Arkansas Public Higher Education

Personal Services Recommendations & Special Language

2027-2029 Biennium

7-B

Arkansas Division of Higher Education
#4 Capitol Mall, Box 21, Little Rock, Arkansas 72201

October 2026

BLANK PAGE

ARKANSAS PUBLIC HIGHER EDUCATION
PERSONAL SERVICES RECOMMENDATIONS & SPECIAL LANGUAGE
2027-2029 BIENNIUM

TABLE OF CONTENTS

PERSONAL SERVICES RECOMMENDATIONS

Overview of Recommendations 1
Transaction Codes 3
Table 1-A: Maximum Line Item Comparisons for Selected Key Positions: Universities 5
Table 1-B: Maximum Line Item Comparisons for Selected Key Positions: Colleges 6
Line-Item-Maximum (LIM) Increases for All Institutions 7
Pool Line-Item-Maximums (LIMs) for All Institutions 8
Higher Education University Position Usage Report 9
Higher Education College Position Usage Report 10

UNIVERSITIES 11
Arkansas State University 11
Arkansas State University-System 11
Arkansas State University - Jonesboro 11
Arkansas Tech University 31
Arkansas Tech University - Ozark Campus 36
Henderson State University 55
Southern Arkansas University - Magnolia 65
University of Arkansas System & Various Divisions 75
University of Arkansas System – Division of Agriculture 95
University of Arkansas Fayetteville. 103
University of Arkansas at Fort Smith 127
University of Arkansas at Little Rock 141
University of Arkansas at Monticello 157

University of Arkansas for Medical Sciences 179
University of Arkansas at Pine Bluff 199
University of Central Arkansas 215

COLLEGES 233
Arkansas Northeastern College 233
Arkansas State University - Beebe 245
Arkansas State University - Mountain Home 255
Arkansas State University Mid-South 263
Arkansas State University - Newport 273
Arkansas State University Three Rivers 281
Black River Technical College 289
Cossatot Community College of the University of Arkansas 297
North Arkansas College of the University of Arkansas 305
National Park College 315
Northwest Arkansas Community College 323
Ozarka College. 333
Phillips Community College of the University of Arkansas 341
South Arkansas College 349
Southern Arkansas University Tech 359
    Fire Training Academy 362
    Environmental Training Academy 363
Southeast Arkansas College 373
University of Arkansas Community College at Batesville 381
University of Arkansas Community College at Hope-Texarkana 389
University of Arkansas Community College at Morrilton 397
University of Arkansas Community College at Rich Mountain 405
University of Arkansas East Arkansas Community College 413
University of Arkansas-Pulaski Technical College 421

SPECIAL LANGUAGE

UNIVERSITIES 431

Arkansas State University – Jonesboro 431

Transfer Restrictions 431
Transfer Provisions 432
Positions 434
Compliance with Other Laws 435
Legislative Intent 436

Henderson State University 437

Fiscal Year 2020 Budget Stabilization Loan Repayment 437

University of Arkansas at Fayetteville 439

Criminal Justice Institute Transfer Provision 439
Transfer Restrictions 440
Transfer Provisions 441
Positions 442
Compliance with Other Laws 443
Legislative Intent 444
Pine Tree Research Station 445

University of Arkansas for Medical Sciences 447

Arkansas Children's Hospital Research Program 447
Transfer Restrictions 448
Transfer Provisions 449
Positions 451
Compliance with Other Laws 452
Legislative Intent 453
Funding Transfer NCI Designation Trust Fund 454
Domestic Violence Shelter Grants 455
Medical School Limitation 456
Arkansas Children's Hospital and Transfer Authorized 457
Carry Forward 458
Establishment of a "Growth Pool" 460
Child Health and Family Life Institute 462
Parking Fees 463
Transfer Provisions 464
Clinical Expansion and Research Pool 465
Abused Children and Adolescents Services Program Funding Provision 468

University of Arkansas at Pine Bluff 471
Jenkins Center 471

COLLEGES 473
Arkansas State University – Mid-South 473
ADTEC/University Center Partners – Training Consortium Advice 473

PERSONAL SERVICES RECOMMENDATIONS FOR NON-CLASSIFIED PERSONNEL 2027-29 BIENNIUM

A.C.A. §6-61-209 requires the Arkansas Higher Education Coordinating Board to present a consolidated budget request from the state-supported colleges and universities to the General Assembly and the Governor prior to each regular session of the General Assembly. As part of this process, the quantity of positions, titles, grades, and line-item maximum salaries for all administrative, academic, and auxiliary positions at each Arkansas public institution of higher education have been reviewed, and changes are recommended.

These recommendations, to be effective July 1, 2027, recognize the varying structures and sizes of institutions, while maintaining reasonable consistency among similar positions at institutions. The primary objective of the ADHE staff was to maintain relative uniformity in titles and line-item maximums for similar positions in comparable institutions, while recognizing the varying missions and structures of institutions, priorities of the new biennium, and FTE enrollment growth.

While additional positions and titles were recommended when institutions demonstrated a compelling need, ADHE staff attempted to keep the net growth at a minimum due to concerns over budget shortfalls and the expansion of state services. Salary recommendations for new positions were based on salaries for similar positions previously established at comparable Arkansas institutions. In addition to this review, this recommendation presents additional positional pool recommendations to allow institutions greater flexibility within job roles for promotion and reduce the number of overall positions needed to accommodate these promotional paths.

Institutions of higher education, apart from UAMS, have 27,158 positions currently authorized. For the 2027-29 Biennium, institutions have requested a net new request of 117 positions. ADHE staff recommends the net increase of 117 positions, for a total recommendation of 27,452 positions (a 0.4 percent increase). UAMS currently has 12,874 authorized positions and had a net new position request of 170. ADHE staff recommends this net increase of 170 for a total of 13,044 positions.

Institutions' state funding is not based on the number of approved positions. Additional positions do not generate a need for new funding. If institutional growth necessitates additional positions during the year, positions may be requested from the appropriate pool.

Transaction Codes

Institutions have indicated requests for changes in currently authorized positions by entering transaction codes in the far-left column of the personal services listings included in the following pages. These transaction codes are:

A **additional position** of a title currently in the institution's appropriation act.

D **deletion** of one or more positions in a line.

C **positions obtained from Central Pool,** position(s) approved as additional or new authorized position(s) added in between fiscal personal services requests (PSR)

M **move position** from one place in the institution's appropriation to another.

N **new position** of a title not currently in the institution's appropriation act.

P **provisional positions** are currently authorized by local boards and reviewed by the Legislative Council under the authority of A.C.A. 6-63-305. These positions are funded by unexpected revenue sources such as federal grants, private gifts, or grants. Requests to change these to regularly authorized positions mean that future funding is from general revenue.

Q **transfer** position from one institution to another institution within that system

S **surrender pool**, position(s) approved as additional or new authorized position(s) added/deleted (surrendered) in between fiscal personal services requests (PSR)

T **title change** of a non-classified position from its current title to a new title not currently listed in the institution's appropriation act; the maximum salary changes only by increasing it according to the State Chief Fiscal Officer's guidelines.

U request for a line item salary decrease

X request for a line item salary amount, which exceeds the State Chief Fiscal Officer's guidelines.

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE 1-A
MAXIMUM LINE ITEM COMPARISONS FOR SELECTED
KEY POSITIONS - AHECB RECOMMENDATIONS
FOR FOUR-YEAR INSTITUTIONS: FY 2027-29

							9-MONTH			
INSTITUTION	CHIEF EXECUTIVE OFFICER	CHIEF ACADEMIC OFFICER	CHIEF FISCAL OFFICER	CHIEF STUDENT OFFICER	DEAN	DEPT CHAIR	PROFESSOR	ASSOC PROFESSOR	ASSIST PROFESSOR	INSTRUCTOR
UAF**	405,407	302,676	271,328	242,905	260,727	331,847	241,688	206,172	195,073	139,030
UALR	399,144	277,092	232,470	232,469	221,877	207,746	204,213	190,080	161,674	132,901
ASUJ	399,144	277,092	271,941	228,939	229,865	207,746	204,213	190,080	161,671	132,901
ATU	365,882	277,092	232,470	228,939	221,879	207,746	200,682	175,948	147,286	114,924
UCA	365,882	277,092	232,470	228,939	221,877	207,746	204,213	190,080	161,671	132,901
HSU	332,620	222,757	222,757	222,757	212,601	199,059	204,213	190,080	161,671	132,901
SAUM	332,620	207,742	200,539	194,516	179,480	165,258	154,477	136,493	125,710	104,137
UAM	299,358	207,742	200,239	194,516	179,480	165,258	158,071	140,094	129,312	107,729
UAPB	300,566	207,404	200,539	194,516	179,480	165,258	158,071	140,094	1,239,312	107,729
UAFS	299,358	239,532	222,757	219,372	179,480	199,058	204,213	168,578	161,671	132,901
UAMS	498,931	481,621	407,030	N/A	398,216	580,117	404,732	371,005	350,768	278,071
ASU/SYS	449,802	261,425	281,925	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UA/SYS	580,732	302,675	286,054	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*UAMS faculty salaries are for 12-month positions.
**UAF Chief Student Officer is listed as a Vice Provost

TABLE 1-B
MAXIMUM LINE ITEM COMPARISONS FOR SELECTED
KEY POSITIONS - AHECB RECOMMENDATIONS
FOR TWO-YEAR INSTITUTIONS: FY 2027-29

INST	CHIEF EXECUTIVE OFFICER	CHIEF ACADEMIC OFFICER	CHIEF FISCAL OFFICER	CHIEF STUDENT OFFICER	DIVISION CHAIR	9-MONTH FACULTY	9-MONTH PROFESSOR	9-MONTH ASSOC PROFESSOR	9-MONTH ASSIST PROFESSOR	9-MONTH INSTRUCTOR
ANC	214,799	172,403	161,671	161,671	150,880	114,926				
ASUB	214,799	172,403	161,671	161,671	150,880		123,315	116,264	102,874	89,629
ASUMH	214,799	172,403	161,671	161,671	150,879	114,926				
ASUMS	214,799	172,403	161,671	161,671	150,880		123,315	116,264	102,874	89,629
ASUN	214,799	172,403	161,671	161,671	150,880		123,315	116,264	102,874	89,629
ASUTR	214,799	172,403	161,671	161,671	150,880	114,926				
BRTC	214,799	172,403	161,671	161,671	150,880	114,926				
CCCUA	214,799	172,403	161,671	161,671	150,880	114,926				
NACUA	214,799	172,403	161,671	161,671	150,880	114,926				
NPC	214,799	172,403	161,671	161,671	150,880	114,926				
NWACC	214,799	172,403	161,671	161,671	150,880	114,926				
OZC	214,799	172,403	161,671	161,671	150,880	114,926				
PCCUA	214,799	172,403	161,671	161,671	150,880	114,926				
SAC	214,799	172,403	161,671	161,671	150,880	114,926				
SAUT	214,799	172,403	161,671	161,671	150,880	114,926				
SEAC	214,799	172,403	161,671	161,671	150,880	114,926				
UACCB	214,799	172,403	161,671	161,671	150,880	114,926				
UACCH-T	214,799	172,403	172,403	161,671	150,880	114,926				
UACCM	214,799	172,403	161,671	161,671	150,880	114,926				
UACCRM	214,799	172,403	161,671	161,671	150,880	114,926				
UAEACC	214,799	172,403	161,671	161,671	150,880	114,926				
UA-PTC	214,799	179,858	161,671	161,671	150,880	114,926				

HIGHER EDUCATION PERSONAL SERVICES LINE-ITEM-MAXIMUM (LIM) INCREASES FOR THE 2027-29 BIENNIUM			
POSITION	**INSTITUTIONS**	**LIM FOR 2027-28**	**LIM FOR 2028-29**
Development/Advancement Admin	**ALL**		
Development/Advancement Director		163,523	167,447
Development/Advancement Manager		130,003	133,123
Development/Advancement Specialist		112,164	114,856
Public Safety Pool	**ALL**		
HE Public Safety Commander III		104,880	107,397
Director Public Safety I		102,924	105,394
HE Public Safety Commander II		100,846	103,266
HE Public Safety Commander I		96,966	99,293
HE Public Safety Supervisor		86,204	88,272
Public Safety Officer		82,888	84,877
Public Safety Officer II		76,635	78,474
Security Officer Supervisor		72,313	74,049
Public Safety/Security Officer		65,507	67,079
HE Public Safety Dispatcher		54,951	56,270
Parking Control Supv.		54,951	56,270
Security Officer		54,951	56,270
Parking Control Officer		52,839	54,107
Watchman		45,167	46,251
Skilled Trades Pool	**ALL**		
Skilled Trades Foreman		86,204	88,273
Skilled Trades Supervisor		82,888	84,877
Skilled Tradesman		79,699	81,612
Skilled Trades Helper		60,565	62,019
Apprentice Tradesman		53,854	55,146
Institutional Bus Driver	**ALL**	61,813	63,297
Executive Vice Chancellor	**4 YR Except ATU-O & UAMS**	283,742	290,552
Vice Chancellor	**4 YR Except ATU-O & UAMS**	264,329	270,673
Associate Vice Chancellor	**4 YR Except ATU-O & UAMS**	248,735	254,705
Dean	**4 YR Except UAF & UAMS**	227,202	232,655
Asst. Vice-Chancellor	**4 YR Except ATU-O & UAMS**	195,391	200,080
Police Captain	**4 YR**	124,541	127,530
Head Basketball Coach	**4 YR**	269,756	276,231
Dean	**2 YR**	152,861	156,530
Director	**2 YR**	144,538	148,007

2027-29 BIENNIUM HIGHER EDUCATION POOL POSITION LINE-ITEM-MAXIMUM (LIM) FOR ALL INSTITUTIONS	
POOLS	**LIM FOR 2027-28**
IT Pool	
Network Engineer	212,382
Information Systems Manager	136,317
Computer Network Coordinator	136,091
Technical Support Staff	130,002
Coordinator, Academic Computing	128,472
Coord., Administrative Computing	128,472
Coordinator of Information Tech.	126,777
Website Developer/Programmer	126,777
System Programmer/Web Developer	125,325
Computer Systems Mgr.	115,174
Database Administrator	112,659
Systems Administrator	111,539
Information Systems Security Spec.	109,459
Institution Information Tech Coord	107,250
Assistant Database Administrator	103,209
Computer Support Manager	103,125
Information Systems Coordinator	103,125
Senior Software Support Specialist	103,125
Systems Specialist	103,125
Information Technology Manager	101,881
Network Support Specialist	99,158
Senior Software Support Analyst	99,158
Tech Support/Systems Admin.	97,618
Tech Support/Applications Support	97,618
Information Systems Business Mgr.	95,345
Security Analyst	95,345
Systems Analyst	95,345
Information Technology Specialist	93,354
Computer Support Coordinator	91,678
Software Support Analyst	91,678
Systems Applications Supervisor	91,678
Computer Operations Coordinator	88,151
Systems Coordination Analyst	88,151
PC Support Specialist	86,507
Computer Support Specialist	84,762
Database Analyst	84,762
Digital Broadcast Specialist	81,501
Network Support Analyst	81,501
Website Developer	81,501
Information Systems Analyst	78,367
Info Systems Security Analyst	78,367
Computer Support Analyst	78,367
Software Support Specialist	75,353
Telecommunications Supervisor	75,353
Media Specialist	73,948
Computer Support Technician	72,454
Help Desk Specialist	72,454
Computer Operator	69,668
Network Analyst	69,668
Telecommunications Specialist	69,668
Multimedia Specialist	65,739
Information Technology Assistant	61,935
Computer Lab Technician	59,552
Multimedia Technician	54,032
Audiovisual Laboratory Assistant	49,956

2027-29 BIENNIUM HIGHER EDUCATION POOL POSITION LINE-ITEM-MAXIMUM (LIM) FOR ALL INSTITUTIONS	
POOLS	**LIM FOR 2027-28**
Development/Advancement Admin	
Development/Advancement Director	163,523
Development/Advancement Manager	130,003
Development/Advancement Specialist	112,164
Public Safety Pool	
HE Public Safety Commander III	104,880
Director Public Safety I	102,924
HE Public Safety Commander II	100,846
HE Public Safety Commander I	96,966
HE Public Safety Supervisor	86,204
Public Safety Officer	82,888
Public Safety Officer II	76,635
Security Officer Supervisor	72,313
Public Safety/Security Officer	65,507
HE Public Safety Dispatcher	54,951
Parking Control Supv.	54,951
Security Officer	54,951
Parking Control Officer	52,839
Watchman	45,167
Fiscal Support Pool	
Fiscal Support Manager	97,309
Fiscal Support Supervisor	79,981
Accountant II	76,906
Accountant I	73,948
Fiscal Support Analyst	71,103
Fiscal Support Specialist	63,211
Accounting Technician	58,441
Fiscal Support Technician	54,032
Skilled Trades Pool	
Skilled Trades Foreman	86,204
Skilled Trades Supervisor	82,888
Skilled Tradesman	79,699
Skilled Trades Helper	60,565
Apprentice Tradesman	53,854
Administrative Support Pool	
Administrative Assistant	71,103
Administrative Analyst	71,103
Administrative Support Supervisor	65,739
Administrative Specialist III	63,211
Administration Support Specialist	63,211
Administrative Specialist II	56,194
Administrative Support Specialist	56,194
Administrative Specialist I	49,956
Extra Help Assistant	41,061
Library Support Pool	
Library Supervisor	71,103
Library Specialist	60,780
Library Technician	56,194
Library Support Assistant	51,955

TABLE 2-A
Higher Education University Position Usage Report
(data reported as of June 30th of each Fiscal Year)

	2025					2026					2027					3 Year Average				
	Authorized	Budgeted			Unbudgeted	Authorized	Budgeted			Unbudgeted	Authorized	Budgeted			Unbudgeted	Authorized	Budgeted			Unbudgeted
Institution	in Act	Filled	Unfilled	Total	Total	in Act	Filled	Unfilled	Total	Total	in Act	Filled	Unfilled	Total	Total	in Act	Filled	Unfilled	Total	Total
Arkansas State University	2,306	1,287	267	1,554	752	2,313	1,338	240	1,578	735	2,313	1,399	198	1,597	716	2,310.7	1,341.3	235.0	1,576.3	734.3
Arkansas Tech University	1,561	818	154	972	589	1,561	818	178	996	565	1,561	781	219	1,000	561	1,561.0	805.7	183.7	989.3	571.7
Henderson State University	555	206	30	236	319	555	204	39	243	312	555	227	20	247	308	555.0	212.3	29.7	242.0	313.0
Southern Arkansas University	529	412	44	456	73	529	383	60	443	86	529	377	53	430	99	529.0	390.7	52.3	443.0	86.0
Univ. of Arkansas, Division of Agriculture	1,477	1,160	156	1,316	161	1,471	1,163	179	1,342	129	1,471	1,150	190	1,340	131	1,473.0	1,157.7	175.0	1,332.7	140.3
Univ. of Arkansas, Fayetteville	5,559	4,604	886	5,490	69	5,591	4,683	836	5,519	72	5,591	4,827	633	5,460	131	5,580.3	4,704.7	785.0	5,489.7	90.7
Univ. of Arkansas at Little Rock	1,995	1,430	281	1,711	284	1,989	1,244	203	1,447	542	1,988	1,239	241	1,480	508	1,990.7	1,304.3	241.7	1,546.0	444.7
Univ. of Arkansas- Fort Smith	1,025	671	75	746	279	1,025	661	94	755	270	1,025	648	69	717	308	1,025.0	660.0	79.3	739.3	285.7
Univ. of Arkansas for Medical Sciences	12,874	11,480	1,394	12,874	0	12,874	11,429	1,445	12,874	0	12,874	11,635	1,239	12,874	0	12,874.0	11,514.7	1,359.3	12,874.0	0.0
Univ. of Arkansas at Monticello	637	453	184	637	0	632	433	199	632	0	645	413	232	645	0	638.0	433.0	205.0	638.0	0.0
Univ. of Arkansas at Pine Bluff	880	588	292	880	0	880	229	321	550	330	880	517	363	880	0	880.0	444.7	325.3	770.0	110.0
Univ. of Arkansas System & Var. Div.	559	346	82	428	131	595	387	71	458	137	598	405	58	463	135	584.0	379.3	70.3	449.7	134.3
University of Central Arkansas	2,305	1,852	453	2,305	0	2,305	1,820	485	2,305	0	2,305	1,634	671	2,305	0	2,305.0	1,768.7	536.3	2,305.0	0.0

TABLE 2-B
Higher Education Two-Year College Position Usage Report
(data reported as of June 30th of each Fiscal Year)

