preliminary Enrollment Fall 2010				Preliminary Enrollment Fall 2011				Percent Change (Actual vs. Preliminary) 2010 - 2011				Percent Change in Preliminary Reports 2010 - 2011			
			Actual				Preliminary				Enrolled	Enrolled	Enrolled	Enrolled	2010 - 2011				2010 - 2011			
			High School	Under-graduate	Graduate	All Students	High School	Under-graduate	Graduate	All Students	High School	Undergraduate	Graduate	Total	High School	Under-graduate	Graduate	All Students	High School	Under-graduate	Graduate	All Students
1	1	ASUJ	293	9,758	3,364	13,415	277	9,790	3,371	13,438	348	9,778	3,794	13,920	18.8%	0.2%	12.8%	3.8%	25.6%	-0.1%	12.5%	3.6%
2	1	ATU	1,051	8,087	677	9,815	1,049	8,087	677	9,813	1,286	8,424	754	10,464	22.4%	4.2%	11.4%	6.6%	22.6%	4.2%	11.4%	6.6%
3	1	HSU	1	3,371	341	3,713	1	3,311	400	3,712	5	3,376	398	3,779	400.0%	0.1%	16.7%	1.8%	400.0%	2.0%	-0.5%	1.8%
4	1	SAUM	79	2,905	395	3,379	78	2,863	438	3,379	94	2,829	459	3,382	19.0%	-2.6%	16.2%	0.1%	20.5%	-1.2%	4.8%	0.1%
5	1	UAF	8	17,326	4,071	21,405	8	17,239	4,158	21,405	13	19,014	4,172	23,199	62.5%	9.7%	2.5%	8.4%	62.5%	10.3%	0.3%	8.4%
6	1	UAFS	579	7,137	-	7,716	579	7,140	-	7,719	662	6,927	-	7,589	14.3%	-2.9%	0.0%	-1.6%	14.3%	-3.0%	-	-1.7%
7	1	UALR	1,099	9,367	2,710	13,176	1,141	9,215	2,854	13,210	1,256	9,272	2,591	13,119	14.3%	-1.0%	-4.4%	-0.4%	10.1%	0.6%	-9.2%	-0.7%
8	1	UAM	370	3,252	16	3,638	374	3,125	151	3,650	482	3,322	117	3,921	30.3%	2.2%	631.3%	7.8%	28.9%	6.3%	-22.5%	7.4%
9	1	UAMS	-	1,034	1,802	2,836	-	944	1,892	2,836	-	928	1,891	2,819	0.0%	-10.3%	4.9%	-0.6%	-	-1.7%	-0.1%	-0.6%
10	1	UAPB	1	3,284	143	3,428	1	3,289	145	3,435	-	3,062	125	3,187	-100.0%	-6.8%	-12.6%	-7.0%	-100.0%	-6.9%	-13.8%	-7.2%
11	1	UCA	546	9,277	1,621	11,444	546	9,277	1,621	11,444	379	9,250	1,534	11,163	-30.6%	-0.3%	-5.4%	-2.5%	-30.6%	-0.3%	-5.4%	-2.5%
12	2	ANC	91	1,912	-	2,003	90	1,913	-	2,003	144	1,852	-	1,996	58.2%	-3.1%	0.0%	-0.3%	60.0%	-3.2%	-	-0.3%
13	2	ASUB	658	4,025	-	4,683	655	4,031	-	4,686	697	4,007	-	4,704	5.9%	-0.4%	0.0%	0.4%	6.4%	-0.6%	-	0.4%
14	2	ASUMH	62	1,521	-	1,583	62	1,521	-	1,583	61	1,411	-	1,472	-1.6%	-7.2%	0.0%	-7.0%	-1.6%	-7.2%	-	-7.0%
15	2	ASUN	428	1,657	-	2,085	395	1,722	-	2,117	411	1,594	-	2,005	-4.0%	-3.8%	0.0%	-3.8%	4.1%	-7.4%	-	-5.3%
16	2	BRTC	230	2,267	-	2,497	231	2,277	-	2,508	229	2,277	-	2,506	-0.4%	0.4%	0.0%	0.4%	-0.9%	0.0%	-	-0.1%
17	2	CCCUA	351	1,172	-	1,523	353	1,177	-	1,530	339	1,103	-	1,442	-3.4%	-5.9%	0.0%	-5.3%	-4.0%	-6.3%	-	-5.8%
18	2	CotO	545	997	-	1,542	545	1,535	-	2,080	519	886	-	1,405	-4.8%	-11.1%	0.0%	-8.9%	-4.8%	-42.3%	-	-32.5%
19	2	EACC	105	1,405	-	1,510	105	1,406	-	1,511	107	1,199	-	1,306	1.9%	-14.7%	0.0%	-13.5%	1.9%	-14.7%	-	-13.6%
20	2	MSCC	367	1,972	-	2,339	369	1,974	-	2,343	494	1,649	-	2,143	34.6%	-16.4%	0.0%	-8.4%	33.9%	-16.5%	-	-8.5%
21	2	NAC	198	2,223	-	2,421	197	2,224	-	2,421	179	2,128	-	2,307	-9.6%	-4.3%	0.0%	-4.7%	-9.1%	-4.3%	-	-4.7%