	2025					2026					2027					3 Year Average				
	Authorized	Budgeted			Unbudgeted	Authorized	Budgeted			Unbudgeted	Authorized	Budgeted			Unbudgeted	Authorized	Budgeted			Unbudgeted
Institution	in Act	Filled	Unfilled	Total	Total	in Act	Filled	Unfilled	Total	Total	in Act	Filled	Unfilled	Total	Total	in Act	Filled	Unfilled	Total	Total
Arkansas Northeastern College	299	125	35	160	139	299	118	8	126	173	299	108	5	113	186	299.0	117.0	16.0	133.0	166.0
Arkansas State Univ.- Beebe	502	335	1	336	166	502	329	3	332	170	502	329	3	332	170	502.0	331.0	2.3	333.3	168.7
Arkansas State Univ. Mid-South	300	136	15	151	149	300	150	8	158	142	300	146	11	157	143	300.0	144.0	11.3	155.3	144.7
Arkansas State Univ.- Mtn. Home	199	95	14	109	90	198	125	10	135	63	198	142	6	148	50	198.3	120.7	10.0	130.7	67.7
Arkansas State Univ.- Newport	339	261	32	293	46	341	244	34	278	63	341	253	25	278	63	340.3	252.7	30.3	283.0	57.3
Arkansas State Univ.- Three Rivers	246	154	38	192	54	261	151	13	164	97	261	120	29	149	112	256.0	141.7	26.7	168.3	87.7
Black River Technical College	222	144	42	186	36	222	146	41	187	35	222	126	57	183	39	222.0	138.7	46.7	185.3	36.7
Cossatot Community College UofA	197	165	5	170	27	204	189	4	193	11	204	187	8	195	9	201.7	180.3	5.7	186.0	15.7
North Arkansas College UofA	377	196	3	199	178	381	196	4	200	181	381	198	3	201	180	379.7	196.7	3.3	200.0	179.7
National Park College	367	256	111	367	0	380	232	148	380	0	380	246	134	380	0	375.7	244.7	131.0	375.7	0.0
Northwest Arkansas Comm. College	1,137	938	57	995	142	1,137	993	59	1,052	85	1,137	1,017	62	1,079	58	1,137.0	982.7	59.3	1,042.0	95.0
Ozarka College	220	143	36	179	41	220	131	45	176	44	220	141	35	176	44	220.0	138.3	38.7	177.0	43.0
Phillips Community College UofA	287	182	49	231	56	296	175	0	175	121	296	166	0	166	130	293.0	174.3	16.3	190.7	102.3
South Arkansas College	300	163	0	163	137	302	172	0	172	130	305	170	5	175	130	302.3	168.3	1.7	170.0	132.3
Southern Arkansas University -Tech	330	238	12	250	80	333	236	6	242	91	333	236	12	248	85	332.0	236.7	10.0	246.7	85.3
Southeast Arkansas Comm. College	365	267	52	319	46	375	273	56	329	46	375	268	61	329	46	371.7	269.3	56.3	325.7	46.0
UA Community College- Batesville	243	90	8	98	145	243	91	7	98	145	243	90	10	100	143	243.0	90.3	8.3	98.7	144.3
UA Community College- Hope	214	142	7	149	65	214	154	6	160	54	216	156	6	162	54	214.7	150.7	6.3	157.0	57.7
UA Community College- Morrilton	289	166	123	289	0	289	159	107	266	23	289	160	106	266	23	289.0	161.7	112.0	273.7	15.3
UA Community College-Rich Mountain	144	135	9	144	0	156	126	30	156	0	156	128	28	156	0	152.0	129.7	22.3	152.0	0.0
UA East Arkansas Community College	286	169	70	239	47	286	168	71	239	47	286	163	76	239	47	286.0	166.7	72.3	239.0	47.0
UA Pulaski Technical College	780	443	337	780	0	780	453	327	780	0	780	424	356	780	0	780.0	440.0	340.0	780.0	0.0

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ARKANSAS STATE UNIVERSITY														
		ARKANSAS STATE UNIVERSITY - SYSTEM														
		TWELVE MONTH EDUCATION AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Pres., Arkansas State University	1	449,802	1	459,000	1	459,000	1	460,598	1	471,652	1	460,598	1	471,652
	(2)	Executive Vice President	1	281,925	1	0	0	0	1	288,691	1	295,619	1	288,691	1	295,619
	(3)	Vice President	5	261,425	5	217,808	5	219,986	5	267,699	5	274,124	5	267,699	5	274,124
	(4)	General Counsel	1	246,270	1	225,000	1	227,250	1	252,181	1	258,233	1	252,181	1	258,233
	(5)	Assoc. Vice Pres.	2	214,241	2	135,660	2	147,500	2	219,383	2	224,648	2	219,383	2	224,648
C	(6)	Project/Program Administrator	15						15		15		15		15	
		Executive Project/Program Director		213,928	1	37,500	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	1	60,000	1	61,200		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	0	0	0	0		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	0	0	1	200,000		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	8	89,194	8	79,030		112,165		114,857		112,165		114,857
	(7)	Associate General Counsel	4	203,540	3	128,520	3	131,090	4	208,425	4	213,427	4	208,425	4	213,427
	(8)	Exec. Asst. to President	1	168,833	1	80,000	1	81,600	1	172,885	1	177,034	1	172,885	1	177,034
	(9)	Assistant Vice President	1	163,608	0	0	0	0	1	167,535	1	171,556	1	167,535	1	171,556
	(10)	Chief Audit Executive	1	136,367	1	117,608	1	125,108	1	139,640	1	142,991	1	139,640	1	142,991
	(11)	Sr. Internal Auditor	3	113,239	2	90,000	2	92,800	3	115,956	3	118,739	3	115,956	3	118,739
	(12)	Associate for Administration	1	101,455	1	53,040	1	55,101	1	103,890	1	106,383	1	103,890	1	106,383
	(13)	Legislative Intern/Research Assist.	1	90,528	1	50,000	1	50,000	1	92,701	1	94,926	1	92,701	1	94,926
	(14)	Research Assistant	2	90,528	1	48,450	1	49,419	2	92,701	2	94,926	2	92,701	2	94,926
		TOTAL	39		30		29		39		39		39		39	
		SUBTOTAL ASU-SYS	39		30		29		39		39		39		39	
		ARKANSAS STATE UNIVERSITY - JONESBORO														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(15)	Chancellor, ASU-Jonesboro	1	399,145	1	477,544		477,544	1	408,724	1	418,533	1	408,724	1	418,533
M	(16)	Dean of Veterinary Medicine	1	398,851	1	285,600	1	291,312	0	408,424	0	418,226	0	0	0	0
	(17)	Executive Vice Chancellor	2	277,092	2	313,956	2	320,235	2	283,742	2	290,552	2	283,742	2	290,552
	(18)	Dean of Business Administration	1	271,941	1	227,179	1	229,678	1	278,468	1	285,151	1	278,468	1	285,151
	(19)	Dean of Engineering	1	271,941	1	225,090	1	225,090	1	278,468	1	285,151	1	278,468	1	285,151
	(20)	Associate Vice Provost	3	242,905	3	200,031	3	205,032	3	248,735	3	254,704	3	248,735	3	254,704
	(21)	Dean of Schools	8	229,865	8	224,886	8	230,000	8	235,382	8	241,031	8	235,382	8	241,031
	(22)	Vice Chancellor	4	228,939	4	164,144	4	167,427	4	234,434	4	240,060	4	264,329	4	270,673
A	(23)	Project/Program Administrator	119						138		138		138		138	
		Executive Project/Program Director		213,928	4	230,850	4	235,467		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0				191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	1	112,000	1	114,240		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	19	93,840	16	101,970		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	26	100,000	27	102,400		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	4	64,100	4	68,546		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	64	95,559	68	109,998		112,165		114,857		112,165		114,857
	(24)	Assoc. Dean of Schools	13	210,339	13	190,000	12	193,800	13	215,387	13	220,557	13	215,387	13	220,557
A	(25)	IT Pool	69						72		72		72		72	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	1	50,000		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	1	81,313	1	83,346		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Systems Administrator		108,925	1	75,429	1	76,938		111,539		114,216		111,539		114,216
		Information Systems Security Spec		106,894	1	60,000	1	60,000		109,459		112,086		109,459		112,086
		Institution Information Tech Coord.		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	1	74,285	1	75,771		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	2	83,199	2	84,863		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	2	88,757	2	89,201		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	1	74,058	1	75,539		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	5	63,406	5	64,674		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	8	66,950	8	55,621		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	2	75,059	2	76,560		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	3	57,222	5	75,000		84,762		86,796		84,762		86,796
		Database Analyst		82,775	2	56,100	1	57,222		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	1	68,780	1	70,156		81,501		83,457		81,501		83,457
		Website Developer		79,590	1	55,363	1	50,000		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	3	55,000	3	55,803		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	3	51,413	3	53,128		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	1	46,575	1	47,507		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	12	57,306	11	60,000		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	1	40,400	1	37,362		72,454		74,193		72,454		74,193
		Computer Operator		68,035	7	47,472	7	51,000		69,668		71,340		69,668		71,340
		Network Analyst		68,035	5	56,100	4	57,503		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	6	45,000	6	45,900		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
X	(26)	Associate Vice Chancellor	3	201,198	3	228,375	2	232,943	3	206,027	3	210,972	3	248,735	3	254,705
	(27)	Executive Asst. to the Chancellor	1	201,198	1	82,400	1	84,378	1	206,027	1	210,972	1	206,027	1	210,972
	(28)	Controller	1	179,480	1	100,406	1	102,114	1	183,788	1	188,199	1	183,788	1	188,199
X	(29)	Asst. Vice-Chancellor	7	163,609	6	139,740	6	153,000	7	167,535	7	171,556	7	195,391	7	200,080
	(30)	Registrar	1	161,471	1	111,278	1	113,504	1	165,346	1	169,314	1	165,346	1	169,314
	(31)	Archivist	2	151,358	2	62,788	2	63,893	2	154,991	2	158,711	2	154,991	2	158,711
	(32)	Coord. of Non-Credit Activity	1	151,358	1	91,268	1	93,093	1	154,991	1	158,711	1	154,991	1	158,711
	(33)	Dean Student Affs.-Enrollment Svcs.	1	151,358	1	96,425	1	98,354	1	154,991	1	158,711	1	154,991	1	158,711
	(34)	Assoc. Director - Info & Tech Svcs.	2	149,190	2	114,444	2	116,733	2	152,770	2	156,437	2	152,770	2	156,437
	(35)	Development/Advancement Admin.	23						23		23		23		23	
X		Development/Advancement Director		140,091	3	142,800	3	145,656		143,453		146,896		163,523		167,447
X		Development/Advancement Manager		126,956	3	91,176	3	93,000		130,002		133,123		130,003		133,123
		Development/Advancement Specialist		109,536	14	61,320	14	80,000		112,164		114,856		112,164		114,856
	(36)	Associate Controller	1	136,608	1	61,200	1	62,779	1	139,887	1	143,244	1	139,887	1	143,244
	(37)	Dir. of Grants & Other Spons. Progs	1	136,608	1	90,000	1	91,966	1	139,887	1	143,244	1	139,887	1	143,244
	(38)	Treasurer	1	136,608	1	128,520	1	142,000	1	139,887	1	143,244	1	139,887	1	143,244
	(39)	Assoc. Dean of Student Affairs	6	135,834	6	90,452	6	92,337	6	139,094	6	142,432	6	139,094	6	142,432
	(40)	Associate Registrar	1	135,834	1	62,204	1	64,157	1	139,094	1	142,432	1	139,094	1	142,432
	(41)	Dir. of UPD, CS, Traffic & Parking	1	132,400	1	109,591	1	111,783	1	135,578	1	138,832	1	135,578	1	138,832
	(42)	Project Engineer	1	132,076	1	85,000	1	86,700	1	135,246	1	138,491	1	135,246	1	138,491
A	(43)	Academic/Student Support	45						75		75		75		75	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Counselor		131,587	5	66,428	5	67,812		134,745		137,979		134,745		137,979
		Student Development Specialist		106,814	27	66,300	27	67,732		109,378		112,003		109,378		112,003
		Academic Counselor		97,361	13	55,492	12	58,511		99,697		102,090		99,697		102,090
	(44)	Communications Specialist	1	125,059	1	58,439	1	59,608	1	128,060	1	131,133	1	128,060	1	131,133
A	(45)	Research Compliance Coordinator	1	121,883	1	58,144	1	59,539	2	124,808	2	127,804	2	124,808	2	127,804
	(46)	Project Architect	1	117,009	1	95,880	1	97,798	1	119,817	1	122,693	1	119,817	1	122,693
	(47)	Bradbury Art Museum Director	1	116,727	1	75,000	1	76,500	1	119,529	1	122,397	1	119,529	1	122,397
	(48)	Asst. Dean of Students	8	110,019	8	81,407	8	83,104	8	112,660	8	115,364	8	112,660	8	115,364
	(49)	Director of Academic Advising	1	110,019	1	76,993	1	81,613	1	112,660	1	115,364	1	112,660	1	115,364
	(50)	Asst. Dir. of Admissions	2	109,713	2	71,050	2	72,471	2	112,346	2	115,043	2	112,346	2	115,043
	(51)	Asst. Dir. Records	1	109,713	1	47,497	1	49,150	1	112,346	1	115,043	1	112,346	1	115,043
	(52)	Assoc. Dir. of Student Aid	1	102,604	1	50,000	1	50,000	1	105,066	1	107,588	1	105,066	1	107,588
	(53)	Coord. of ASU Comm Coll. Deg. Cntrs	1	102,604	1	45,042	1	45,943	1	105,066	1	107,588	1	105,066	1	107,588
A	(54)	Research Analyst	5	102,558	5	83,640	5	85,999	8	105,019	8	107,540	8	105,019	8	107,540
	(55)	Assistant Director of Publications	1	97,979	1	60,945	1	62,164	1	100,331	1	102,739	1	100,331	1	102,739
	(56)	Fiscal Support Pool	40						40		40		40		40	
		Fiscal Support Manager		95,029	14	57,475	13	59,073		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	9	58,400	9	70,084		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	10	43,000	10	43,000		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	5	33,495	6	34,520		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(57)	Public Safety Pool	29						29		29		29		29	
X		HE Public Safety Commander III		93,110	2	73,549	2	75,049		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	2	65,553	2	66,864		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	4	56,436	4	57,565		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	13	53,893	13	58,173		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	6	39,453	6	40,242		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	1	32,766	1	33,421		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(58)	Conservator	1	90,747	1	51,300	1	52,326	1	92,925	1	95,155	1	92,925	1	95,155
	(59)	Technical Director	1	90,747	1	75,000	1	75,000	1	92,925	1	95,155	1	92,925	1	95,155
D	(60)	Academic Adviser	23	89,557	23	52,239	26	54,599	0	91,707	0	93,908	0	0	0	0
	(61)	Assistant Director of Museum	1	88,978	1	38,000	1	38,760	1	91,113	1	93,300	1	91,113	1	93,300
	(62)	Asst. Director of Computer Services	1	86,085	1	70,161	1	72,434	1	88,151	1	90,267	1	88,151	1	90,267
	(63)	ASU Engineer Comm. Facilities Dir.	1	86,085	1	56,356	1	56,931	1	88,151	1	90,267	1	88,151	1	90,267
	(64)	ASU Assoc. Dir. of Physical Plant	1	84,480	1	64,170	1	65,453	1	86,507	1	88,584	1	86,507	1	88,584
	(65)	Benefits Coordinator	1	81,232	1	45,675	1	50,000	1	83,181	1	85,178	1	83,181	1	85,178
	(66)	Curator	2	81,232	2	46,404	2	47,332	2	83,181	2	85,178	2	83,181	2	85,178
D	(67)	Procurement Coordinator	1	81,232	1	37,360	0	0	0	83,181	0	85,178	0	0	0	0
	(68)	Education Program Coordinator	1	81,231	1	41,886	1	41,886	1	83,181	1	85,177	1	83,181	1	85,177
	(69)	Grants Manager	2	81,231	2	59,160	2	59,160	2	83,181	2	85,177	2	83,181	2	85,177
	(70)	ASU Asst. Dir. of Physical Plant	3	78,106	3	54,641	3	56,138	3	79,981	3	81,901	3	79,981	3	81,901
D	(71)	Skilled Trades Pool	89						86		86		86		86	
X		Skilled Trades Foreman		76,530	5	72,800	5	74,256		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	14	43,982	14	44,862		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	46	43,770	45	44,645		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	15	33,428	15	34,097		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	6	30,364	6	30,819		48,948		50,123		53,854		55,146
	(72)	Department Business Coordinator	3	75,104	3	42,529	3	43,380	3	76,906	3	78,752	3	76,906	3	78,752
	(73)	Budget Specialist	2	75,103	2	43,249	2	44,114	2	76,906	2	78,751	2	76,906	2	78,751
	(74)	Human Resources Analyst	4	75,103	4	56,250	4	57,375	4	76,906	4	78,751	4	76,906	4	78,751
	(75)	Production Artist	2	75,103	2	59,925	2	61,124	2	76,906	2	78,751	2	76,906	2	78,751
	(76)	ASU Asst. Director of Farming	1	72,215	1	36,210	1	36,934	1	73,948	1	75,722	1	73,948	1	75,722
	(77)	ASU Dir. of Housekeeping	2	72,215	2	38,018	2	39,083	2	73,948	2	75,722	2	73,948	2	75,722
	(78)	Buyer	1	72,215	1	45,390	1	47,000	1	73,948	1	75,722	1	73,948	1	75,722

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(79)	Construction/Maint. Coordinator	2	72,215	2	53,060	2	54,121	2	73,948	2	75,722	2	73,948	2	75,722
	(80)	HEI Program Coordinator	24	72,215	23	54,862	21	55,948	24	73,948	24	75,722	24	73,948	24	75,722
	(81)	Museum Exhibit Program Specialist	1	72,215	1	35,568	1	36,279	1	73,948	1	75,722	1	73,948	1	75,722
	(82)	Radio News Director	1	72,215	1	28,794	1	28,794	1	73,948	1	75,722	1	73,948	1	75,722
	(83)	Radio Program Director	1	72,215	1	42,712	1	43,993	1	73,948	1	75,722	1	73,948	1	75,722
D	(84)	Administrative Support Pool	110						108		108		108		108	
		Administrative Assistant		69,437	8	41,534	8	45,726		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	21	37,720	20	38,474		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	2	32,182	2	31,643		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	52	40,014	52	40,814		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	10	30,446	9	31,080		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(85)	Assistant Registrar	6	69,437	5	36,840	4	41,643	6	71,103	6	72,810	6	71,103	6	72,810
	(86)	Financial Aid Analyst	11	69,437	9	40,000	9	40,800	11	71,103	11	72,810	11	71,103	11	72,810
D	(87)	Library Support Pool	15						10		10		10		10	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	11	35,410	10	36,251		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(88)	Fabrication Shop Manager	1	69,437	1	40,796	1	41,612	1	71,103	1	72,810	1	71,103	1	72,810
	(89)	Payroll Services Specialist	2	69,437	2	50,258	2	53,000	2	71,103	2	72,810	2	71,103	2	72,810
	(90)	Special Events Manager	2	69,437	2	38,277	2	38,905	2	71,103	2	72,810	2	71,103	2	72,810
	(91)	Broadcast Production Specialist	4	66,767	4	38,880	4	38,576	4	68,369	4	70,010	4	68,369	4	70,010
	(92)	Commercial Graphic Artist	3	66,767	3	39,944	3	40,743	3	68,369	3	70,010	3	68,369	3	70,010
	(93)	Comm. Artist I/Graphic Artist I	2	64,199	1	36,500	1	37,230	2	65,739	2	67,317	2	65,739	2	67,317
	(94)	Human Resources Specialist	2	64,199	1	45,000	2	45,000	2	65,739	2	67,317	2	65,739	2	67,317
D	(95)	Landscape Supervisor	2	64,199	1	33,509	1	34,112	1	65,739	1	67,317	1	65,739	1	67,317
	(96)	Museum Registrar	1	64,199	1	32,797	1	33,453	1	65,739	1	67,317	1	65,739	1	67,317
D	(97)	Records Management Analyst	15	64,199	12	43,504	11	44,365	13	65,739	13	67,317	13	65,739	13	67,317
	(98)	Maintenance Specialist	5	61,729	4	36,500	4	37,230	5	63,211	5	64,728	5	63,211	5	64,728
	(99)	Purchasing Technician	1	61,729	1	27,040	1	27,040	1	63,211	1	64,728	1	63,211	1	64,728
	(100)	Pest Control Tech	1	59,355	1	31,348	1	31,969	1	60,780	1	62,239	1	60,780	1	62,239
	(101)	Landscape Specialist	2	57,071	2	31,741	2	32,376	2	58,441	2	59,844	2	58,441	2	59,844
	(102)	Special Events Supervisor	1	57,071	1	31,125	1	31,748	1	58,441	1	59,844	1	58,441	1	59,844
	(103)	Student Account Specialist	1	57,071	1	28,500	1	29,081	1	58,441	1	59,844	1	58,441	1	59,844
	(104)	Admissions Analyst	2	54,877	2	35,119	2	35,119	2	56,194	2	57,542	2	56,194	2	57,542
D	(105)	Heavy Equipment Operator	7	54,877	3	35,481	3	36,191	3	56,194	3	57,542	3	56,194	3	57,542
	(106)	Inventory Control Technician	3	52,766	2	38,268	2	39,028	3	54,032	3	55,329	3	54,032	3	55,329
D	(107)	Maintenance Assistant	4	52,766	1	27,040	1	27,040	2	54,032	2	55,329	2	54,032	2	55,329
	(108)	Registrar's Assistant	2	50,737	2	36,135	2	36,249	2	51,955	2	53,202	2	51,955	2	53,202
	(109)	Institutional Svcs. Supervisor	13	45,105	12	31,895	12	32,533	13	46,187	13	47,296	13	46,187	13	47,296
	(110)	Institutional Svcs. Assistant	65	43,370	64	39,016	54	39,796	65	44,411	65	45,476	65	44,411	65	45,476
		TOTAL	869		816		799		881		881		881		881	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(111)	Nurse Anesthesia Clinical Coord.	3	277,176	3	179,133	3	182,142	3	283,829	3	290,640	3	283,829	3	290,640
	(112)	Department Chairperson	30	207,746	25	185,546	24	189,149	30	212,732	30	217,837	30	212,732	30	217,837
S	(113)	Faculty	88						88		88		88		88	
		Professor		204,213	2	166,000	2	169,320		209,114		214,133		209,114		214,133
		Assoc. Professor		190,080	15	155,000	17	155,000		194,641		199,313		194,641		199,313
		Asst. Professor		161,671	39	165,844	39	169,857		165,551		169,524		165,551		169,524
		Instructor		132,901	21	89,669	16	91,463		136,091		139,357		136,091		139,357
D	(114)	Research Associate	4	151,222	4	61,270	4	62,508	3	154,851	3	158,567	3	154,851	3	158,567
	(115)	Asst. Library Director	2	115,808	1	76,508	1	89,138	2	118,587	2	121,433	2	118,587	2	121,433
	(116)	Librarian	10	115,808	9	67,920	9	69,591	10	118,587	10	121,433	10	118,587	10	121,433
M	(117)	Veterinary Medicine Instructor	3	113,958	3	135,000			0	116,693	0	119,493	0	0	0	0
	(118)	Instructional Designer	10	90,528	9	66,300	8	67,493	10	92,701	10	94,925	10	92,701	10	94,925
D	(119)	Research Assistant	18	90,528	18	75,910	17	88,122	17	92,701	17	94,925	17	92,701	17	94,925
A	(120)	Graduate Assistant - Research	10	66,161	0		0		48	67,749	48	69,375	48	67,749	48	69,375
D	(121)	Graduate Assistant	130	48,363	117	26,592	117	27,124	92	49,524	92	50,712	92	49,524	92	50,712

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		TOTAL	308		266		257		303		303		303		303	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(122)	College of Business Faculty	40						40		40		40		40	
		Distinguished Professor		281,518	0					288,274		295,193		288,274		295,193
		Professor		225,527	17	139,556	17	142,264		230,939		236,482		230,939		236,482
		Associate Professor		185,254	12	154,887	11	158,427		189,700		194,253		189,700		194,253
		Assistant Professor		177,200	8	119,316	8	121,893		181,452		185,807		181,452		185,807
		Instructor		144,982	0					148,461		152,024		148,461		152,024
S	(123)	Faculty	481						481		481		481		481	
		Distinguished Professor		228,748	0					234,238		239,859		234,238		239,859
		Professor		200,682	74	138,400	77	141,459		205,499		210,431		205,499		210,431
		Assoc. Professor		175,948	96	108,551	90	158,427		180,170		184,495		180,170		184,495
		Asst. Professor		147,286	134	90,380	133	121,893		150,821		154,440		150,821		154,440
		Instructor		114,924	120	94,467	108	80,000		117,682		120,507		117,682		120,507
		Lecturer		92,858	1	71,400				95,087		97,369		95,087		97,369
	(124)	Part-Time Faculty	240	57,840	215	25,500	215		240	59,228	240	60,649	240	59,228	240	60,649
D	(125)	Graduate Assistant	150	36,272	135	19,942	135	20,341	126	37,143	126	38,034	126	37,143	126	38,034
N	(125.01)	Graduate Assistant - Research	0		0				24	50,812	24	52,031	24	50,812	24	52,031
		TOTAL	911		812		794		911		911		911		911	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(126)	Vice Chancellor - Athletics	1	703,794	1	400,000	1	400,000	1	720,685	1	737,982	1	720,685	1	737,982
	(127)	ASU Head Football Coach	1	263,434	1	255,265	1	263,434	1	269,756	1	276,230	1	269,756	1	276,230
	(128)	Head Men's Basketball Coach	1	263,434	1	400,000	1	400,000	1	269,756	1	276,230	1	269,756	1	276,230
	(129)	ASU Def. Coordinator-Football	1	194,465	1	300,000	1	300,000	1	199,132	1	203,911	1	199,132	1	203,911
	(130)	ASU Off. Coordinator-Football	1	194,465	1	325,000	1	325,000	1	199,132	1	203,911	1	199,132	1	203,911
	(131)	Assoc. Dir. of Athletics	4	179,017	4	175,000	4	175,000	4	183,313	4	187,713	4	183,313	4	187,713
	(132)	ASU Asst. Head Football Coach	2	171,785	2	170,000	2	170,000	2	175,907	2	180,129	2	175,907	2	180,129
	(133)	Assistant Football Coach	5	171,785	5	200,000	5	165,000	5	175,907	5	180,129	5	175,907	5	180,129
D	(134)	Head Coach	12	150,721	11	300,000	11	300,000	11	154,338	11	158,042	11	154,338	11	158,042
	(135)	ASU Dir. of Auxiliary Enterprises	1	144,786	1	83,000	1	84,660	1	148,260	1	151,819	1	148,260	1	151,819
	(136)	Dir. of Arena	1	140,351	1	132,600	1	137,000	1	143,719	1	147,168	1	143,719	1	147,168
	(137)	Development/Advancement Admin.	3						3		3		3		3	
X		Development/Advancement Director		140,091	0	0	0	0		143,453		146,896		163,523		167,447
X		Development/Advancement Manager		126,956	0	0	0	0		130,002		133,123		130,003		133,123
		Development/Advancement Specialist		109,536	3	70,642	3	51,351		112,164		114,856		112,164		114,856
	(138)	Asst. Dir. Athletics	8	134,605	7	90,000	8	90,000	8	137,836	8	141,144	8	137,836	8	141,144
	(139)	Head Athletic Trainer	1	134,605	1	54,000	1	55,080	1	137,836	1	141,144	1	137,836	1	141,144
	(140)	Assistant Coach	25	114,370	25	205,000	25	209,100	25	117,115	25	119,926	25	117,115	25	119,926
	(141)	Dir. of Strength & Conditioning	3	114,370	3	75,000	3	75,000	3	117,115	3	119,926	3	117,115	3	119,926
	(142)	Trainer	5	114,370	5	54,000	5	55,080	5	117,115	5	119,926	5	117,115	5	119,926
	(143)	Facilities and Equipment Manager	2	102,992	2	75,000	2	75,000	2	105,464	2	107,995	2	105,464	2	107,995
	(144)	Assistant Director	1	99,669	1	41,723	1	42,557	1	102,062	1	104,511	1	102,062	1	104,511
	(145)	Fiscal Support Pool	1						1		1		1		1	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	40,000	1	40,000		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(146)	Asst. Dir. of Media Relations	2	90,622	2	60,000	2	61,200	2	92,797	2	95,024	2	92,797	2	95,024
	(147)	Academic Adviser	2	89,557	2	50,000			2	91,707	2	93,908	2	91,707	2	93,908
	(148)	Director of Marketing	1	86,850	0	0	0	0	1	88,935	1	91,069	1	88,935	1	91,069
	(149)	Ticket Manager	1	84,254	1	70,000	1	71,400	1	86,276	1	88,347	1	86,276	1	88,347
	(150)	Director of Student Union	1	78,106	1	48,858	1	49,835	1	79,981	1	81,901	1	79,981	1	81,901
	(151)	Skilled Trades Pool	9						9		9		9		9	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	8	36,934	0	0		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(152)	Athletic Ticket Sales Coordinator	1	72,215	1	65,000	1	66,359	1	73,948	1	75,722	1	73,948	1	75,722
	(153)	Print Shop Manager	1	72,215	0	0	0	0	1	73,948	1	75,722	1	73,948	1	75,722
D	(154)	Administrative Support Pool	8						6		6		6		6	
		Administrative Assistant		69,437	1	35,600	1	35,600		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	2	35,600	2	36,312		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	30,000	1	30,600		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	31,040	2	36,040		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(155)	Special Events Manager	2	69,437	1	35,151	1	35,884	2	71,103	2	72,810	2	71,103	2	72,810
	(156)	Institutional Printer	5	66,767	5	51,828	5	52,647	5	68,369	5	70,010	5	68,369	5	70,010
	(157)	Student Union Night Manager	1	66,767	1	35,325	1	35,728	1	68,369	1	70,010	1	68,369	1	70,010
	(158)	Special Events Coordinator	2	61,729	1	40,440	1	41,249	2	63,211	2	64,728	2	63,211	2	64,728
	(159)	Athletic Facility Supervisor	3	59,355	3	45,000	3	45,000	3	60,780	3	62,239	3	60,780	3	62,239
	(160)	Student Union Sec. Mgr.	1	54,877	1	29,968	1	30,867	1	56,194	1	57,542	1	56,194	1	57,542
	(161)	Institutional Svcs. Supervisor	3	45,105	3	31,895	3	32,533	3	46,187	3	47,296	3	46,187	3	47,296
D	(162)	Institutional Svcs. Assistant	25	43,370	20	28,794	20	29,370	21	44,411	21	45,476	21	44,411	21	45,476
		TOTAL	147		132		124		140		140		140		140	
		SUBTOTAL ASUJ	2,235		2,026		1,974		2,235		2,235		2,235		2,235	
		ARKANSAS STATE UNIVERSITY - JONESBORO-SCHOOL OF VERTERINARY MEDICINE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
M	(162.01)	Dean of Veterinary Medicine							1	408,424	1	418,226	1	408,424	1	418,226
N	(162.02)	Associate Dean of Veterinary Medicine							4	348,439	4	359,589	4	348,439	4	356,802
C,A	(162.03)	Project Program Administrator	4						12		12		12		12	
		Executive Project/Program Director		213,928						219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892						191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738						176,884		181,129		176,884		181,129
		Project/Program Director		140,094	1	62,500	1	62,500		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956						130,003		133,123		130,003		133,123
		Executive Assistant		118,680						121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	3	48,671	3	85,000		112,165		114,857		112,165		114,857
C	(162.04)	Mental Health Clinician	1	125,706	0	0	1	70,000	1	128,723	1	131,813	1	128,723	1	131,813
C	(162.05)	Communications Specialist	1	125,059	0	0	1	58,000	1	128,060	1	131,133	1	128,060	1	131,133
C	(162.06)	IT Pool	1						1		1		1		1	
		Network Engineer			0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager			0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator			0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff			0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing			0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing			0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech			0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer			0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer			0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.			0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator			0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator			0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec			0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord.			0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator			0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager			0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator			0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist			0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist			0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager			0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist			0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst			0	0	0	0		99,158		101,538		99,158		101,538

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Tech Support/Systems Admin.			0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support			0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.			0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst			0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst			0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist			0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator			0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst			0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor			0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator			0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst			0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist			0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist			0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst			0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist			0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst			0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer			0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst			0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst			0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst			0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist			0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor			0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist			0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	1	60,000		72,454		74,193		72,454		74,193
		Help Desk Specialist			0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator			0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst			0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist			0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist			0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant			0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician			0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician			0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant			0	0	0	0		49,956		51,155		49,956		51,155
N	(162.07)	Administrative Support Pool							1		1		1		1	
		Administrative Assistant								71,103		72,810		71,103		72,810
		Administrative Analyst								71,103		72,810		71,103		72,810
		Administrative Support Supervisor								65,739		67,317		65,739		67,317
		Administrative Specialist III						`		63,211		64,728		63,211		64,728
		Administration Support Specialist								63,211		64,728		63,211		64,728
		Administrative Specialist II								56,194		57,542		56,194		57,542
		Administrative Support Specialist								56,194		57,542		56,194		57,542
		Administrative Specialist I								49,956		51,155		49,956		51,155
		Extra Help Assistant								41,061		42,046		41,061		42,046
		TOTAL	7		4		7		21		21		21		21	
		PATIENT CARE POSITIONS														
C,A	(162.08)	Medical Services Pool	7						9		9		9		9	
		Clinic Director		327,398	0	0	1	140,000		335,256		343,302		335,256		343,302
		Lab Mgr. Adm.		96,408	0	0	1	65,000		98,722		101,091		98,722		101,091
		Lab Coordinator		59,355	0	0	1	5,500		60,780		62,239		60,780		62,239
		Lab Technician		57,071	0	0	4	47,000		58,441		59,844		58,441		59,844
		TOTAL	7		0		7		9		9		9		9	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
N	(162.09)	Veterinary Medicine Faculty							38		38		38		38	
		Veterinary Medicine Professor								216,079		221,265		216,079		221,265
		Veterinary Medicine Associate Professor								198,074		202,828		198,074		202,828
		Veterinary Medicine Assistant Professor								187,269		191,764		187,269		191,764
M		Veterinary Medicine Instructor								116,693		119,493		116,693		119,493
		Veterinary Medicine Lecturer								95,087		97,369		95,087		97,369
		TOTAL	0		0		0		38		38		38		38	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
N	(162.10)	Veterinary Medicine Faculty							3		3		3		3	
		Veterinary Medicine Professor								162,059		165,948		162,059		165,948
		Veterinary Medicine Associate Professor								148,556		152,121		148,556		152,121
		Veterinary Medicine Assistant Professor								140,452		143,823		140,452		143,823
		Veterinary Medicine Instructor								87,519		89,620		87,519		89,620
		Veterinary Medicine Lecturer								82,500		84,480		82,500		84,480
N	(162.11)	Part-Time Faculty								95,000		97,280	2	95,200	2	97,485
N	(162.12)	Education Support Pool							8		8		0		0	
		Graduate Assistants								37,432		38,330	8	37,432	8	38,330
		TOTAL	0		0		0		11		11		13		13	
		SUBTOTAL ASUJ-VM	14		4		14		41		41		43		43	
		SUBTOTAL ASU-SYS + ASUJ + ASUJ-VM	2,288		2,060		2,017		2,315		2,315		2,317		2,317	
		ARKANSAS BIOSCIENCES INSTITUTE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Exec. Dir. of Biosciences Institute	1	267,270	1	224,784	1	229,280	1	273,685	1	280,253	1	273,685	1	280,253
D	(2)	Project/Program Administrator	8						4		4		4		4	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	1	88,511	1	90,210		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	1	36,055	1	0		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	4	68,005	5	69,406		112,165		114,857		112,165		114,857
	(3)	Asst. Dir, Biosciences Institute	1	141,024	1	100,801	1	102,293	1	144,409	1	147,874	1	144,409	1	147,874
D	(4)	Research Assistant	3	90,878	3	68,005	3	69,406	1	93,059	1	95,293	1	93,059	1	95,293
	(5)	Skilled Trades Pool	1						1		1		1		1	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	0	0	0	0		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(6)	Administrative Support Pool	1						1		1		1		1	
		Administrative Assistant		69,437						71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	1	34,033	1	34,986		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(7)	Institutional Svcs. Assistant	3	43,370	3	30,233	3	30,838	3	44,411	3	45,476	3	44,411	3	45,476
		TOTAL	18		15		16		12		12		12		12	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
A	(8)	Research Associate	3	151,798	3	52,700	3	53,396	6	155,441	6	159,171	6	155,441	6	159,171
	(9)	Research Graduate Assistant	15	59,215	15	24,588	15	15,048	15	60,637	15	62,092	15	60,637	15	62,092
		TOTAL	18		18		18		21		21		21		21	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
D	(10)	Faculty	7						5		5		5		5	
		Research Professor		245,439	1	124,657	1	126,552		251,330		257,362		251,330		257,362
		Research Associate Professor		231,909	0	0	1	135,000		237,475		243,174		237,475		243,174
		Research Assistant Professor		218,965	1	79,360	0	0		224,220		229,602		224,220		229,602
		Research Instructor		150,661	0	0	0	0		154,277		157,980		154,277		157,980
		TOTAL	7		2		2		5		5		5		5	
		SUBTOTAL ASUJ-ABI	43		35		36		38		38		38		38	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		TOTAL ASU-SYS + ASUJ + ASUJ-VM + ASUJ-ABI	2,331		2,095		2,053		2,353		2,353		2,355		2,355	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS STATE UNIVERSITY				
		TWELVE MONTH EDUCATION AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Pres., Arkansas State University	1	449,802	0	
	(2)	Executive Vice President	1	281,925	0	
	(3)	Vice President	5	261,425	0	
	(4)	General Counsel	1	246,270	0	
	(5)	Assoc. Vice Pres.	2	214,241	0	
C	(6)	Project/Program Administrator	15		5	0
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(7)	Associate General Counsel	4	203,540	1	0
	(8)	Exec. Asst. to President	1	168,833	0	
	(9)	Assistant Vice President	1	163,608	1	0
	(10)	Chief Audit Executive	1	136,367	0	
	(11)	Sr. Internal Auditor	3	113,239	1	1
	(12)	Associate for Administration	1	101,455	0	
	(13)	Legislative Intern/Research Assist.	1	90,528	0	
	(14)	Research Assistant	2	90,528	1	0
		TOTAL	39		9	1
		SUBTOTAL ASU-SYS	39		9	1
		ARKANSAS STATE UNIVERSITY - JONESBORO				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(15)	Chancellor, ASU-Jonesboro	1	399,145	0	
	(16)	Dean of Veterinary Medicine	1	398,851	0	
	(17)	Executive Vice Chancellor	2	277,092	0	

ASU Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(18)	Dean of Business Administration	1	271,941	0	
	(19)	Dean of Engineering	1	271,941	0	
	(20)	Associate Vice Provost	3	242,905	0	
	(21)	Dean of Schools	8	229,865	0	
	(22)	Vice Chancellor	4	228,939	0	
	(23)	Project/Program Administrator	119		1	0
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(24)	Assoc. Dean of Schools	13	210,339	0	
	(25)	IT Pool	69		0	
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec		106,894		
		Institution Information Tech Coord.		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(26)	Associate Vice Chancellor	3	201,198	0	
	(27)	Executive Asst. to the Chancellor	1	201,198	0	
	(28)	Controller	1	179,480	0	
	(29)	Asst. Vice-Chancellor	7	163,609	1	0
	(30)	Registrar	1	161,471	0	
	(31)	Archivist	2	151,358	0	
	(32)	Coord. of Non-Credit Activity	1	151,358	0	
	(33)	Dean Student Affs.-Enrollment Svcs.	1	151,358	0	