22	2	NPCC	462	3,383	-	3,845	350	3,450	-	3,800	550	3,550	-	4,100	19.0%	4.9%	0.0%	6.6%	57.1%	2.9%	-	7.9%
23	2	NWACC	675	7,690	-	8,365	683	7,685	-	8,368	747	7,786	-	8,533	10.7%	1.2%	0.0%	2.0%	9.4%	1.3%	-	2.0%
24	2	OZC	181	1,392	-	1,573	169	1,404	-	1,573	137	1,490	-	1,627	-24.3%	7.0%	0.0%	3.4%	-18.9%	6.1%	-	3.4%
25	2	PCCUA	747	1,408	-	2,155	732	1,444	-	2,176	842	1,357	-	2,199	12.7%	-3.6%	0.0%	2.0%	15.0%	-6.0%	-	1.1%
26	2	PTC	304	10,912	-	11,216	274	10,934	-	11,208	301	11,646	-	11,947	-1.0%	6.7%	0.0%	6.5%	9.9%	6.5%	-	6.6%
27	2	RMCC	272	844	-	1,116	268	848	-	1,116	283	822	-	1,105	4.0%	-2.6%	0.0%	-1.0%	5.6%	-3.1%	-	-1.0%
28	2	SACC	276	1,484	-	1,760	197	1,583	-	1,780	184	1,605	-	1,789	-33.3%	8.2%	0.0%	1.6%	-6.6%	1.4%	-	0.5%
29	2	SAUT	757	1,094	-	1,851	829	1,096	-	1,925	1,034	1,120	-	2,154	36.6%	2.4%	0.0%	16.4%	24.7%	2.2%	-	11.9%
30	2	SEAC	169	2,020	-	2,189	62	2,009	-	2,071	286	1,903	-	2,189	69.2%	-5.8%	0.0%	0.0%	361.3%	-5.3%	-	5.7%
31	2	UACCB	124	1,581	-	1,705	137	1,570	-	1,707	138	1,437	-	1,575	11.3%	-9.1%	0.0%	-7.6%	0.7%	-8.5%	-	-7.7%
32	2	UACCH	161	1,396	-	1,557	156	1,401	-	1,557	151	1,242	-	1,393	-6.2%	-11.0%	0.0%	-10.5%	-3.2%	-11.3%	-	-10.5%
33	2	UACCM	58	2,404	-	2,462	58	2,401	-	2,459	55	2,242	-	2,297	-5.2%	-6.7%	0.0%	-6.7%	-5.2%	-6.6%	-	-6.6%
34	P	ABC	-	1,121	-	1,121	-	1,119	-	1,119	-	1,193	-	1,193	0.0%	6.4%	0.0%	6.4%	0.0%	6.6%	-	6.6%
35	P	CBC	-	736	-	736	-	742	-	742	40	818	-	858	0.0%	11.1%	0.0%	16.6%	0.0%	10.2%	-	15.6%
36	P	CRC	43	158	-	201	43	158	-	201	44	177	-	221	2.3%	12.0%	0.0%	10.0%	2.3%	12.0%	-	10.0%
37	P	HC	-	1,454	13	1,467	-	1,454	13	1,467	-	1,415	11	1,426	0.0%	-2.7%	-15.4%	-2.8%	0.0%	-2.7%	-15.4%	-2.8%
38	P	HU	21	4,152	2,575	6,748	21	4,150	2,578	6,749	36	4,268	2,755	7,059	71.4%	2.8%	7.0%	4.6%	71.4%	2.8%	6.9%	4.6%
39	P	JBU	58	1,681	392	2,131	59	1,750	421	2,230	289	1,730	449	2,468	398.3%	2.9%	14.5%	15.8%	389.8%	-1.1%	6.7%	10.7%
40	P	LC	3	648	-	651	4	647	-	651	4	597	-	601	33.3%	-7.9%	0.0%	-7.7%	0.0%	-7.7%	-	-7.7%
41	P	OBU	1	1,503	-	1,504	1	1,502	-	1,503	2	1,592	-	1,594	100.0%	5.9%	0.0%	6.0%	100.0%	6.0%	-	6.1%
42	P	PSC	-	696	-	696	-	695	-	695	-	732	-	732	0.0%	5.2%	0.0%	5.2%	0.0%	5.3%	-	5.3%
43	P	UO	4	626	-	630	4	626	-	630	12	618	-	630	200.0%	-1.3%	0.0%	0.0%	200.0%	-1.3%	-	0.0%
44	P	WBC	13	602	-	615	15	621	-	636	6	590	-	596	-53.8%	-2.0%	0.0%	-3.1%	-60.0%	-5.0%	-	-6.3%
4-Year Universities			4,027	74,798	15,140	93,965	4,054	74,280	15,707	94,041	4,525	76,182	15,835	96,542	12.4%	1.9%	4.6%	2.7%	11.6%	2.6%	0.8%	2.7%
2-Year Colleges			7,221	54,759	-	61,980	6,917	55,605	-	62,522	7,888	54,306	-	62,194	9.2%	-0.8%	0.0%	0.3%	14.0%	-2.3%	-	-0.5%
Private Institutions			143	13,377	2,980	16,500	147	13,464	3,012	16,623	433	13,730	3,215	17,378	202.8%	2.6%	7.9%	5.3%	194.6%	2.0%	6.7%	4.5%
Total			11,391	142,934	18,120	172,445	11,118	143,349	18,719	173,186	12,846	144,218	19,050	176,114	12.8%	0.9%	5.1%	2.1%	15.5%	0.6%	1.8%	1.7%