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(34)	Assoc. Director - Info & Tech Svcs.	2	149,190	0	
	(35)	Development/Advancement Admin.	23		3	0
		Development/Advancement Director		140,091		
		Development/Advancement Manager		126,956		
		Development/Advancement Specialist		109,536		
	(36)	Associate Controller	1	136,608	0	
	(37)	Dir. of Grants & Other Spons. Progs	1	136,608	0	
	(38)	Treasurer	1	136,608	0	
	(39)	Assoc. Dean of Student Affairs	6	135,834	0	
	(40)	Associate Registar	1	135,834	0	
	(41)	Dir. of UPD, CS, Traffic & Parking	1	132,400	0	
	(42)	Project Engineer	1	132,076	0	
	(43)	Academic/Student Support	45		0	
		Counselor		131,587	0	
		Student Development Specialist		106,814	0	
		Academic Counselor		97,361	0	
	(44)	Communications Specialist	1	125,059	0	
	(45)	Research Compliance Coordinator	1	121,883	0	
	(46)	Project Architect	1	117,009	0	
	(47)	Bradbury Art Museum Director	1	116,727	0	
	(48)	Asst. Dean of Students	8	110,019	0	
	(49)	Director of Academic Advising	1	110,019	0	
	(50)	Asst. Dir. of Admissions	2	109,713	0	
	(51)	Asst. Dir. Records	1	109,713	0	
	(52)	Assoc. Dir. of Student Aid	1	102,604	0	
	(53)	Coord. of ASU Comm Coll. Deg. Cntrs	1	102,604	0	
	(54)	Research Analyst	5	102,558	0	
	(55)	Assistant Director of Publications	1	97,979	0	
	(56)	Fiscal Support Pool	40		2	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(57)	Public Safety Pool	29		1	0
		HE Public Safety Commander III		93,110		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(58)	Conservator	1	90,747	0	
	(59)	Technical Director	1	90,747	0	
	(60)	Academic Adviser	23	89,557	0	
	(61)	Assistant Director of Museum	1	88,978	0	
	(62)	Asst. Director of Computer Services	1	86,085	0	
	(63)	ASU Engineer Comm. Facilities Dir.	1	86,085	0	
	(64)	ASU Assoc. Dir. of Physical Plant	1	84,480	0	
	(65)	Benefits Coordinator	1	81,232	0	
	(66)	Curator	2	81,232	0	
	(67)	Procurement Coordinator	1	81,232	0	
	(68)	Education Program Coordinator	1	81,231	0	
	(69)	Grants Manager	2	81,231	0	
	(70)	ASU Asst. Dir. of Physical Plant	3	78,106	0	
	(71)	Skilled Trades Pool	89		3	3
		Skilled Trades Foreman		76,530	0	
		Skilled Trades Supervisor		73,587	0	
		Skilled Tradesman		70,756	0	
		Skilled Trades Helper		53,769	0	
		Apprentice Tradesman		47,801	0	
	(72)	Department Business Coordinator	3	75,104	0	
	(73)	Budget Specialist	2	75,103	0	
	(74)	Human Resources Analyst	4	75,103	0	
	(75)	Production Artist	2	75,103	0	
	(76)	ASU Asst. Director of Farming	1	72,215	0	
	(77)	ASU Dir. of Housekeeping	2	72,215	0	
	(78)	Buyer	1	72,215	0	

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(79)	Construction/Maint. Coordinator	2	72,215	0	
	(80)	HEI Program Coordinator	24	72,215	1	0
	(81)	Museum Exhibit Program Specialist	1	72,215	0	
	(82)	Radio News Director	1	72,215	0	
	(83)	Radio Program Director	1	72,215	0	
	(84)	Administrative Support Pool	110		17	3
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(85)	Assistant Registrar	6	69,437	1	0
	(86)	Financial Aid Analyst	11	69,437	2	0
	(87)	Library Support Pool	15		4	0
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(88)	Fabrication Shop Manager	1	69,437	0	
	(89)	Payroll Services Specialist	2	69,437	0	
	(90)	Special Events Manager	2	69,437	0	
	(91)	Broadcast Production Specialist	4	66,767	0	
	(92)	Commercial Graphic Artist	3	66,767	0	
	(93)	Comm. Artist I/Graphic Artist I	2	64,199	1	1
	(94)	Human Resources Specialist	2	64,199	1	0
	(95)	Landscape Supervisor	2	64,199	1	1
	(96)	Museum Registrar	1	64,199	0	
	(97)	Records Management Analyst	15	64,199	3	0
	(98)	Maintenance Specialist	5	61,729	1	1
	(99)	Purchasing Technician	1	61,729	0	
	(100)	Pest Control Tech	1	59,355	0	
	(101)	Landscape Specialist	2	57,071	0	
	(102)	Special Events Supervisor	1	57,071	0	
	(103)	Student Account Specialist	1	57,071	0	
	(104)	Admissions Analyst	2	54,877	0	
	(105)	Heavy Equipment Operator	7	54,877	4	4

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(106)	Inventory Control Technician	3	52,766	1	1
	(107)	Maintenance Assistant	4	52,766	3	3
	(108)	Registrar's Assistant	2	50,737	0	
	(109)	Institutional Svcs. Supervisor	13	45,105	1	1
	(110)	Institutional Svcs. Assistant	65	43,370	1	1
		TOTAL	869		53	19
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(111)	Nurse Anesthesia Clinical Coord.	3	277,176	0	
	(112)	Department Chairperson	30	207,746	5	1
S	(113)	Faculty	88		11	3
		Professor		204,213		
		Assoc. Professor		190,080		
		Asst. Professor		161,671		
		Instructor		132,901		
	(114)	Research Associate	4	151,222	0	
	(115)	Asst. Library Director	2	115,808	1	0
	(116)	Librarian	10	115,808	1	0
	(117)	Veterinary Medicine Instructor	3	113,958	0	
	(118)	Instructional Designer	10	90,528	1	0
	(119)	Research Assistant	18	90,528	0	
	(120)	Graduate Assistant - Research	10	66,161	10	0
	(121)	Graduate Assistant	130	48,363	13	0
		TOTAL	308		42	4
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(122)	College of Business Faculty	40		3	1
		Distinguished Professor		281,518		
		Professor		225,527		
		Associate Professor		185,254		
		Assistant Professor		177,200		
		Instructor		144,982		
S	(123)	Faculty	481		56	1
		Distinguished Professor		228,748		
		Professor		200,682		
		Assoc. Professor		175,948		
		Asst. Professor		147,286		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Instructor		114,924		
		Lecturer		92,858		
	(124)	Part-Time Faculty	240	57,840	25	0
	(125)	Graduate Assistant	150	36,272	15	0
		TOTAL	911		99	2
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(126)	Vice Chancellor - Athletics	1	703,794	0	
	(127)	ASU Head Football Coach	1	263,434	0	
	(128)	Head Men's Basketball Coach	1	263,434	0	
	(129)	ASU Def. Coordinator-Football	1	194,465	0	
	(130)	ASU Off. Coordinator-Football	1	194,465	0	
	(131)	Assoc. Dir. of Athletics	4	179,017	0	
	(132)	ASU Asst. Head Football Coach	2	171,785	0	
	(133)	Assistant Football Coach	5	171,785	0	
	(134)	Head Coach	12	150,721	1	0
	(135)	ASU Dir. of Auxiliary Enterprises	1	144,786	0	
	(136)	Dir. of Arena	1	140,351	0	
	(137)	Development/Advancement Admin.	3		0	
		Development/Advancement Director		140,091		
		Development/Advancement Manager		126,956		
		Development/Advancement Specialist		109,536		
	(138)	Asst. Dir. Athletics	8	134,605	1	0
	(139)	Head Athletic Trainer	1	134,605	0	
	(140)	Assistant Coach	25	114,370	0	
	(141)	Dir. of Strength & Conditioning	3	114,370	0	
	(142)	Trainer	5	114,370	0	
	(143)	Facilities and Equipment Manager	2	102,992	0	
	(144)	Assistant Director	1	99,669	0	
	(145)	Fiscal Support Pool	1		0	
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(146)	Asst. Dir. of Media Relations	2	90,622	0	
	(147)	Academic Adviser	2	89,557	0	
	(148)	Director of Marketing	1	86,850	1	1
	(149)	Ticket Manager	1	84,254	0	
	(150)	Director of Student Union	1	78,106	0	
	(151)	Skilled Trades Pool	9		1	1
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(152)	Athletic Ticket Sales Coordinator	1	72,215	0	
	(153)	Print Shop Manager	1	72,215	1	0
	(154)	Administrative Support Pool	8		3	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(155)	Special Events Manager	2	69,437	1	0
	(156)	Institutional Printer	5	66,767	0	
	(157)	Student Union Night Manager	1	66,767	0	
	(158)	Special Events Coordinator	2	61,729	1	0
	(159)	Athletic Facility Supervisor	3	59,355	0	
	(160)	Student Union Sec. Mgr.	1	54,877	0	
	(161)	Institutional Svcs. Supervisor	3	45,105	0	
	(162)	Institutional Svcs. Assistant	25	43,370	5	5
		TOTAL	147		15	7
		SUBTOTAL ASUJ	2,235		209	32
		SUBTOTAL ASU-SYS + ASUJ	2,274		218	33

ARKANSAS BIOSCIENCES INSTITUTE

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Exec. Dir. of Biosciences Institute	1	267,270	0	
	(2)	Project/Program Administrator	8		2	2
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(3)	Asst. Dir, Biosciences Institute	1	141,024	0	
	(4)	Research Assistant	3	90,878	0	
	(5)	Skilled Trades Pool	1		1	0
		Skilled Trades Foreman		76,530	0	
		Skilled Trades Supervisor		73,587	0	
		Skilled Tradesman		70,756	0	
		Skilled Trades Helper		53,769	0	
		Apprentice Tradesman		47,801	0	
	(6)	Administrative Support Pool	1		0	
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(7)	Institutional Svcs. Assistant	3	43,370	0	
		TOTAL	18		3	2
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(8)	Research Associate	3	151,798	0	
	(9)	Research Graduate Assistant	15	59,215	0	
		TOTAL	18		0	0
		NINE MONTH EDUCATIONAL AND GENERAL				

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ACADEMIC POSITIONS				
	(10)	Faculty	7		5	4
		Research Professor		245,439		
		Research Associate Professor		231,909		
		Research Assistant Professor		218,965		
		Research Instructor		150,661		
		TOTAL	7		5	4
		SUBTOTAL ASUJ-ABI	43		8	6
		TOTAL ASU-SYS + ASUJ + ASUJ-ABI	2,317		226	39

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ARKANSAS TECH UNIVERSITY														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, Arkansas Tech University	1	365,882	1	402,800	1	402,800	1	374,664	1	383,656	1	374,664	1	383,656
	(2)	Executive Vice President and Prov.	1	277,092	1	217,000	1	217,000	1	283,742	1	290,552	1	283,742	1	290,552
	(3)	Vice Pres. for Admin. & Finance	1	232,470	1	183,600	1	183,600	1	238,049	1	243,762	1	238,049	1	243,762
	(4)	Vice Pres. for Government Relations	1	228,940	0	0	0	0	1	234,434	1	240,061	1	234,434	1	240,061
	(5)	Vice President for Development	1	228,939	1	166,000	1	166,000	1	234,434	1	240,060	1	234,434	1	240,060
	(6)	Vice Pres. for Student Affairs	1	228,939	1	170,000	1	175,500	1	234,434	1	240,060	1	234,434	1	240,060
	(7)	Vice President	1	228,939	1	168,000	1	168,000	1	234,433	1	240,060	1	234,433	1	240,060
	(8)	Dean of College	8	221,879	5	171,300	5	171,300	8	227,204	8	232,657	8	227,204	8	232,657
	(9)	Project/Program Administrator	43						43		43		43		43	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	1	110,000	1	110,000		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	4	80,400	4	80,400		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	9	78,800	9	78,800		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	25	94,700	25	94,700		112,165		114,857		112,165		114,857
D	(10)	IT Pool	56						46		46		46		46	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	1	63,900	1	63,900		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	2	85,070	2	85,070		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	1	64,300	1	64,300		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	1	58,600	1	58,600		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	2	62,000	2	62,000		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	2	55,900	2	55,900		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	1	63,100	1	63,100		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	1	55,800	1	55,800		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	1	49,500	1	49,500		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	1	54,900	1	54,900		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	1	47,400	1	47,400		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	9	53,000	9	53,000		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	1	43,100	1	43,100		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info. Systems Security Analyst		76,530	1	51,950	1	51,950		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	3	38,300	3	38,300		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	37,500	1	37,500		69,668		71,340		69,668		71,340
		Network Analyst		68,035	1	46,750	1	46,750		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	1	33,626	1	33,626		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(11)	Associate Vice President	5	201,199	2	136,000	1	136,000	5	206,028	5	210,972	5	206,028	5	210,972
	(12)	Assoc. Vice Pres. of Academic Affairs	1	201,199	1	135,000	1	135,000	1	206,028	1	210,972	1	206,028	1	210,972
	(13)	Assoc. Vice Pres. of Fiscal Affairs	1	201,199	0	0	0	0	1	206,028	1	210,972	1	206,028	1	210,972
	(14)	Executive Asst. to the President	1	201,199	1	78,500	1	82,500	1	206,028	1	210,972	1	206,028	1	210,972
	(15)	Associate Dean of College	6	195,581	4	146,300	4	146,300	6	200,275	6	205,081	6	200,275	6	205,081
	(16)	Exec. Dir. for Advancement Services	1	195,581	1	103,000	1	103,000	1	200,275	1	205,081	1	200,275	1	205,081
	(17)	Director of Information Systems	1	194,858	1	140,000	1	140,000	1	199,535	1	204,324	1	199,535	1	204,324
	(18)	General Counsel	1	180,186	1	151,500	1	151,500	1	184,510	1	188,938	1	184,510	1	188,938
	(19)	Controller	1	179,480	1	113,000	1	113,000	1	183,787	1	188,198	1	183,787	1	188,198
	(20)	Dir. of Phys. Plant/Plant Engineer	1	168,941	1	126,100	1	126,100	1	172,996	1	177,148	1	172,996	1	177,148
	(21)	Director of University Relations	1	168,616	1	87,400	1	87,400	1	172,663	1	176,807	1	172,663	1	176,807
	(22)	Registrar	1	161,471	1	82,800	1	82,800	1	165,346	1	169,314	1	165,346	1	169,314
	(23)	Director of Student Success Center	1	159,786	0	0	0	0	1	163,621	1	167,548	1	163,621	1	167,548
	(24)	Director of Planned Giving	1	159,756	1	86,000	1	86,000	1	163,590	1	167,516	1	163,590	1	167,516
	(25)	Dean of Students	1	151,358	1	97,900	1	97,900	1	154,991	1	158,711	1	154,991	1	158,711
	(26)	Director of Enrollment Management	1	151,358	0	0	0	0	1	154,991	1	158,711	1	154,991	1	158,711
	(27)	Director of Online Partnerships	1	151,358	1	56,700	1	56,700	1	154,991	1	158,711	1	154,991	1	158,711
	(28)	Coordinator of Off-Campus Courses	1	151,358	0	0	0	0	1	154,991	1	158,710	1	154,991	1	158,710
	(29)	Assoc. Dir. of Information Systems	2	149,190	0	0	0	0	2	152,770	2	156,437	2	152,770	2	156,437
	(30)	Director of Institutional Research	1	146,631	1	104,000	1	104,000	1	150,151	1	153,754	1	150,151	1	153,754
	(31)	Instructional Designer	2	144,909	2	50,072	2	50,730	2	148,387	2	151,948	2	148,387	2	151,948
	(32)	English Language Institute Coord.	1	143,283	1	38,900	1	38,900	1	146,722	1	150,244	1	146,722	1	150,244
	(33)	Director of Distance Learning Serv.	1	142,957	0	0	0	0	1	146,388	1	149,901	1	146,388	1	149,901
	(34)	Development/Advancement Admin.	5						5		5		5		5	
X		Development/Advancement Director		140,091	1	79,830	1	79,830		143,453		146,896		163,523		167,447
		Development/Advancement Manager		126,956	2	67,980	2	67,980		130,003		133,123		130,003		133,123
		Development/Advancement Specialist		109,535	2	52,200	2	52,200		112,164		114,856		112,164		114,856
	(35)	Director of Admissions	1	139,777	1	85,900	1	85,900	1	143,131	1	146,566	1	143,131	1	146,566
	(36)	Dir. of Alumni Svcs. & Annual Giv.	1	139,777	1	92,500	1	92,500	1	143,131	1	146,566	1	143,131	1	146,566
	(37)	Director of International Programs	1	139,777	1	57,700	1	57,700	1	143,131	1	146,566	1	143,131	1	146,566
	(38)	Dir. of Prof. Development Institute	1	139,777	1	51,500	1	51,500	1	143,131	1	146,566	1	143,131	1	146,566
	(39)	Director of Public Affairs	1	139,777	1	125,000	1	125,000	1	143,131	1	146,566	1	143,131	1	146,566
	(40)	Director of Student Aid	1	139,777	1	82,700	1	82,700	1	143,131	1	146,566	1	143,131	1	146,566
	(41)	Associate Controller	1	136,607	1	94,000	1	94,000	1	139,886	1	143,243	1	139,886	1	143,243
	(42)	Assoc. Dean of Employ. & Career Svc.	1	136,607	0	0	0	0	1	139,886	1	143,243	1	139,886	1	143,243
	(43)	Business Manager	1	136,607	1	48,800	1	48,800	1	139,886	1	143,243	1	139,886	1	143,243
	(44)	Dir. of Grants a& Other Spons. Prog.	1	136,607	1	72,000	1	72,000	1	139,886	1	143,243	1	139,886	1	143,243
	(45)	Treasurer	1	136,607	1	84,300	1	84,300	1	139,886	1	143,243	1	139,886	1	143,243
	(46)	Associate Dean of Students	6	135,834	6	92,800	6	92,800	6	139,094	6	142,433	6	139,094	6	142,433
	(47)	Associate Director of Admissions	4	135,834	4	54,700	4	54,700	4	139,094	4	142,433	4	139,094	4	142,433
A	(48)	Associate Registrar	2	135,834	2	54,200	2	54,200	3	139,094	3	142,433	3	139,094	3	142,433
	(49)	Director of Public Safety	1	132,401	1	55,400	1	55,400	1	135,578	1	138,832	1	135,578	1	138,832
	(50)	Construction Manager	1	132,076	0	0	0	0	1	135,245	1	138,491	1	135,245	1	138,491
	(51)	Academic/Student Support Counselor	11	131,586	7	54,900	7	54,900	11	134,744	11	137,978	11	134,744	11	137,978
	(52)	Director of Budget	1	130,264	1	101,000	1	101,000	1	133,390	1	136,591	1	133,390	1	136,591
	(53)	Director of Testing	1	123,525	1	43,000	1	43,000	1	126,490	1	129,526	1	126,490	1	129,526
	(54)	Endowment Financial Analyst	1	122,228	1	67,600	1	67,600	1	125,162	1	128,166	1	125,162	1	128,166
	(55)	Dir. of Corp. and Foundation Giving	1	121,159	1	70,000	1	70,000	1	124,066	1	127,044	1	124,066	1	127,044