2011 Fall Term Preliminary Fall Census Enrollment Report
Preliminary Opening Fall For-Credit Enrollment at Arkansas Colleges and Universities
Student Headcount and FTE by Institution
as of September 23, 2011

Handout C2

No.	Inst. Type	Institution	Preliminary Fall 2011			
			FTE (Full-Time Equivalent)			
			High School	Under-graduate	Graduate	All Students
1	1	ASUJ	107	8,315	1,594	10,016
2	1	ATU	349	7,527	399	8,275
3	1	HSU	30	3,152	194	3,376
4	1	SAUM	25	2,715	227	2,967
5	1	UAF	4	17,323	2,606	19,933
6	1	UAFS	292	5,603	-	5,895
7	1	UALR	454	6,926	1,820	9,200
8	1	UAM	136	2,835	55	3,026
9	1	UAMS	-	819	1,679	2,498
10	1	UAPB	-	2,836	60	2,896
11	1	UCA	112	8,434	1,013	9,559
12	2	ANC	35	1,193	-	1,228
13	2	ASUB	223	2,904	-	3,127
14	2	ASUMH	12	1,055	-	1,067
15	2	ASUN	196	1,047	-	1,243
16	2	BRTC	72	1,799	-	1,871
17	2	CCCUA	119	787	-	906
18	2	CotO	194	681	-	875
19	2	EACC	31	782	-	813
20	2	MSCC	178	1,059	-	1,237
21	2	NAC	59	1,644	-	1,703
22	2	NPCC	125	2,625	-	2,750
23	2	NWACC	224	4,854	-	5,078
24	2	OZC	38	1,138	-	1,176
25	2	PCCUA	257	992	-	1,249
26	2	PTC	118	7,863	-	7,980
27	2	RMCC	96	547	-	642
28	2	SACC	37	1,152	-	1,188
29	2	SAUT	264	900	-	1,164
30	2	SEAC	96	1,340	-	1,436
31	2	UACCB	30	1,104	-	1,134
32	2	UACCH	44	886	-	930
33	2	UACCM	17	1,745	-	1,762
34	P	ABC	-	1,095	-	1,095
35	P	CBC	14	752	-	766
36	P	CRC	12	178	-	189
37	P	HC	-	1,408	11	1,418
38	P	HU	8	4,156	1,236	5,400
39	P	JBU	58	1,583	235	1,876
40	P	LC	4	571	-	575
41	P	OBU	1	1,696	-	1,697
42	P	PSC	-	690	-	690
43	P	UO	12	629	-	641
44	P	WBC	2	552	-	554
4-Year Universities			1,510	66,485	9,646	77,641
2-Year Colleges			2,464	38,096	-	40,559
Private Institutions			110	13,310	1,482	14,902
Total			4,084	117,890	11,128	133,102