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(56)	Dir. of Donor Rel. & Devel. Svcs.	1	121,159	1	78,300	1	78,300	1	124,066	1	127,044	1	124,066	1	127,044
	(57)	Special Projects Coordinator	17	120,458	12	77,535	12	77,535	17	123,349	17	126,309	17	123,349	17	126,309
	(58)	Director of Placement/Career Service	1	118,982	1	59,700	1	59,700	1	121,837	1	124,761	1	121,837	1	124,761
	(59)	Dir. of Pub. & Creative Svcs.	1	116,728	1	54,900	1	54,900	1	119,529	1	122,398	1	119,529	1	122,398
	(60)	Director of Student Activities	1	112,947	0	0	0	0	1	115,657	1	118,433	1	115,657	1	118,433
	(61)	Asst. Dir. of Information Systems	1	110,158	0	0	0	0	1	112,801	1	115,509	1	112,801	1	115,509
	(62)	Dir. of Academic Technology & Comp.	1	110,158	1	66,900	1	66,900	1	112,801	1	115,509	1	112,801	1	115,509
	(63)	Dir. of Recruitment & Orientation	1	110,158	1	40,000	1	40,000	1	112,801	1	115,509	1	112,801	1	115,509
	(64)	Assistant Dean of Students	7	110,019	6	79,900	6	79,900	7	112,660	7	115,364	7	112,660	7	115,364
	(65)	Coordinator of Grants Management	1	110,019	1	47,000	1	47,000	1	112,660	1	115,364	1	112,660	1	115,364
	(66)	Dir. of Acad. Advisement & Ret.	1	110,019	1	73,600	1	73,600	1	112,660	1	115,364	1	112,660	1	115,364
	(67)	Director of Academic Services	1	110,019	1	81,500	1	81,500	1	112,660	1	115,364	1	112,660	1	115,364
	(68)	Student Development Specialist	18	110,019	16	62,000	16	62,000	18	112,660	18	115,364	18	112,660	18	115,364
	(69)	Director of Disability Services	1	110,019	1	49,000	1	49,000	1	112,659	1	115,363	1	112,659	1	115,363
	(70)	Institutional Research Associate	2	110,019	1	66,000	1	66,000	2	112,659	2	115,363	2	112,659	2	115,363
	(71)	Asst. Dir. of Intl. Programs	1	110,018	0	0	0	0	1	112,659	1	115,363	1	112,659	1	115,363
D	(72)	Internal Auditor	1	106,916	0	0	0	0	0	109,482	0	112,109	0	0	0	0
	(73)	Coord. of Intramural Activities	1	106,709	1	43,500	1	43,500	1	109,270	1	111,892	1	109,270	1	111,892
D	(74)	Coord. Affirm. Action/Disab. Svc.	1	105,413	0	0	0	0	0	107,943	0	110,534	0	0	0	0
	(75)	Dir. of Learning Resource Center	2	103,550	2	66,400	2	66,400	2	106,035	2	108,580	2	106,035	2	108,580
	(76)	Associate Director of Student Aid	1	100,790	1	55,910	1	55,910	1	103,209	1	105,686	1	103,209	1	105,686
	(77)	Fiscal Support Pool	20						20		20		20		20	
		Fiscal Support Manager		95,029	1	60,000	1	60,000		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	52,940	1	52,940		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	44,000	1	44,000		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	6	52,100	6	52,100		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	5	36,700	5	36,700		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(78)	Public Safety Pool	26						26		26		26		26	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	1	67,500	1	67,500		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	62,669	1	63,000		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	4	48,900	4	53,100		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	11	44,600	14	45,600		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(79)	Institutional Assistant	5	91,217	5	52,300	5	52,300	5	93,406	5	95,648	5	93,406	5	95,648
	(80)	Academic Advisor	14	87,974	9	59,700	9	59,700	14	90,085	14	92,247	14	90,085	14	92,247
	(81)	Financial Analyst II	1	87,860	1	42,800	1	42,800	1	89,969	1	92,128	1	89,969	1	92,128
	(82)	Procurement Manager	1	87,860	1	56,600	1	56,600	1	89,969	1	92,128	1	89,969	1	92,128
	(83)	Campus Maintenance Supervisor	2	81,232	2	50,900	2	50,900	2	83,181	2	85,178	2	83,181	2	85,178
	(84)	Development Specialist	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(85)	Education Counselor	1	81,232	1	43,400	1	43,400	1	83,181	1	85,178	1	83,181	1	85,178
	(86)	Grants Coordinator	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(87)	Payroll Services Coordinator	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(88)	Procurement Coordinator	1	81,232	1	40,018	1	40,018	1	83,181	1	85,178	1	83,181	1	85,178
	(89)	Assistant Personnel Manager	1	78,106	1	39,983	1	39,983	1	79,981	1	81,901	1	79,981	1	81,901
	(90)	Career Plan & Placement Coordinator	1	78,106	0	0	0	0	1	79,981	1	81,901	1	79,981	1	81,901
	(91)	Executive Assistant to Director	1	78,106	1	48,800	1	48,800	1	79,981	1	81,901	1	79,981	1	81,901
	(92)	Financial Analyst I	2	78,106	0	0	0	0	2	79,981	2	81,901	2	79,981	2	81,901
	(93)	Skilled Trades Pool	21						21		21		21		21	
X		Skilled Trades Foreman		76,530	2	53,300	2	53,300		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	47,800	1	47,800		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	11	45,200	11	45,200		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(94)	Broadcast Promotion Specialist	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(95)	Human Resource Analyst	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(96)	Legal Services Specialist	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(97)	Maintenance Coordinator	2	75,103	0	0	0	0	2	76,906	2	78,751	2	76,906	2	78,751
	(98)	Buyer	3	72,215	1	38,200	1	38,200	3	73,948	3	75,722	3	73,948	3	75,722
	(99)	HEI Program Coordinator	1	72,215	1	33,318	1	33,318	1	73,948	1	75,722	1	73,948	1	75,722
	(100)	Occupational Safety Coordinator	1	72,215	1	47,300	1	47,300	1	73,948	1	75,722	1	73,948	1	75,722
	(101)	Administrative Support Pool	84						84		84		84		84	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	2	35,700	2	35,700		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	31	40,100	31	40,100		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	11	28,600	11	28,600		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(102)	Assistant Registrar	6	69,437	6	43,400	6	43,400	6	71,103	6	72,810	6	71,103	6	72,810
	(103)	Financial Aid Analyst	6	69,437	5	34,700	5	34,700	6	71,103	6	72,810	6	71,103	6	72,810
	(104)	HR Program Represenative	1	69,437	1	43,110	1	43,110	1	71,103	1	72,810	1	71,103	1	72,810
	(105)	Library Support Pool	5						5		5		5		5	
		Library Supervisor		69,437	1	34,490	1	34,490		71,103		72,810		71,103		72,810
		Library Specialist		59,355	1	29,800	1	29,800		60,780		62,239		60,780		62,239
		Library Technician		54,877	2	27,300	2	27,300		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(106)	Purchasing Specialist	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(107)	Student Accounts Officer	1	69,437	1	34,400	1	34,400	1	71,103	1	72,810	1	71,103	1	72,810
	(108)	ATU Coliseum Manager	1	66,767	0	0	0	0	1	68,369	1	70,010	1	68,369	1	70,010
	(109)	Broadcast Production Specialist	1	66,767	0	0	0	0	1	68,369	1	70,010	1	68,369	1	70,010
D	(110)	Career Plan & Placement Specialist	1	66,767	0	0	0	0	0	68,369	0	70,010	0	0	0	0
	(111)	Warehouse Manager	1	66,767	1	29,300	1	29,300	1	68,369	1	70,010	1	68,369	1	70,010
D	(112)	Collection Officer	1	64,199	0	0	0	0	0	65,739	0	67,317	0	0	0	0
	(113)	Financial Aid Specialist	2	64,199	2	30,800	2	30,800	2	65,739	2	67,317	2	65,739	2	67,317
	(114)	Human Resources Specialist	3	64,199	1	39,000	1	39,000	3	65,739	3	67,317	3	65,739	3	67,317
	(115)	Landscape Supervisor	2	64,199	1	34,200	1	34,200	2	65,739	2	67,317	2	65,739	2	67,317
	(116)	Licensed Practical Nurse	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(117)	Records Management Analyst	1	64,199	1	34,200	1	34,200	1	65,739	1	67,317	1	65,739	1	67,317
	(118)	Farm Foreman - Inst.	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(119)	Maintenance Specialist	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(120)	Coordinator of Housekeeping	1	59,355	1	33,700	1	33,700	1	60,780	1	62,239	1	60,780	1	62,239
D	(121)	Call Center Specialist	3	58,156	0	0	0	0	0	59,552	0	60,981	0	0	0	0
	(122)	Admissions Analyst Supervisor	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(123)	Collector	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(124)	Equipment Mechanic	2	57,071	2	36,420	2	36,420	2	58,441	2	59,844	2	58,441	2	59,844
	(125)	Human Resources Assistant	1	57,071	1	27,500	1	27,500	1	58,441	1	59,844	1	58,441	1	59,844
	(126)	Landscape Specialist	3	57,071	1	29,400	1	29,400	3	58,441	3	59,844	3	58,441	3	59,844
	(127)	Special Events Supervisor	3	57,071	0	0	0	0	3	58,441	3	59,844	3	58,441	3	59,844

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(128)	Heavy Equipment Operator	1	54,877	0	0	0	0	1	56,194	1	57,542	1	56,194	1	57,542
	(129)	Maintenance Assistant	10	52,766	5	30,200	5	30,200	10	54,032	10	55,329	10	54,032	10	55,329
D	(130)	Registrar's Assistant	4	50,737	0	0	0	0	0	51,955	0	53,202	0	0	0	0
	(131)	Equipment Operator	2	46,909	0	0	0	0	2	48,035	2	49,188	2	48,035	2	49,188
	(132)	Institutional Services Supervisor	2	45,105	1	33,700	1	33,700	2	46,187	2	47,296	2	46,187	2	47,296
	(133)	Institutional Services Assistant	40	43,370	27	30,200	35	30,200	40	44,411	40	45,476	40	44,411	40	45,476
		TOTAL	559		365		375		539		539		539		539	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(134)	Department Chairperson	18	207,746	13	121,000	13	121,000	18	212,731	18	217,837	18	212,731	18	217,837
	(135)	Director of Library	1	197,738	1	101,000	1	101,000	1	202,483	1	207,343	1	202,483	1	207,343
	(136)	Dir. of Assess. & Inst. Effect.	1	178,518	0	0	1	53,100	1	182,803	1	187,190	1	182,803	1	187,190
	(137)	Director of the STEM Institute	1	144,908	0	0	0	0	1	148,386	1	151,947	1	148,386	1	151,947
	(138)	Librarian Pool	7						7		7		7		7	
		Librarian		136,821	0	0	0	0		140,105		143,467		140,105		143,467
		Associate Librarian		115,808	3	64,200	3	64,200		118,587		121,433		118,587		121,433
		Assistant Librarian		109,841	2	56,000	2	56,000		112,478		115,177		112,478		115,177
	(139)	Instructor	1	132,901	1	61,100	1	61,100	1	136,091	1	139,357	1	136,091	1	139,357
	(140)	Assessment Specialist	1	97,448	1	56,600	1	56,600	1	99,787	1	102,182	1	99,787	1	102,182
	(141)	Research Assistant	2	90,528	2	46,200	2	46,200	2	92,701	2	94,925	2	92,701	2	94,925
		TOTAL	32		23		24		32		32		32		32	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(142)	Faculty	300						300		300		300		300	
		Distinguished Professor		228,748	0	0	0	0		234,238		239,859		234,238		239,859
		Professor		200,682	75	117,700	75	117,700		205,499		210,431		205,499		210,431
		Assoc. Professor		175,948	50	106,980	50	106,980		180,170		184,495		180,170		184,495
		Asst. Professor		147,286	56	107,000	56	107,000		150,821		154,440		150,821		154,440
		Instructor		114,924	42	75,800	42	72,225		117,682		120,507		117,682		120,507
		Lecturer		92,859	0	0	0	0		95,087		97,369		95,087		97,369
	(143)	Part-Time Faculty	200	57,840	144	25,300	145	25,300	200	59,228	200	60,649	200	59,228	200	60,649
	(144)	Graduate Assistant	175	36,272	86	15,000	90	15,000	175	37,143	175	38,034	175	37,143	175	38,034
		TOTAL	675		453		458		675		675		675		675	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(145)	Athletic Director	1	164,962	1	128,800	1	128,800	1	168,921	1	172,975	1	168,921	1	172,975
	(146)	Head Coach	10	150,721	9	112,600	9	112,600	10	154,338	10	158,042	10	154,338	10	158,042
	(147)	Director of Health Services	1	140,350	0	0	0	0	1	143,719	1	147,168	1	143,719	1	147,168
	(148)	Advanced Practice Nurse	1	131,305	1	84,900	1	84,900	1	134,456	1	137,683	1	134,456	1	137,683
	(149)	Business Manager	1	130,333	1	63,600	1	63,600	1	133,461	1	136,664	1	133,461	1	136,664
	(150)	Asst. Athletic Director	1	126,639	0	0	0	0	1	129,679	1	132,791	1	129,679	1	132,791
	(151)	Athletic Compliance Officer	1	122,671	0	0	0	0	1	125,615	1	128,630	1	125,615	1	128,630
	(152)	Director of Residence Life	2	119,633	0	0	0	0	2	122,504	2	125,445	2	122,504	2	125,445
	(153)	Asst. Coach	14	118,481	11	60,000	11	60,000	14	121,324	14	124,236	14	121,324	14	124,236
	(154)	Athletic Academic Director	1	118,481	0	0	0	0	1	121,324	1	124,236	1	121,324	1	124,236
	(155)	Head Athletic Trainer	1	118,481	0	0	0	0	1	121,324	1	124,236	1	121,324	1	124,236
	(156)	Registered Nurse Practitioner	1	114,242	1	84,720	1	84,720	1	116,983	1	119,791	1	116,983	1	119,791
	(157)	Assistant Sports Information Dir.	1	110,975	1	40,400	1	40,400	1	113,638	1	116,365	1	113,638	1	116,365
	(158)	Athletic Facility Manager	1	99,669	1	44,500	1	44,500	1	102,062	1	104,511	1	102,062	1	104,511
	(159)	Fiscal Support Pool	1						1		1		1		1	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	32,868	1	32,868		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(160)	Registered Nurse	2	84,480	2	48,500	2	48,500	2	86,507	2	88,584	2	86,507	2	88,584
	(161)	Skilled Trades Pool	3						3		3		3		3	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	3	36,100	3	36,100		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(162)	Assistant Athletic Trainer	3	76,427	1	60,600	1	60,600	3	78,261	3	80,139	3	78,261	3	80,139
	(163)	Maintenance Coordinator	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
D	(164)	Production Artist	1	75,103	0	0	0	0	0	76,906	0	78,751	0	0	0	0
	(165)	Administrative Support Pool	1						1		1		1		1	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(166)	Special Events Manager	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(167)	Maintenance Specialist	2	61,729	0	0	0	0	2	63,211	2	64,728	2	63,211	2	64,728
	(168)	Campus Postmaster	1	57,071	1	32,900	1	32,900	1	58,441	1	59,844	1	58,441	1	59,844
	(169)	Maintenance Assistant	3	52,766	0	0	0	0	3	54,032	3	55,329	3	54,032	3	55,329
	(170)	Special Events Worker	1	48,785	0	0	0	0	1	49,956	1	51,155	1	49,956	1	51,155
	(171)	Shipping and Receiving Clerk	1	46,909	1	29,000	1	29,000	1	48,035	1	49,188	1	48,035	1	49,188
	(172)	Stadium Maintenance Supervisor	1	46,909	1	30,200	1	30,200	1	48,035	1	49,188	1	48,035	1	49,188
	(173)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
	(174)	Institutional Services Assistant	12	43,370	8	30,200	10	30,200	12	44,411	12	45,476	12	44,411	12	45,476
		TOTAL	72		44		46		71		71		71		71	
		SUBTOTAL ATU	1,338		885		903		1,317		1,317		1,317		1,317	
		ARKANSAS TECH UNIVERSITY - OZARK CAMPUS														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(175)	Chancellor, ATU - Ozark Campus	1	214,799	1	142,000	1	145,550	1	219,954	1	225,233	1	219,954	1	225,233
	(176)	Project/Program Administrator	4						4		4		4		4	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	1	88,289	1	90,496		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	0	0	0	0		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	2	48,327	2	48,837		112,165		114,857		112,165		114,857
	(177)	IT Pool	2						2		2		2		2	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	33,626	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	1	36,363		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(178)	V-C for Res., Innov. & Econ. Devel.	1	194,516	1	82,187	1	84,241	1	199,185	1	203,965	1	199,185	1	203,965
	(179)	Vice Chancellor	1	172,403	1	103,100	1	105,677	1	176,541	1	180,778	1	176,541	1	180,778
	(180)	Vice Chancellor of Admin. and Fin.	1	161,671	1	98,030	1	100,480	1	165,551	1	169,524	1	165,551	1	169,524
	(181)	Vice Chancellor of Student Services	1	161,671	1	84,257	1	86,363	1	165,551	1	169,524	1	165,551	1	169,524
	(182)	Director of Computer Services	1	123,717	0	0	0	0	1	126,686	1	129,727	1	126,686	1	129,727
	(183)	Associate Director of Financial Aid	1	122,572	1	47,771	1	48,965	1	125,514	1	128,526	1	125,514	1	128,526
	(184)	Special Projects Coordinator	1	120,457	1	42,414	1	43,474	1	123,348	1	126,309	1	123,348	1	126,309
	(185)	Associate Registrar	1	116,944	1	51,754	1	51,754	1	119,751	1	122,625	1	119,751	1	122,625
	(186)	Associate Dir. of Computer Serv.	1	110,157	1	54,088	1	55,440	1	112,801	1	115,508	1	112,801	1	115,508
	(187)	Coordinator of Student Recruitment	2	110,157	1	29,790	1	30,534	2	112,801	2	115,508	2	112,801	2	115,508
	(188)	Associate Director of Admissions	1	110,157	1	60,411	1	51,671	1	112,801	1	115,508	1	112,801	1	115,508
	(189)	Career Advisor	1	110,019	0	0	0	0	1	112,660	1	115,364	1	112,660	1	115,364
	(190)	Student Development Specialist	1	110,019	1	51,408	2	52,693	1	112,659	1	115,363	1	112,659	1	115,363
	(191)	Academic Counselor	1	102,899	1	34,425	1	35,285	1	105,369	1	107,898	1	105,369	1	107,898
	(192)	Fiscal Support Pool	2						2		2		2		2	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	33,275	1	34,106		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	33,608	1	36,363		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(193)	Assessment Coordinator	1	89,629	1	41,515	1	52,552	1	91,780	1	93,983	1	91,780	1	93,983
	(194)	Asst. Director of Academic Serv.	1	89,629	1	47,255	1	48,436	1	91,780	1	93,983	1	91,780	1	93,983
	(195)	Academic Advisor	2	85,833	2	35,355	2	36,238	2	87,893	2	90,003	2	87,893	2	90,003
	(196)	Director of Community Outreach	1	84,080	1	46,699	1	56,080	1	86,098	1	88,164	1	86,098	1	88,164
	(197)	Campus Maintenance Supervisor	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(198)	Administrative Support Pool	14						14		14		14		14	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	5	30,885	5	31,000		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	4	30,885	5	31,000		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(199)	Library Support Pool	1						1		1		1		1	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	0	0	0	0		56,194		57,542		56,194		57,542

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(200)	Maintenance Supervisor	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(201)	Maintenance Technician	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(202)	Maintenance Specialist	8	61,729	6	26,682	7	27,349	8	63,211	8	64,728	8	63,211	8	64,728
	(203)	Human Resources Assistant	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(204)	Industry Training Specialist	5	54,740	0	0	0	0	5	56,053	5	57,399	5	56,053	5	57,399
	(205)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
		TOTAL	62		39		42		62		62		62		62	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(206)	Librarian	1	136,822	1	42,928	1	44,001	1	140,105	1	143,468	1	140,105	1	143,468
	(207)	Division Chair	3	112,815	0	0	0	0	3	115,523	3	118,295	3	115,523	3	118,295
	(208)	12-Month Workforce Ed. Faculty	9	111,775	2	78,109	2	80,061	9	114,457	9	117,204	9	114,457	9	117,204
		TOTAL	13		3		3		13		13		13		13	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(209)	Workforce Ed. Faculty	62	109,799	54	78,109	55	80,061	62	112,434	62	115,132	62	112,434	62	115,132
	(210)	Workforce Ed. Part-Time Faculty	68	34,082	30	10,650	30	10,650	68	34,900	68	35,738	68	34,900	68	35,738
		TOTAL	130		84		85		130		130		130		130	
		SUBTOTAL ATUO	205		126		130		205		205		205		205	
		ARKANSAS TECH INSTITUTE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(211)	Project/Program Administrator	1		0	0	0	0	1		1		1		1	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	0	0	0	0		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	0	0	0	0		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	0	0	0	0		112,165		114,857		112,165		114,857
	(212)	IT Pool	2						2		2		2		2	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(213)	Business Manager	1	136,607	0	0	0	0	1	139,886	1	143,243	1	139,886	1	143,243
	(214)	Dir. of Bus. & Industrial Trng.	1	122,572	0	0	0	0	1	125,514	1	128,526	1	125,514	1	128,526
	(215)	Director of Placement/Career Svc.	1	118,982	0	0	0	0	1	121,837	1	124,761	1	121,837	1	124,761
	(216)	Career Advisor	10	110,019	0	0	0	0	10	112,660	10	115,364	10	112,660	10	115,364
	(217)	Administrative Support Pool	1						1		1		1		1	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(218)	Institutional Services Assistant	1	43,370	0	0	0	0	1	44,411	1	45,476	1	44,411	1	45,476
		TOTAL ARKANSAS TECH INSTITUTE	18		0		0		18		18		18		18	
		TOTAL ATU	1,561		1,011		1,033		1,540		1,540		1,540		1,540	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS TECH UNIVERSITY				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, Arkansas Tech University	1	365,882	0	0
	(2)	Executive Vice President and Prov.	1	277,092	0	0
	(3)	Vice Pres. for Admin. & Finance	1	232,470	0	0
	(4)	Vice Pres. for Government Relations	1	228,940	1	1
	(5)	Vice President for Development	1	228,939	0	0
	(6)	Vice Pres. for Student Affairs	1	228,939	0	0
	(7)	Vice President	1	228,939	0	0
	(8)	Dean of College	8	221,879	3	3
	(9)	Project/Program Administrator	43		4	2
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(10)	IT Pool	56		26	25
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		

ATU Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info. Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(11)	Associate Vice President	5	201,199	1	0
	(12)	Assoc. Vice Pres. of Academic Affairs	1	201,199	0	0
	(13)	Assoc. Vice Pres. of Fiscal Affairs	1	201,199	1	1
	(14)	Executive Asst. to the President	1	201,199	0	0
	(15)	Associate Dean of College	6	195,581	2	2
	(16)	Exec. Dir. for Advancement Services	1	195,581	0	0
	(17)	Director of Information Systems	1	194,858	0	0
	(18)	General Counsel	1	180,186	0	0
	(19)	Controller	1	179,480	0	0
	(20)	Dir. of Phys. Plant/Plant Engineer	1	168,941	0	0
	(21)	Director of University Relations	1	168,616	0	0
	(22)	Registrar	1	161,471	0	0
	(23)	Director of Student Success Center	1	159,786	1	1
	(24)	Director of Planned Giving	1	159,756	0	0
	(25)	Dean of Students	1	151,358	0	0
	(26)	Director of Enrollment Management	1	151,358	1	1
	(27)	Director of Online Partnerships	1	151,358	0	0
	(28)	Coordinator of Off-Campus Courses	1	151,358	1	1
	(29)	Assoc. Dir. of Information Systems	2	149,190	2	2
	(30)	Director of Institutional Research	1	146,631	0	0
	(31)	Instructional Designer	2	144,909	1	0
	(32)	English Language Institute Coord.	1	143,283	0	0
	(33)	Director of Distance Learning Serv.	1	142,957	1	0
	(34)	Development/Advancement Admin.	5		0	0
		Development/Advancement Director		140,091		
		Development/Advancement Manager		126,956		
		Development/Advancement Specialist		109,535		
	(35)	Director of Admissions	1	139,777	0	0
	(36)	Dir. of Alumni Svcs. & Annual Giv.	1	139,777	0	0
	(37)	Director of International Programs	1	139,777	0	0
	(38)	Dir. of Prof. Development Institute	1	139,777	0	0
	(39)	Director of Public Affairs	1	139,777	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(40)	Director of Student Aid	1	139,777	0	0
	(41)	Associate Controller	1	136,607	0	0
	(42)	Assoc. Dean of Employ. & Career Svc.	1	136,607	1	1
	(43)	Business Manager	1	136,607	0	0
	(44)	Dir. of Grants a& Other Spons. Prog.	1	136,607	0	0
	(45)	Treasurer	1	136,607	0	0
	(46)	Associate Dean of Students	6	135,834	0	0
	(47)	Associate Director of Admissions	4	135,834	0	0
	(48)	Associate Registrar	2	135,834	0	0
	(49)	Director of Public Safety	1	132,401	0	0
	(50)	Construction Manager	1	132,076	1	1
	(51)	Academic/Student Support Counselor	11	131,586	4	4
	(52)	Director of Budget	1	130,264	0	0
	(53)	Director of Testing	1	123,525	0	0
	(54)	Endowment Financial Analyst	1	122,228	0	0
	(55)	Dir. of Corp. and Foundation Giving	1	121,159	0	0
	(56)	Dir. of Donor Rel. & Devel. Svcs.	1	121,159	0	0
	(57)	Special Projects Coordinator	17	120,458	3	3
	(58)	Director of Placement/Career Service	1	118,982	0	0
	(59)	Dir. of Pub. & Creative Svcs.	1	116,728	0	0
	(60)	Director of Student Activities	1	112,947	1	1
	(61)	Asst. Dir. of Information Systems	1	110,158	1	1
	(62)	Dir. of Academic Technology & Comp.	1	110,158	0	0
	(63)	Dir. of Recruitment & Orientation	1	110,158	0	0
	(64)	Assistant Dean of Students	7	110,019	1	0
	(65)	Coordinator of Grants Management	1	110,019	0	0
	(66)	Dir. of Acad. Advisement & Ret.	1	110,019	0	0
	(67)	Director of Academic Services	1	110,019	0	0
	(68)	Student Development Specialist	18	110,019	1	0
	(69)	Director of Disability Services	1	110,019	0	0
	(70)	Institutional Research Associate	2	110,019	1	1
	(71)	Asst. Dir. of Intl. Programs	1	110,018	1	1
	(72)	Internal Auditor	1	106,916	1	1
	(73)	Coord. of Intramural Activities	1	106,709	0	0
D	(74)	Coord. Affirm. Action/Disab. Svc.	1	105,413	1	0
	(75)	Dir. of Learning Resource Center	2	103,550	0	0
	(76)	Associate Director of Student Aid	1	100,790	0	0
	(77)	Fiscal Support Pool	20		6	6
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(78)	Public Safety Pool	26		9	9
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(79)	Institutional Assistant	5	91,217	0	0
	(80)	Academic Advisor	14	87,974	5	4
	(81)	Financial Analyst II	1	87,860	0	0
	(82)	Procurement Manager	1	87,860	0	0
	(83)	Campus Maintenance Supervisor	2	81,232	0	0
	(84)	Development Specialist	1	81,232	1	1
	(85)	Education Counselor	1	81,232	0	0
	(86)	Grants Coordinator	1	81,232	1	1
	(87)	Payroll Services Coordinator	1	81,232	1	1
	(88)	Procurement Coordinator	1	81,232	0	0
	(89)	Assistant Personnel Manager	1	78,106	0	0
	(90)	Career Plan & Placement Coordinator	1	78,106	1	1
	(91)	Executive Assistant to Director	1	78,106	0	0
	(92)	Financial Analyst I	2	78,106	1	1
	(93)	Skilled Trades Pool	21		7	7
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(94)	Broadcast Promotion Specialist	1	75,103	1	1

ATU Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(95)	Human Resource Analyst	1	75,103	1	1
	(96)	Legal Services Specialist	1	75,103	1	1
	(97)	Maintenance Coordinator	2	75,103	0	0
	(98)	Buyer	3	72,215	2	2
	(99)	HEI Program Coordinator	1	72,215	0	0
	(100)	Occupational Safety Coordinator	1	72,215	0	0
	(101)	Administrative Support Pool	84		20	20
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(102)	Assistant Registrar	6	69,437	0	0
	(103)	Financial Aid Analyst	6	69,437	1	1
	(104)	HR Program Represenative	1	69,437	0	0
	(105)	Library Support Pool	5		1	1
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(106)	Purchasing Specialist	1	69,437	1	0
	(107)	Student Accounts Officer	1	69,437	1	1
	(108)	ATU Coliseum Manager	1	66,767	1	1
	(109)	Broadcast Production Specialist	1	66,767	1	1
	(110)	Career Plan & Placement Specialist	1	66,767	0	0
	(111)	Warehouse Manager	1	66,767	0	0
	(112)	Collection Officer	1	64,199	1	1
	(113)	Financial Aid Specialist	2	64,199	0	0
	(114)	Human Resources Specialist	3	64,199	1	1
	(115)	Landscape Supervisor	2	64,199	1	1
	(116)	Licensed Practical Nurse	1	64,199	0	0
	(117)	Records Management Analyst	1	64,199	0	0
	(118)	Farm Foreman - Inst.	1	61,729	1	1
	(119)	Maintenance Specialist	1	61,729	1	1
	(120)	Coordinator of Housekeeping	1	59,355	0	0
D	(121)	Call Center Specialist	3	58,156	3	3
	(122)	Admissions Analyst Supervisor	1	57,071	1	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(123)	Collector	1	57,071	1	1
	(124)	Equipment Mechanic	2	57,071	0	0
	(125)	Human Resources Assistant	1	57,071	0	0
	(126)	Landscape Specialist	3	57,071	2	2
	(127)	Special Events Supervisor	3	57,071	3	3
	(128)	Heavy Equipment Operator	1	54,877	1	1
	(129)	Maintenance Assistant	10	52,766	5	5
D	(130)	Registrar's Assistant	4	50,737	4	4
	(131)	Equipment Operator	2	46,909	2	2
	(132)	Institutional Services Supervisor	2	45,105	1	1
	(133)	Institutional Services Assistant	40	43,370	14	14
		TOTAL	559		167	156
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(134)	Department Chairperson	18	207,746	5	5
	(135)	Director of Library	1	197,738	0	0
	(136)	Dir. of Assess. & Inst. Effect.	1	178,518	1	1
	(137)	Director of the STEM Institute	1	144,908	1	1
	(138)	Librarian Pool	7		2	1
		Librarian		136,821		
		Associate Librarian		115,808		
		Assistant Librarian		109,841		
	(139)	Instructor	1	132,901	0	0
	(140)	Assessment Specialist	1	97,448	0	0
	(141)	Research Assistant	2	90,528	0	0
		TOTAL	32		9	8
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(142)	Faculty	300		66	57
		Distinguished Professor		228,748		
		Professor		200,682		
		Assoc. Professor		175,948		
		Asst. Professor		147,286		
		Instructor		114,924		
		Lecturer		92,859		
	(143)	Part-Time Faculty	200	57,840	54	50
	(144)	Graduate Assistant	175	36,272	103	95
		TOTAL	675		223	202

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(145)	Athletic Director	1	164,962	0	0
	(146)	Head Coach	10	150,721	1	1
	(147)	Director of Health Services	1	140,350	1	1
	(148)	Advanced Practice Nurse	1	131,305	0	0
	(149)	Business Manager	1	130,333	0	0
	(150)	Asst. Athletic Director	1	126,639	0	0
	(151)	Athletic Compliance Officer	1	122,671	1	1
	(152)	Director of Residence Life	2	119,633	2	2
	(153)	Asst. Coach	14	118,481	3	3
	(154)	Athletic Academic Director	1	118,481	1	1
	(155)	Head Athletic Trainer	1	118,481	1	1
	(156)	Registered Nurse Practitioner	1	114,242	0	0
	(157)	Assistant Sports Information Dir.	1	110,975	0	0
	(158)	Athletic Facility Manager	1	99,669	0	0
	(159)	Fiscal Support Pool	1		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(160)	Registered Nurse	2	84,480	0	0
	(161)	Skilled Trades Pool	3		0	0
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(162)	Assistant Athletic Trainer	3	76,427	1	1
	(163)	Maintenance Coordinator	1	75,103	1	1
	(164)	Production Artist	1	75,103	1	1
	(165)	Administrative Support Pool	1		0	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(166)	Special Events Manager	1	69,437	1	1
	(167)	Maintenance Specialist	2	61,729	2	2
	(168)	Campus Postmaster	1	57,071	0	0
	(169)	Maintenance Assistant	3	52,766	2	2
	(170)	Special Events Worker	1	48,785	1	1
	(171)	Shipping and Receiving Clerk	1	46,909	0	0
	(172)	Stadium Maintenance Supervisor	1	46,909	0	0
	(173)	Institutional Services Supervisor	1	45,105	1	1
	(174)	Institutional Services Assistant	12	43,370	2	2
		TOTAL	72		22	22
		SUBTOTAL ATU	1,338		421	388
		ARKANSAS TECH UNIVERSITY - OZARK CAMPUS				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(175)	Chancellor, ATU - Ozark Campus	1	214,799	0	0
	(176)	Project/Program Administrator	4		1	0
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(177)	IT Pool	2		0	0
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(178)	V-C for Res., Innov. & Econ. Devel.	1	194,516	0	0
	(179)	Vice Chancellor	1	172,403	0	0
	(180)	Vice Chancellor of Admin. and Fin.	1	161,671	0	0
	(181)	Vice Chancellor of Student Services	1	161,671	0	0
	(182)	Director of Computer Services	1	123,717	1	1
	(183)	Associate Director of Financial Aid	1	122,572	0	0
	(184)	Special Projects Coordinator	1	120,457	0	0
	(185)	Associate Registrar	1	116,944	0	0
	(186)	Associate Dir. of Computer Serv.	1	110,157	0	0
	(187)	Coordinator of Student Recruitment	2	110,157	0	0
	(188)	Associate Director of Admissions	1	110,157	0	0
	(189)	Career Advisor	1	110,019	1	1
	(190)	Student Development Specialist	1	110,019	0	0
	(191)	Academic Counselor	1	102,899	0	0
	(192)	Fiscal Support Pool	2		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(193)	Assessment Coordinator	1	89,629	0	0
	(194)	Asst. Director of Academic Serv.	1	89,629	0	0
	(195)	Academic Advisor	2	85,833	0	0
	(196)	Director of Community Outreach	1	84,080	0	0
	(197)	Campus Maintenance Supervisor	1	81,232	1	1
	(198)	Administrative Support Pool	14		4	4
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Extra Help Assistant		40,098		
	(199)	Library Support Pool	1		1	1
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(200)	Maintenance Supervisor	1	69,437	1	1
	(201)	Maintenance Technician	1	64,199	1	1
	(202)	Maintenance Specialist	8	61,729	2	2
	(203)	Human Resources Assistant	1	57,071	1	1
	(204)	Industry Training Specialist	5	54,740	5	4
	(205)	Institutional Services Supervisor	1	45,105	1	1
		TOTAL	62		20	18
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(206)	Librarian	1	136,822	0	0
	(207)	Division Chair	3	112,815	3	3
	(208)	12-Month Workforce Ed. Faculty	9	111,775	1	0
		TOTAL	13		4	3
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(209)	Workforce Ed. Faculty	62	109,799	15	11
	(210)	Workforce Ed. Part-Time Faculty	68	34,082	19	16
		TOTAL	130		34	27
		SUBTOTAL ATUO	205		58	48
		ARKANSAS TECH INSTITUTE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(211)	Project/Program Administrator	1		1	1
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(212)	IT Pool	2		2	2
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(213)	Business Manager	1	136,607	1	1
	(214)	Dir. of Bus. & Industrial Trng.	1	122,572	1	1
	(215)	Director of Placement/Career Svc.	1	118,982	1	1
	(216)	Career Advisor	10	110,019	10	10
	(217)	Administrative Support Pool	1		1	1
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(218)	Institutional Services Assistant	1	43,370	1	1
		TOTAL ARKANSAS TECH INSTITUTE	18		18	18
		TOTAL ATU	1,561		497	454

THIS PAGE INTENTIONALLY LEFT BLANK

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		HENDERSON STATE UNIVERSITY														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor, Henderson State Univ.	1	332,620	1	300,000	1	302,000	1	340,603	1	348,778	1	340,603	1	348,778
A,X	(2)	Vice Chancellor	4	222,757	4	164,000	4	166,000	5	228,104	5	233,578	5	264,329	5	270,673
	(3)	Project/Program Administrator	38						38		38		38		38	
		Executive Project/Program Director		213,928	1	73,000	1	75,000		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	1	84,000	1	84,000		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	8	100,000	8	110,000		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	5	72,000	5	75,000		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	20	55,000	17	57,000		112,165		114,857		112,165		114,857
A	(4)	Dean of School	4	212,601	4	140,000	4	142,000	5	217,703	5	222,928	5	217,703	5	222,928
	(5)	IT Pool	8						8		8		8		8	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	1	65,500	1	67,500		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	3	42,000	3	44,000		111,539		114,216		111,539		114,216
		Information Systems Security Spec		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Techn Coord.		104,736	1	47,000	1	49,000		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	1	47,000	1	49,000		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	30,000	1	32,000		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
D,X	(6)	Associate Vice Chancellor	5	200,294	2	140,000	1	100,000	4	205,101	4	210,024	4	248,735	4	254,705
	(7)	Exec. Assistant to the President	1	194,516	1	45,087	1	47,087	1	199,184	1	203,965	1	199,184	1	203,965
	(8)	Dir. of Computer/Comms. Svcs.	1	186,704	0	0	0	0	1	191,185	1	195,774	1	191,185	1	195,774
	(9)	Controller	1	171,964	1	80,000	1	85,000	1	176,091	1	180,317	1	176,091	1	180,317
	(10)	Director of Counseling	1	159,786	1	94,000	1	96,000	1	163,620	1	167,547	1	163,620	1	167,547
	(11)	Director of Retention	1	157,465	1	53,000	1	55,000	1	161,244	1	165,114	1	161,244	1	165,114
	(12)	Dean of Student Services	1	145,033	1	77,221	1	79,221	1	148,514	1	152,079	1	148,514	1	152,079
	(13)	Assoc. Dir of Comp./Comms. Svcs.	1	142,957	0	0	0	0	1	146,388	1	149,901	1	146,388	1	149,901
	(14)	Director of Planning and Research	1	140,506	1	43,600	1	45,600	1	143,878	1	147,331	1	143,878	1	147,331
	(15)	Director of Student Aid	1	139,777	1	75,000	0	0	1	143,131	1	146,566	1	143,131	1	146,566
D	(16)	Counselor	3	131,587	0	0	0	0	0	134,745	0	137,979	0	0	0	0
	(17)	Assoc. Dean of Student Services	4	130,333	3	70,000	3	72,000	4	133,460	4	136,664	4	133,460	4	136,664
	(18)	Director of Testing	1	118,359	1	38,823	1	40,823	1	121,200	1	124,109	1	121,200	1	124,109
	(19)	Director of Alumni	1	112,388	1	50,000	1	55,000	1	115,085	1	117,847	1	115,085	1	117,847
	(20)	Dir. of Publications/Creative Svcs.	1	111,843	1	57,000	1	59,000	1	114,527	1	117,276	1	114,527	1	117,276
	(21)	Dir of Instructional Technology	1	110,158	1	49,000	1	51,000	1	112,801	1	115,509	1	112,801	1	115,509
	(22)	Assistant Dean of Student Services	5	106,916	2	63,000	2	65,000	5	109,482	5	112,110	5	109,482	5	112,110
	(23)	Major Gift Devel. Officer	1	106,916	0	0	1	66,000	1	109,482	1	112,109	1	109,482	1	112,109
	(24)	Fiscal Support Pool	10						10		10		10		10	
		Fiscal Support Manager		95,029	1	45,000	1	55,000		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	2	48,000	1	42,000		79,981		81,901		79,981		81,901
		Accountant II		75,103	1	45,000	1	47,000		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	2	50,000	2	52,000		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(25)	Aircraft Maintenance Coordinator	1	94,219	1	63,306	1	65,306	1	96,481	1	98,796	1	96,481	1	98,796
	(26)	Public Safety Pool	10						10		10		10		10	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	67,000	1	69,000		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	6	41,490	6	45,615		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(27)	Institutional Assistant	10	92,859	3	50,000	3	52,000	10	95,088	10	97,370	10	95,088	10	97,370
	(28)	Skilled Trades Pool	1						1		1		1		1	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	0	0	0	0		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(29)	Aviation Technician	2	75,103	0	0	2	57,209	2	76,906	2	78,751	2	76,906	2	78,751
A	(30)	HEI Program Coordinator	4	72,215	3	34,500	3	36,500	6	73,948	6	75,722	6	73,948	6	75,722
	(31)	Administrative Support Pool	35						35		35		35		35	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	6	32,600	6	34,600		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	1	29,863	1	31,863		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	8	31,200	9	33,200		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	3	32,500	3	34,500		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(32)	Financial Aid Analyst	4	69,437	4	45,000	4	47,000	4	71,103	4	72,810	4	71,103	4	72,810
	(33)	Library Support Pool	6						6		6		6		6	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Library Specialist		59,355	1	34,500	1	36,500		60,780		62,239		60,780		62,239
		Library Technician		54,877	2	30,000	2	32,000		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(34)	Payroll Services Specialist	2	69,437	0	0	0	0	2	71,103	2	72,810	2	71,103	2	72,810
	(35)	Purchasing Specialist	2	69,437	0	0	0	0	2	71,103	2	72,810	2	71,103	2	72,810
	(36)	Career Planning & Placement Spec	1	66,767	0	0	0	0	1	68,369	1	70,010	1	68,369	1	70,010
	(37)	Financial Aid Specialist	2	64,199	0	0	0	0	2	65,739	2	67,317	2	65,739	2	67,317
	(38)	Human Resources Specialist	1	64,199	1	40,500	1	42,500	1	65,739	1	67,317	1	65,739	1	67,317
	(39)	Student Recruitment Specialist	1	64,199	1	40,000	1	42,000	1	65,739	1	67,317	1	65,739	1	67,317
	(40)	Purchasing Technician	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(41)	Cashier	2	52,766	1	35,000	1	35,000	2	54,032	2	55,329	2	54,032	2	55,329
		TOTAL	181		117		115		181		181		181		181	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(42)	Faculty	8						8		8		8		8	
		Professor		204,213	1	76,675	1	78,675		209,114		214,133		209,114		214,133
		Assoc. Professor		190,080	1	97,000	1	99,000		194,641		199,313		194,641		199,313
		Asst. Professor		161,671	4	84,655	4	86,665		165,551		169,524		165,551		169,524
		Instructor		132,901	2	97,000	2	99,000		136,091		139,357		136,091		139,357
	(43)	Department Chairperson	5	199,059	0	0	3	99,000	5	203,836	5	208,728	5	203,836	5	208,728
	(44)	Director of Library	1	189,466	1	61,500	1	63,500	1	194,013	1	198,670	1	194,013	1	198,670
	(45)	Director of Aviation	1	143,702	1	87,000	1	89,000	1	147,151	1	150,683	1	147,151	1	150,683
	(46)	Director of Bands	1	143,702	1	89,000	1	91,000	1	147,151	1	150,683	1	147,151	1	150,683
	(47)	Director of Honors College	1	143,702	0	0	0	0	1	147,151	1	150,683	1	147,151	1	150,683
	(48)	Library Faculty	6						6		6		6		6	
		Associate Librarian		136,822	2	53,826	2	53,826		140,105		143,468		140,105		143,468
		Assistant Librarian		113,600	0	0	0	0		116,326		119,118		116,326		119,118
	(49)	Chief Flight Instructor	1	113,193	1	85,000	1	87,000	1	115,909	1	118,691	1	115,909	1	118,691
		TOTAL	24		14		17		24		24		24		24	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(50)	Faculty	156						156		156		156		156	
		Distinguished Professor		219,191	1	69,150	1	71,150		224,451		229,838		224,451		229,838
		Professor		192,289	18	115,000	18	117,000		196,904		201,630		196,904		201,630
		Assoc. Professor		168,578	13	110,657	11	112,657		172,624		176,767		172,624		176,767
		Asst. Professor		141,133	27	92,000	30	94,000		144,521		147,989		144,521		147,989
		Instructor		110,113	11	68,000	17	70,000		112,756		115,462		112,756		115,462
		Lecturer		92,411	9	33,000	2	30,000		94,629		96,900		94,629		96,900
	(51)	Part-Time Faculty	85	57,840	61	31,500	65	31,500	85	59,228	85	60,649	85	59,228	85	60,649
	(52)	Graduate Assistant	65	34,744	41	31,000	41	6,000	65	35,578	65	36,432	65	35,578	65	36,432
		TOTAL	306		181		185		306		306		306		306	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(53)	Project/Program Administrator	8						8		8		8		8	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	1	50,000	1	52,000		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	0	0	0	0		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	2	58,000	2	60,000		112,165		114,857		112,165		114,857
	(54)	Director of Athletics	1	164,962	1	118,000	1	120,000	1	168,921	1	172,975	1	168,921	1	172,975
	(55)	Coach	10	150,721	10	118,000	10	120,000	10	154,338	10	158,042	10	154,338	10	158,042
	(56)	Assistant Director of Athletics	1	126,639	1	79,951	1	81,951	1	129,679	1	132,791	1	129,679	1	132,791
	(57)	Assistant Coach	14	118,481	12	63,000	14	65,000	14	121,324	14	124,236	14	121,324	14	124,236
	(58)	Head Athletic Trainer	1	118,480	1	80,000	1	82,000	1	121,324	1	124,236	1	121,324	1	124,236
	(59)	Administrative Support Pool	6						6		6		6		6	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	1	42,000	1	44,000		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	29,836	1	31,836		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	2	32,941	2	34,941		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(60)	Asst. Athletic Trainer	3	62,559	3	55,000	3	57,000	3	64,061	3	65,598	3	64,061	3	65,598
		TOTAL	44		35		37		44		44		44		44	
		TOTAL HSU	555		347		354		555		555		555		555	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		HENDERSON STATE UNIVERSITY				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor, Henderson State Univ.	1	332,620		
	(2)	Vice Chancellor	4	222,757		
	(3)	Project/Program Administrator	38			
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094	1	
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536	2	
	(4)	Dean of School	4	212,601		
	(5)	IT Pool	8			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec		106,894		
		Institution Information Techn Coord.		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(6)	Associate Vice Chancellor	5	200,294	3	0
	(7)	Exec. Assistant to the President	1	194,516		
	(8)	Dir. of Computer/Comms. Svcs.	1	186,704	1	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(9)	Controller	1	171,964		
	(10)	Director of Counseling	1	159,786		
	(11)	Director of Retention	1	157,465		
	(12)	Dean of Student Services	1	145,033		
	(13)	Assoc. Dir of Comp./Comms. Svcs.	1	142,957	1	1
	(14)	Director of Planning and Research	1	140,506		
	(15)	Director of Student Aid	1	139,777		
	(16)	Counselor	3	131,587	3	3
	(17)	Assoc. Dean of Student Services	4	130,333	1	0
	(18)	Director of Testing	1	118,359		
	(19)	Director of Alumni	1	112,388		
	(20)	Dir. of Publications/Creative Svcs.	1	111,843		
	(21)	Dir of Instructional Technology	1	110,158		
	(22)	Assistant Dean of Student Services	5	106,916	3	3
	(23)	Major Gift Devel. Officer	1	106,916	1	0
	(24)	Fiscal Support Pool	10		5	2
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(25)	Aircraft Maintenance Coordinator	1	94,219		
	(26)	Public Safety Pool	10		3	2
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Watchman		40,098		
	(27)	Institutional Assistant	10	92,859	7	7
	(28)	Skilled Trades Pool	1		1	1
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(29)	Aviation Technician	2	75,103	2	0
	(30)	HEI Program Coordinator	4	72,215	1	0
	(31)	Administrative Support Pool	35		15	4
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(32)	Financial Aid Analyst	4	69,437		
	(33)	Library Support Pool	6		3	3
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(34)	Payroll Services Specialist	2	69,437	2	2
	(35)	Purchasing Specialist	2	69,437	2	2
	(36)	Career Planning & Placement Spec	1	66,767	1	1
	(37)	Financial Aid Specialist	2	64,199	2	1
	(38)	Human Resources Specialist	1	64,199		
	(39)	Student Recruitment Specialist	1	64,199		
	(40)	Purchasing Technician	1	61,729	1	1
	(41)	Cashier	2	52,766	1	0
		TOTAL	181		62	34
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(42)	Faculty	8			