UA Community College at Hope (UACCH), 2-year

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

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			
What input are you using from faculty, staff, students, and public in working to contain costs? The College gets input on cost cutting measures from the faculty, staff, students, Board of Trustees and Board of Visitors. 			
Do you have a Committee on Cost Containment? NO 			
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	7,200	Energy efficient lighting and controls in two buildings on campus.
Retooling HVAC controls	Y	1,800	
Replacing windows	N		
Other describe: 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
Hiring of temporary or adjunct faculty	Y	265,184	25.90%
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	
Other describe: Reduced Scholarship Budget	Y	45,000	Replaced with Foundation Scholarships
Other describe:	N		
Other describe:	N		
Total Operating		129,055	
Total Savings		\$ 758,303	

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

Institution	Name	Title	FY 2011	Notes
UACCH	Chris Thomason	Chancellor	\$158,100	
UACCH	Jerald Barber	Vice Chancellor Finance & Administration	\$100,919	

University of Ark. Monticello (UAM), 4-year

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

Cost Containment 2010-2011

Name of Institution: University of Arkansas at Monticello

Completed By: Jay Jones

Phone Number: 870-460-1022

Cost Containment Input

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.

Do you have a Committee on Cost Containment?

Yes. See above.

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.

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	15,750	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 AREON	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	

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

Black River Technical College (BRTC), 2-year

**1 Employee with a salary over
\$100,000 or more as of 6/30/2011**

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 persnol 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	

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

Institution	Name	Title	FY 2011	Notes
Black River Technical College	Richard Gaines	President	\$157,000	Retired 6/30/2011

Southern Arkansas University (SAUM), 4-year

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

Cost Containment 2010-2011

Name of Institution: Southern Arkansas University

Completed By: Roger Giles

Phone Number: 870-235-4010

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

[illegible][illegible]

Arkansas State University Jonesboro (ASU), 4-year

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

Cost Containment 2010-2011

Name of Institution: Arkansas State University-Jonesboro

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

Phone Number: (870) 972-3700

Cost Containment Input			
What input are you using from faculty, staff, students, and public in working to contain costs?			
<p>The University Planning Committee is a shared governance committee consisting of representatives from all constituency groups within the university community. Faculty, staff, deans, chairs, and students, both graduate and undergraduate, have representation on this committee. This committee serves as an advisory committee to the Chancellor relating to fiscal issues of the university. This committee provides the avenue for discussions related to all facets of the university's budget. This committee meets regularly beginning in late fall and continuing through the spring semester until the operating budget is finalized.</p> <p>The Academic Budget Committee is a shared governance committee consisting of representatives from all areas of the academic unit. Faculty senate, student government association, graduate student council, deans and chairs have representation on the committee. The Committee is utilized for budget development as well as assessing strategies to evaluate current operations related to budgetary efficiency and effectiveness.</p>			
Do you have a Committee on Cost Containment?			
<p>The University Planning Committee, the Academic Budget Committee and the Executive Council are all utilized to continually review operations and make recommendations for efficiencies and cost containment measures</p>			
Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?			
<p>No incentives are offered.</p>			
Cost Saving Efforts			
	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	N		
Retooling HVAC controls	Y	20,000	Adding occupancy scheduling to multiple campus building classroom and spaces
Replacing windows	Y	6,000	Upgraded the exterior windows on Arkansas Hall dormitory.
Other describe: Boiler upgrades	Y	35,000	Boiler Upgrades, College of Business, University Hall
Other describe: Chilled water upgrades	Y	12,000	Chilled water interconnection between Reng Center and University Hall dormitory
Other describe:	N		
Total Utilities		73,000	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	1,300,000	Created annually due to attrition. Funds are generally redirected to cover unforeseen financial requirements.
Hiring of temporary or adjunct faculty	Y	300,000	
Hiring of temporary or part-time staff in lieu of fulltime staff	N	579,121	
Reduction in Student Support staff	N	0	
Reduction in maintenance staff	N	67,921	Square footage of campus buildings has increased.
Reduction in campus security	N	0	Campus Security needs are continually increasing.
Defer salary increases	N	264,177	
Reduce employee benefit packages	N	0	
Early retirement incentives for long-term employees	N	0	
Closing academic programs with low enrollments	N	0	
Other describe:	N		
Other describe:	N		
Other describe:	N		
Total Personnel		2,511,219	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	Y		While inflation has continually increased supplies & services budgets have not increased in over 10 years.
Reduce printing of materials	Y		Syllabi and other course materials are provided to students on-line. Other administrative forms have been transitioned to on-line platforms.
Reduce library holdings or subscriptions	Y		Annually the lists of library subscriptions are reviewed by departments to verify usage.
Change computer replacement policy	Y	100,000	The academic affairs computer replacement policy shifted from a 4 to a 5 year replacement cycle for desktops. Savings generated from the change have been redirected to classroom technologies for the students.