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Professor		204,213		
		Assoc. Professor		190,080		
		Asst. Professor		161,671		
		Instructor		132,901		
	(43)	Department Chairperson	5	199,059	5	0
	(44)	Director of Library	1	189,466		
	(45)	Director of Aviation	1	143,702		
	(46)	Director of Bands	1	143,702		
	(47)	Director of Honors College	1	143,702	1	1
	(48)	Library Faculty	6		4	4
		Associate Librarian		136,822		
		Assistant Librarian		113,600		
	(49)	Chief Flight Instructor	1	113,193		
		TOTAL	24		10	5
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(50)	Faculty	156			
		Distinguished Professor		219,191	1	1
		Professor		192,289	15	15
		Assoc. Professor		168,578	25	25
		Asst. Professor		141,133	19	19
		Instructor		110,113		
		Lecturer		92,411		
	(51)	Part-Time Faculty	85	57,840	24	0
	(52)	Graduate Assistant	65	34,744	24	0
		TOTAL	306		108	60
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(53)	Project/Program Administrator	8			1
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536	4	1
	(54)	Director of Athletics	1	164,962		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(55)	Coach	10	150,721		
	(56)	Assistant Director of Athletics	1	126,639		
	(57)	Assistant Coach	14	118,481		
	(58)	Head Athletic Trainer	1	118,480		
	(59)	Administrative Support Pool	6		2	1
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
	(60)	Asst. Athletic Trainer	3	62,559		
		TOTAL	44		6	3
		TOTAL HSU	555		186	102

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		SOUTHERN ARKANSAS UNIVERSITY														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, Southern Arkansas Univ.	1	332,620	1	275,000	1	275,000	1	340,603	1	348,778	1	340,603	1	348,778
	(2)	Project/Program Administrator	28						28		28		28		28	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	8	75,594	8	75,594		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	6	70,570	6	70,570		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	2	45,000	2	45,000		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	8	51,019	8	51,019		112,165		114,857		112,165		114,857
	(3)	VP for Acad. Affairs & Prov.	1	207,742	1	183,062	1	183,062	1	212,728	1	217,833	1	212,728	1	217,833
A	(4)	IT Pool	13						15		15		15		15	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	1	42,938	1	42,938		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	1	42,938	1	42,938		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord.		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	2	77,000	2	77,000		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	2	54,364	2	54,364		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	1	64,000	1	64,000		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	2	57,000	2	57,000		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Information Technology Manager		86,085	0	0	0	0		88,151		90,267		0		0
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	1	53,153	1	53,153		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	1	42,025	1	42,025		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	1	70,000	1	70,000		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	1	41,500	1	41,500		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(5)	Vice-Pres. for Finance	1	200,539	1	146,311	1	146,311	1	205,352	1	210,280	1	205,352	1	210,280
	(6)	Vice-Pres. for Administration	1	194,516	1	146,053	1	146,053	1	199,184	1	203,965	1	199,184	1	203,965
	(7)	Vice-Pres. for Student Affairs	1	194,516	1	24,400	1	24,400	1	199,184	1	203,965	1	199,184	1	203,965
	(8)	Vice-Pres. for Univ. Advancement	1	194,516	1	145,000	1	145,000	1	199,184	1	203,965	1	199,184	1	203,965
N	(8.01)	Vice-President for Enrollment Services							1	199,184	1	203,965	0	0	0	0
N	(8.02)	Vice Chan. for Enrollment Mgmt											1	199,184	1	203,965
X	(9)	Dean	7	179,480	6	140,000	6	140,000	7	183,788	7	188,199	7	227,202	7	232,655
N	(9.01)	Associate Provost							1	175,697	1	179,914	1	214,053	1	219,190
	(10)	Associate Vice President	2	171,579	2	127,500	2	127,500	2	175,697	2	179,914	2	175,697	2	179,914
	(11)	Director of Counseling	1	159,757	1	71,750	1	71,750	1	163,591	1	167,517	1	163,591	1	167,517
	(12)	Business Manager	1	156,487	1	48,000	1	48,000	1	160,243	1	164,089	1	160,243	1	164,089
	(13)	Director of Physical Plant/Plant Eng.	1	156,487	1	101,157	1	101,157	1	160,243	1	164,089	1	160,243	1	164,089
	(14)	Director of Computer Services	1	150,231	1	108,000	1	108,000	1	153,836	1	157,528	1	153,836	1	157,528
	(15)	Registrar	1	143,637	1	74,647	1	74,647	1	147,084	1	150,614	1	147,084	1	150,614
	(16)	Director of Continuing Education	1	140,930	1	67,000	1	67,000	1	144,312	1	147,776	1	144,312	1	147,776
	(17)	Development/Advancement Admin	4						4		4		4		4	
X		Development/Advancement Director		140,091	1	92,125	1	92,125		143,453		146,896		163,523		167,447
X		Development/Advancement Manager		126,956	0	0	0	0		130,002		133,123		130,003		133,123
		Development/Advancement Specialist		109,536	3	55,500	3	55,500		112,164		114,856		112,164		114,856
	(18)	Director of Institutional Research	1	136,820	1	80,701	1	80,701	1	140,104	1	143,466	1	140,104	1	143,466
D	(19)	Director of Engineering Systems	1	132,901	1	71,789	1	71,789	0	136,091	0	139,357	0	0	0	0
N	(19.01)	Associate Director of Physical Plant							2	119,845	2	122,722				
	(19.02)	Associate Director											2	123,205	2	126,162
	(20)	Controller	1	132,159	1	79,679	1	79,679	1	135,331	1	138,579	1	135,331	1	138,579
	(21)	Counselor	4	131,587	4	71,443	4	71,443	4	134,745	4	137,979	4	134,745	4	137,979
	(22)	Director of Academic Advising	1	130,264	1	51,250	1	51,250	1	133,390	1	136,592	1	133,390	1	136,592
	(23)	Director of Admissions	1	130,264	0		0		1	133,390	1	136,592	1	133,390	1	136,592
	(24)	Dir. of Enrollment Services	1	130,264	0		0		1	133,390	1	136,592	1	133,390	1	136,592
	(25)	Director of International Programs	1	130,264	1	65,018	1	65,018	1	133,390	1	136,592	1	133,390	1	136,592
	(26)	Director of Student Aid	1	130,264	1	90,000	1	90,000	1	133,390	1	136,592	1	133,390	1	136,592
	(27)	Director of Media Services	1	128,818	1	90,643	1	90,643	1	131,910	1	135,076	1	131,910	1	135,076
	(28)	Associate Registrar	1	126,866	1	53,000	1	53,000	1	129,911	1	133,029	1	129,911	1	133,029
	(29)	Director of Public Safety	1	126,866	1	88,000	1	88,000	1	129,911	1	133,029	1	129,911	1	133,029
	(30)	Dean of Students	1	123,712	1	90,042	1	90,042	1	126,681	1	129,721	1	126,681	1	129,721
	(31)	Associate Dean of Students	3	117,036	2	64,752	2	64,752	3	119,845	3	122,722	3	119,845	3	122,722
	(32)	Dir. of Instructional Technology	1	110,158	1	96,229	1	96,229	1	112,801	1	115,509	1	112,801	1	115,509
	(33)	Assistant Dean of Students	3	110,156	1	67,861	1	67,861	3	112,799	3	115,507	3	112,799	3	115,507
	(34)	Associate Dir. of Computer Services	2	110,156	1	82,248	1	82,248	2	112,799	2	115,507	2	112,799	2	115,507
	(35)	Director of Disability Support	1	101,826	1	47,987	1	47,987	1	104,270	1	106,773	1	104,270	1	106,773
D	(36)	Assistant Controller	1	98,830	0	0	0	0	0	101,202	0	103,631	0	0	0	0
	(37)	Fiscal Support Pool	12						12		12		12		12	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	42,025	1	42,025		79,981		81,901		79,981		81,901
		Account II		75,103	1	45,000	1	45,000		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	4	44,075	4	44,075		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	40,000	1	40,000		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(38)	Public Safety Pool	12						12		12		12		12	
X		HE Public Safety Commander III		93,110	1	51,661	1	51,661		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	65,000	1	65,000		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	6	50,000	6	50,000		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	1	55,000	1	55,000		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(39)	Accounting Coordinator	1	87,860	1	46,125	1	46,125	1	89,969	1	92,128	1	89,969	1	92,128
	(40)	Grants Manager	1	87,860	1	45,000	1	45,000	1	89,969	1	92,128	1	89,969	1	92,128
	(41)	Personnel Manager	1	87,860	1	72,892	1	72,892	1	89,969	1	92,128	1	89,969	1	92,128
D	(42)	Assistant Dir. of Computer Services	2	86,085	1	60,831	1	60,831	0	88,151	0	90,267	0	0	0	0
	(43)	Campus Maintenance Supervisor	1	81,232	1	43,888	1	43,888	1	83,181	1	85,178	1	83,181	1	85,178
	(44)	Career Plng & Placement Coord.	1	78,106	1	48,199	1	48,199	1	79,981	1	81,901	1	79,981	1	81,901
	(45)	Skilled Trades Pool	26						26		26		26		26	
X		Skilled Trades Foreman		76,530	9	47,891	9	47,891		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	10	45,000	10	45,000		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	0	0	0	0		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(46)	Assistant Dir. of Financial Aid	1	75,103	1	51,000	1	51,000	1	76,906	1	78,751	1	76,906	1	78,751
	(47)	Maintenance Coordinator	1	75,103	1	50,253	1	50,253	1	76,906	1	78,751	1	76,906	1	78,751
	(48)	Administrative Support Pool	62						62		62		62		62	
		Administrative Assistant		69,437	13	47,891	13	47,891		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	6	42,655	6	42,655		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	12	48,063	12	48,063		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	23	36,616	23	36,616		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(49)	Assistant Registrar	2	69,437	2	40,000	2	40,000	2	71,103	2	72,810	2	71,103	2	72,810
	(50)	Financial Aid Analyst	3	69,437	3	50,000	3	50,000	3	71,103	3	72,810	3	71,103	3	72,810
	(51)	Library Support Pool	2						2		2		2		2	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	2	30,799	2	30,799		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
D	(52)	Purchasing Specialist	1	69,437	0	0	0	0	0	71,103	0	72,810	0	0	0	0
	(53)	Student Accounts Officer	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
A	(54)	Heavy Equipment Operator	3	54,877	1	29,859	1	29,859	5	56,194	5	57,542	5	56,194	5	57,542
	(55)	Registrar's Assistant	1	50,737	1	26,650	1	26,650	1	51,955	1	53,202	1	51,955	1	53,202
D	(56)	Equipment Operator	2	46,909	1	25,800	1	25,800	0	48,035	0	49,188	0	0	0	0
		TOTAL	229		188		188		230		230		230		230	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(57)	Dir. of Nursing, SAU System	1	169,125	1	127,433	1	127,433	1	173,184	1	177,341	1	173,184	1	177,341
D	(58)	Department Chairperson	23	165,258	19	103,000	19	103,000	22	169,224	22	173,285	22	169,224	22	173,285
	(59)	Director of Library	1	140,094	1	88,510	1	88,510	1	143,457	1	146,900	1	143,457	1	146,900
	(60)	Assoc. Librarian	1	113,600	1	59,190	1	59,190	1	116,326	1	119,118	1	116,326	1	119,118
	(61)	Asst. Librarian	5	99,839	3	57,094	3	57,094	5	102,235	5	104,688	5	102,235	5	104,688
		TOTAL	31		25		25		30		30		30		30	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(62)	Faculty	200						200		200		200		200	
		Distinguished Professor		163,735	1	106,348	1	106,348		167,665		171,689		167,665		171,689
		University Professor		159,107	0	0	0	0		162,926		166,836		162,926		166,836
		Professor		154,477	31	127,433	31	127,433		158,185		161,981		158,185		161,981
		Assoc. Professor		136,493	60	136,200	60	136,200		139,769		143,124		139,769		143,124
		Asst. Professor		125,710	63	122,000	63	122,000		128,727		131,816		128,727		131,816
		Instructor		104,137	37	73,544	37	73,544		106,636		109,195		106,636		109,195
	(63)	Part-Time Faculty	51	57,840	0	0	0	0	51	59,228	51	60,649	51	59,228	51	60,649
		TOTAL	251		192		192		251		251		251		251	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(64)	Project/Program Administrator	7						7		7		7		7	

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	1	55,000	1	55,000		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	3	43,600	3	43,600		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	3	37,000	3	37,000		112,165		114,857		112,165		114,857
	(65)	Dir. of Athletics	1	164,962	1	114,311	1	114,311	1	168,921	1	172,975	1	168,921	1	172,975
	(66)	Head Coach	3	150,721	3	107,563	3	107,563	3	154,338	3	158,042	3	154,338	3	158,042
	(67)	Director of Health Services	1	140,351	1	99,809	1	99,809	1	143,719	1	147,168	1	143,719	1	147,168
	(68)	Coach	4	118,481	4	69,780	4	69,780	4	121,324	4	124,236	4	121,324	4	124,236
	(69)	Residential Life Coordinator	2	76,127	2	42,900	2	42,900	2	77,954	2	79,825	2	77,954	2	79,825
		TOTAL	18		18		18		18		18		18		18	
		TOTAL SAUM	529		423		423		529		529		529		529	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		SOUTHERN ARKANSAS UNIVERSITY				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, Southern Arkansas Univ.	1	332,620		
	(2)	Project/Program Administrator	28		3	
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(3)	VP for Acad. Affairs & Prov.	1	207,742		
	(4)	IT Pool	13			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec		106,894		
		Institution Information Tech Coord.		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		