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

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

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

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

Employees paid \$100,000 or more as of 6/30/2011				
Institution	Name	Title	FY 2011	Notes
Arkansas State University - Jonesboro	Frey, Len	Dean of Schools	\$162,294.00	
Arkansas State University - Jonesboro	Hanrahan, Susan	Dean of Schools	\$162,294.00	
Arkansas State University - Jonesboro	Novobilski, Andrew	Dean of Schools	\$163,200.00	
Arkansas State University - Jonesboro	Phillips, Gregory	Dean of Schools	\$165,532.00	
Arkansas State University - Jonesboro	Cramer, Carole	Research Professor 12-mo	\$170,746.00	
Arkansas State University - Jonesboro	Beasley, David	Dean of Schools	\$173,400.00	
Arkansas State University - Jonesboro	Campbell, Susan	Nurse Anesthesia Clinical Coor	\$179,864.00	
Arkansas State University - Jonesboro	Evans, Robert	VP University Relations	\$180,014.00	
Arkansas State University - Jonesboro	Dockter, Michael	Dir Research and Tech Transfer	\$188,700.00	
Arkansas State University - Jonesboro	McDaniel, Lucinda	General Counsel	\$191,096.00	
Arkansas State University - Jonesboro	Murdock, Cristian	VC for University Advancement	\$193,800.00	
Arkansas State University - Jonesboro	Williams, Joe	Nurse Anesthesia Clinical Coor	\$196,500.00	
Arkansas State University - Jonesboro	Jones, Glendell	Executive VC & Provost	\$204,000.00	
Arkansas State University - Jonesboro	Potts, Robert	President, ASU	\$226,330.00	
Arkansas State University - Jonesboro	Howard, Gordon Dan	Chancellor, ASU J	\$230,727.00	
Arkansas State University - Jonesboro	Welch, Charles	President, ASU	\$235,406.00	

**Arkansas State University
Major Revenue Generating Contracts**

- I. Food Service- Sodexho Services**
 - A. Original contract bid 2000 for 10 years
 - B. Contract renewed for 10 years to 2019 – No Bid Involved
 - 1. Food Court Renovated
 - 2. Acansa Dining Area Renovated
 - C. ASU receives commission on food sales and catering ≈ \$1.126 million per year

- II. Soft Drink Contract – Coca-Cola**
 - A. Bid Process Recently Completed
 - B. Contract Under Negotiation
 - C. Contract Duration – 7 years
 - D. Sales Commission Expected to Exceed \$3.3 Million Over 7 Years

- III. Bookstore – Follett**
 - A. Original Contract Bid 1999 for 7 Years
 - 1. \$600,000 Provided to Renovate Student Union
 - B. Contract Extended by 3 Years to 2009
 - 1. No Bid Involved
 - 2. \$740,000 Provided to Renovate Bookstore
 - C. Contract Extended by 5 Years to 2014 – Without Capital Investment
 - 1. No Bid Involved
 - 2. Commission on Sales ≈ \$225,000 per year

Mid-South Community College (MSCC), 2-Year

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

Cost Containment 2010-2011

Name of Institution: Mid-South Community College

Completed By: Susan Marshall

Phone Number: 870 733-6716

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	0	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

[illegible]