SAUM Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Information Technology Manager		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(5)	Vice-Pres. for Finance	1	200,539		
	(6)	Vice-Pres. for Administration	1	194,516		
	(7)	Vice-Pres. for Student Affairs	1	194,516		
	(8)	Vice-Pres. for Univ. Advancement	1	194,516		
	(9)	Dean	7	179,480	1	1
	(10)	Associate Vice President	2	171,579		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(11)	Director of Counseling	1	159,757		
	(12)	Business Manager	1	156,487		
	(13)	Director of Physical Plant/Plant Eng.	1	156,487		
	(14)	Director of Computer Services	1	150,231		
	(15)	Registrar	1	143,637		
	(16)	Director of Continuing Education	1	140,930		
	(17)	Development/Advancement Admin	4			
		Development/Advancement Director		140,091		
		Development/Advancement Manager		126,956		
		Development/Advancement Specialist		109,536		
	(18)	Director of Institutional Research	1	136,820		
	(19)	Director of Engineering Systems	1	132,901		
	(20)	Controller	1	132,159		
	(21)	Counselor	4	131,587		
	(22)	Director of Academic Advising	1	130,264		
	(23)	Director of Admissions	1	130,264	1	1
	(24)	Dir. of Enrollment Services	1	130,264	1	
	(25)	Director of International Programs	1	130,264		
	(26)	Director of Student Aid	1	130,264		
	(27)	Director of Media Services	1	128,818		
	(28)	Associate Registrar	1	126,866		
	(29)	Director of Public Safety	1	126,866		
	(30)	Dean of Students	1	123,712		
	(31)	Associate Dean of Students	3	117,036	1	
	(32)	Dir. of Instructional Technology	1	110,158		
	(33)	Assistant Dean of Students	3	110,156	2	1
	(34)	Associate Dir. of Computer Services	2	110,156	1	
	(35)	Director of Disability Support	1	101,826		
	(36)	Assistant Controller	1	98,830	1	
	(37)	Fiscal Support Pool	12		5	
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Account II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(38)	Public Safety Pool	12		3	
		HE Public Safety Commander III		93,110		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(39)	Accounting Coordinator	1	87,860		
	(40)	Grants Manager	1	87,860		
	(41)	Personnel Manager	1	87,860		
	(42)	Assistant Dir. of Computer Services	2	86,085	1	
	(43)	Campus Maintenance Supervisor	1	81,232		
	(44)	Career Plng & Placement Coord.	1	78,106		
	(45)	Skilled Trades Pool	26		7	2
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(46)	Assistant Dir. of Financial Aid	1	75,103		
	(47)	Maintenance Coordinator	1	75,103		
	(48)	Administrative Support Pool	62		8	2
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(49)	Assistant Registrar	2	69,437		
	(50)	Financial Aid Analyst	3	69,437		
	(51)	Library Support Pool	2			

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(52)	Purchasing Specialist	1	69,437	1	
	(53)	Student Accounts Officer	1	69,437	1	
	(54)	Heavy Equipment Operator	3	54,877	2	
	(55)	Registrar's Assistant	1	50,737		
	(56)	Equipment Operator	2	46,909	1	
		TOTAL	229		40	7
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(57)	Dir. of Nursing, SAU System	1	169,125		
	(58)	Department Chairperson	23	165,258	4	
	(59)	Director of Library	1	140,094		
	(60)	Assoc. Librarian	1	113,600		
	(61)	Asst. Librarian	5	99,839	2	
		TOTAL	31		6	0
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(62)	Faculty	200		8	
		Distinguished Professor		163,735		
		University Professor		159,107		
		Professor		154,477		
		Assoc. Professor		136,493		
		Asst. Professor		125,710		
		Instructor		104,137		
	(63)	Part-Time Faculty	51	57,840		
		TOTAL	251		8	0
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(64)	Project/Program Administrator	7			
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Project/Program Specialist		109,536		
	(65)	Dir. of Athletics	1	164,962		
	(66)	Head Coach	3	150,721		
	(67)	Director of Health Services	1	140,351		
	(68)	Coach	4	118,481		
	(69)	Residential Life Coordinator	2	76,127		
		TOTAL	18		0	0
		TOTAL SAUM	529		54	7

FORM A

HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS SYSTEM & VARIOUS DIVISIONS														
		SYSTEM ADMINISTRATION														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, University of Arkansas	1	580,732	1	612,000	1	627,300	1	594,669	1	608,941				
	(2)	Vice-Pres. for Academic Affairs	1	302,675	1	325,518	1	333,656	1	309,940	1	317,378				
	(3)	Vice-Pres. for Finance & CFO	1	286,054	1	241,695	1	247,737	1	292,919	1	299,949				
	(4)	Vice-Pres. for Administration	1	274,859	1	242,373	1	248,432	1	281,455	1	288,210				
	(5)	Vice-Pres., for Univ. Rel. & Pub. Serv.	1	253,658	1	247,044	1	253,220	1	259,746	1	265,980				
	(6)	Vice-Pres., for Planning and Dev.	1	253,658	1	225,186	1	230,816	1	259,746	1	265,980				
	(7)	Vice-Pres., Emp. Benefits & Risk	1	253,658	1	236,640	1	242,556	1	259,746	1	265,980				
	(8)	Vice-Pres., Legal Affs. & General Co.	1	253,658	1	288,915	1	296,138	1	259,746	1	265,980				
	(9)	Assoc. Vice President	6	238,822	5	250,000	5	256,250	6	244,553	6	250,423				
	(10)	Dir. of Employee Benefits	1	225,403	0	0	0	0	1	230,813	1	236,352				
	(11)	Dir. of Internal Audits	3	213,985	3	185,344	3	189,978	3	219,121	3	224,380				
	(12)	Dir. of Plan. & Resource Services	1	213,927	1	185,222	1	189,853	1	219,061	1	224,319				
A	(13)	Project/Program Administrator	77						92		92					
		Executive Project/Program Director		213,928	10	189,158	11	193,886		219,062		224,319				
		Exec. Project/Program Manager		186,892	11	179,900	11	183,475		191,378		195,971				
		Sr. Project/Program Director		172,738	1	126,967	1	107,626		176,884		181,129				
		Project/Program Director		140,094	4	114,791	4	130,141		143,457		146,900				
		Project/Program Manager		126,956	7	108,000	7	104,424		130,003		133,123				
		Executive Assistant		118,680	0	0	0	0		121,528		124,445				
		Project/Program Specialist		109,536	40	94,731	41	97,098		112,165		114,857				
	(14)	Senior Assoc. General Counsel	1	177,775	1	167,432	1	171,618	1	182,041	1	186,410				
	(15)	Senior Institutional Audit Manager	4	176,905	3	110,000	3	112,750	4	181,151	4	185,498				
A	(16)	Assoc. General Counsel	4	174,174	4	160,000	4	164,000	6	178,354	6	182,634				
	(17)	Asst. Dir. of Plng. & Res. Svcs.	1	171,198	1	81,300	1	83,333	1	175,307	1	179,514				
	(18)	Asst. to the President	1	168,833	1	123,100	1	126,178	1	172,885	1	177,034				
	(19)	Regional Audit Manager	2	163,207	2	109,141	2	111,870	2	167,124	2	171,135				
	(20)	Director of Administrative Services	2	161,671	2	122,400	2	125,460	2	165,551	2	169,524				
	(21)	Assoc. Director of Internal Audits	1	136,367	1	94,248	1	96,604	1	139,640	1	142,991				
	(22)	Associate Director	2	120,318	2	82,000	2	84,050	2	123,205	2	126,162				
	(23)	Dir. of University Information	1	120,318	1	99,966	1	102,465	1	123,205	1	126,162				
	(24)	Associate for Administration	3	109,536	3	68,011	3	69,711	3	112,164	3	114,856				
	(25)	Administrative Support Pool	1						1		1					
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810				
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810				
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317				
		Administrative Specialist III		61,729	1	38,784	1	39,754		63,211		64,728				
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728				
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542				
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542				
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155				
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046				
	(26)	Landscape Specialist	1	57,071	1	38,872	1	39,844	1	58,441	1	59,844				
		TOTAL UA-SYS	120		113		115		137		137		0		0	
		ARKANSAS ARCHEOLOGICAL SURVEY														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(27)	Dir. of Ar. Archeological Survey	1	226,384	1	125,000	1	125,000	1	231,817	1	237,381				
	(28)	State Archeologist	1	196,258	1	85,946	1	89,097	1	200,968	1	205,791				
	(29)	Survey Assistant Director	1	171,135	1	86,946	1	90,424	1	175,242	1	179,448				
	(30)	Dir of Sys Prog & Database Svcs	1	115,338					1	118,106	1	120,940				
	(31)	Fiscal Support Pool	2						2		2					
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645				
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901				
		Accountant II		75,103	0	0	0	0		76,906		78,751				
		Accountant I		72,215	0	0	0	0		73,948		75,722				
		Fiscal Support Analyst		69,437	1	50,018	1	52,019		71,103		72,810				
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728				
		Accounting Technician		57,071	0	0	0	0		58,441		59,844				
		Fiscal Support Technician		52,766	1	33,280	1	33,946		54,032		55,329				

FORM A

HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(32)	Administrative Support Pool	1						1		1					
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810				
		Administrative Analyst		69,437	1	42,765	1	44,475		71,103		72,810				
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317				
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728				
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728				
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542				
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542				
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155				
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046				
	(33)	Institutional Services Assistant	1	43,370	1	34,013	1	35,374	1	44,411	1	45,476				
		TOTAL	8		7		7		8		8		0		0	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(34)	Archeologist Pool	25						25		25					
		Archeologist		195,502	2	96,285	2	100,136		200,194		204,999				
		Assoc. Archeologist		168,833	2	70,493	2	73,313		172,885		177,034				
		Asst. Archeologist		156,902	6	64,714	6	67,303		160,668		164,524				
	(35)	Survey Research/Professionals Pool	30						30		30					
		Survey Research Associate		152,686	5	71,210	5	74,059		156,351		160,103				
		Survey Research Assistant		104,137	7	53,150	8	55,276		106,636		109,195				
		Archeological Assistant		59,215	9	40,819	8	40,457		60,637		62,092				
		TOTAL	55		31		31		55		55		0		0	
		SUBTOTAL UA-AS	63		38		38		63		63		0		0	
		CRIMINAL JUSTICE INSTITUTE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE AND ACADEMIC POSITIONS														
	(36)	Director, Criminal Justice Inst.	1	226,384	1	200,000	1	206,000	1	231,817	1	237,381				
	(37)	Project/Program Administrator	24						24		24					
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319				
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971				
		Sr. Project/Program Director		172,738	1	96,314	1	101,130		176,884		181,129				
		Project/Program Director		140,094	0	0	0	0		143,457		146,900				
		Project/Program Manager		126,956	6	84,500	6	88,725		130,003		133,123				
		Executive Assistant		118,680	0	0	0	0		121,528		124,445				
		Project/Program Specialist		109,536	8	76,292	9	80,107		112,165		114,857				
	(38)	Assoc. Dir. Criminal Justice Inst.	2	196,258	0	0	2	150,000	2	200,968	2	205,791				
	(39)	Asst. Dir., Fiscal Affairs	1	171,198	1	95,213	1	99,974	1	175,307	1	179,514				
	(40)	Director of Computer Serv.	1	123,806	1	96,056	1	100,859	1	126,777	1	129,820				
	(41)	Fiscal Support Pool	1						1		1					
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645				
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901				
		Accountant II		75,103	0	0	0	0		76,906		78,751				
		Accountant I		72,215	0	0	0	0		73,948		75,722				
		Fiscal Support Analyst		69,437	1	45,675	1	50,459		71,103		72,810				
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728				
		Accounting Technician		57,071	0	0	0	0		58,441		59,844				
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329				
	(42)	Institutional Assistant	4	92,859	4	51,250	4	53,813	4	95,088	4	97,370				
	(43)	Administrative Support Pool	5						5		5					
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810				
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810				
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317				
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728				
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728				
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542				
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542				
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155				
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046				
		TOTAL UA-CJI	39		23		26		39		39		0		0	
		CLINTON SCHOOL OF PUBLIC SERVICE														
		TWELVE MONTH EDUCATIONAL AND GENERAL														

FORM A

HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ADMINISTRATIVE AND ACADEMIC POSITIONS														
	(44)	Faculty - 12 month	12						12		12					
		Distinguished Professor		282,450	3	215,577	1	187,170		289,229		296,170				
		Professor		241,688	5	138,495	6	143,454		247,489		253,428				
		Instructor		139,030	2	119,229	0	0		142,366		145,783				
	(45)	Dean of Clinton School	1	271,326	1	291,832	1	297,669	1	277,838	1	284,506				
	(46)	Project/Program Administrator	11						11		11					
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319				
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971				
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129				
		Project/Program Director		140,094	3	125,017	3	127,517		143,457		146,900				
		Project/Program Manager		126,956	1	92,039	1	93,879		130,003		133,123				
		Executive Assistant		118,680	0	0	0	0		121,528		124,445				
		Project/Program Specialist		109,536	5	68,979	5	70,358		112,165		114,857				
	(47)	Director of Development	1	210,294	1	75,000	1	76,503	1	215,341	1	220,509				
	(48)	Lecturer	6	111,330	6	88,083	5	89,845	6	114,002	6	116,738				
		TOTAL UA-CS	31		27		23		31		31		0		0	
		ARKANSAS RESEARCH AND EDUCATION OPTICAL NETWORK														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(49)	AREON Executive Director	1	298,662	1	202,540	1	208,617	1	305,830	1	313,170				
	(50)	AREON Chief Technology Officer	1	265,477	1	183,687	1	189,198	1	271,849	1	278,373				
A	(51)	Project/Program Administrator	2						3		3					
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319				
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971				
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129				
		Project/Program Director		140,094	0	0	0	0		143,457		146,900				
		Project/Program Manager		126,956	0	0	0	0		130,003		133,123				
		Executive Assistant		118,680	0	0	0	0		121,528		124,445				
		Project/Program Specialist		109,536	1	83,774	2	86,287		112,165		114,857				
A	(52)	IT Pool	8						10		10					
		Network Engineer		207,404	7	147,938	8	156,800		212,382		217,479				
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589				
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357				
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123				
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556				
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555				
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820				
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820				
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332				
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939				
		Database Administrator		110,019	0	0	0	0		112,659		115,363				
		Systems Administrator		108,925	0	0	0	0		111,539		114,216				
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086				
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824				
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686				
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600				
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600				
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600				
		Systems Specialist		100,708	0	0	0	0		103,125		105,600				
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326				
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538				
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538				
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961				
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960				
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633				
		Security Analyst		93,110	0	0	0	0		95,345		97,633				
		Systems Analyst		93,110	0	0	0	0		95,345		97,633				
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595				
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878				
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878				
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878				
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267				
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267				
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584				

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796				
		Database Analyst		82,775	0	0	0	0		84,762		86,796				
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457				
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457				
		Website Developer		79,590	0	0	0	0		81,501		83,457				
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248				
		Info. Systems Security Analyst		76,530	0	0	0	0		78,367		80,248				
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248				
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162				
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161				
		Media Specialist		72,215	0	0	0	0		73,948		75,722				
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193				
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193				
		Computer Operator		68,035	0	0	0	0		69,668		71,340				
		Network Analyst		68,035	0	0	0	0		69,668		71,340				
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340				
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317				
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421				
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981				
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329				
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155				
	(53)	AREON Director of Admn. & Plng	1	139,455	1	120,144	1	123,748	1	142,802	1	146,229				
	(54)	Fiscal Support Pool	1						1		1					
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645				
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901				
		Accountant II		75,103	0	0	0	0		76,906		78,751				
		Accountant I		72,215	0	0	0	0		73,948		75,722				
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810				
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728				
		Accounting Technician		57,071	0	0	0	0		58,441		59,844				
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329				
N	(54.01)	Administrative Support Pool							1		1					
		Administrative Assistant								71,103		72,810				
		Administrative Analyst								71,103		72,810				
		Administrative Support Supervisor								65,739		67,317				
		Administrative Specialist III								63,211		64,728				
		Administration Support Specialist								63,211		64,728				
		Administrative Specialist II								56,194		57,542				
		Administrative Support Specialist								56,194		57,542				
		Administrative Specialist I								49,956		51,155				
		Extra Help Assistant								41,061		42,046				
		TOTAL AREON	14		11		13		18		18		0		0	
		ARKANSAS SCHOOL FOR MATHEMATICS, SCIENCES, AND THE ARTS														
	(55)	Project/Program Administrator	18						18		18					
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319				
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971				
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129				
		Project/Program Director		140,094	0	0	0	0		143,457		146,900				
		Project/Program Manager		126,956	1	67,500	1	70,650		130,003		133,123				
		Executive Assistant		118,680	0	0	0	0		121,528		124,445				
		Project/Program Specialist		109,536	13	58,000	14	60,160		112,165		114,857				
	(56)	IT Pool	3						3		3					
		Network Engineer		207,404	0	0	0	0		212,382		217,479				
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589				
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357				
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123				
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556				
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555				
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820				
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820				
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332				
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939				
		Database Administrator		110,019	0	0	0	0		112,659		115,363				
		Systems Administrator		108,925	0	0	0	0		111,539		114,216				
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086				

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824				
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686				
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600				
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600				
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600				
		Systems Specialist		100,708	0	0	0	0		103,125		105,600				
		Information Technology Manager		99,493	1	75,000	1	78,500		101,881		104,326				
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538				
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538				
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961				
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960				
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633				
		Security Analyst		93,110	0	0	0	0		95,345		97,633				
		Systems Analyst		93,110	0	0	0	0		95,345		97,633				
		Information Technology Specialist		91,166	2	60,000	2	63,000		93,354		95,595				
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878				
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878				
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878				
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267				
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267				
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584				
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796				
		Database Analyst		82,775	0	0	0	0		84,762		86,796				
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457				
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457				
		Website Developer		79,590	0	0	0	0		81,501		83,457				
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248				
		Infor. Systems Security Analyst		76,530	0	0	0	0		78,367		80,248				
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248				
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162				
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161				
		Media Specialist		72,215	0	0	0	0		73,948		75,722				
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193				
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193				
		Computer Operator		68,035	0	0	0	0		69,668		71,340				
		Network Analyst		68,035	0	0	0	0		69,668		71,340				
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340				
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317				
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421				
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981				
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329				
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155				
	(57)	ASMSA Director	1	168,078	1	148,887	1	157,000	1	172,112	1	176,242				
	(58)	ASMSA Dean of Academic Affairs	1	147,807	1	114,790	1	118,086	1	151,355	1	154,987				
	(59)	ASMSA Director of Finance	1	144,082	1	87,500	1	90,250	1	147,540	1	151,081				
	(60)	ASMSA Director of Human Resources	1	136,980	1	80,000	1	82,600	1	140,268	1	143,634				
	(61)	ASMSA Dean of Students	1	136,921	1	102,750	1	106,805	1	140,207	1	143,572				
	(62)	ASMSA Director of Institutional Adv.	1	117,086	0	0	0	0	1	119,896	1	122,774				
	(63)	ASMSA Associate Dean	3	113,958	2	85,285	2	89,490	3	116,693	3	119,493				
	(64)	ASMSA Dir. of Adm. & Public Aff.	1	111,167	1	90,000	1	95,700	1	113,835	1	116,567				
	(65)	ASMSA Comp. Science Edu. Specialist	2	109,557	2	88,811	2	92,587	2	112,187	2	114,879				
	(66)	ASMSA Teacher	41	108,260	28	90,619	28	96,932	41	110,858	41	113,519				
	(67)	ASMSA Asst. Dean for Student Well.	1	101,439	1	55,407	1	58,515	1	103,874	1	106,367				
	(68)	ASMSA Librarian	1	90,224	1	54,590	1	56,682	1	92,389	1	94,607				
	(69)	ASMSA Coordinator for Scholar Dev.	1	85,468	1	60,000	1	63,200	1	87,519	1	89,620				
	(70)	ASMSA Mental Health Professional	2	83,779	0	0	2	58,000	2	85,790	2	87,849				
	(71)	ASMSA Asst. Dean for Res. Life	1	79,770	1	59,740	1	61,935	1	81,685	1	83,645				
	(72)	ASMSA Facility Manager	1	77,459	1	57,052	1	59,993	1	79,318	1	81,222				
	(73)	ASMSA Student Success Coordinator	3	77,335	3	63,809	4	66,085	3	79,191	3	81,091				
	(74)	ASMSA Asst. Director of Finance	1	74,551	1	58,500	1	61,670	1	76,340	1	78,172				
	(75)	ASMSA Residential Experience Coord.	7	68,375	7	47,380	7	44,860	7	70,016	7	71,696				
	(76)	ASMSA Public Information Specialist	1	64,446	1	57,500	1	60,450	1	65,992	1	67,576				
	(77)	ASMSA Administrative Assistant	2	57,886	2	40,000	2	41,800	2	59,275	2	60,698				
	(78)	ASMSA Teacher - Part Time	5	57,840	5	10,000	5	9,000	5	59,228	5	60,649				
	(79)	ASMSA Registrar	1	57,286	1	44,945	1	47,844	1	58,661	1	60,069				
	(80)	ASMSA Admissions Specialist	3	57,286	1	40,454	1	50,000	3	58,661	3	60,069				
	(81)	ASMSA Residential Mentor	4	51,281	1	29,000	1	30,580	4	52,512	4	53,772				
	(82)	ASMSA Secretary	2	49,261	2	37,132	2	40,000	2	50,443	2	51,653				

FORM A

HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(83)	ASMSA Maintenance Supervisor	1	47,365	1	35,000	1	37,900	1	48,502	1	49,666				
	(84)	ASMSA Purchasing/Travel Coordinator	1	47,216	1	45,000	1	46,900	1	48,349	1	49,509				
	(85)	ASMSA Accounting Clerk	1	41,003	1	40,000	1	41,800	1	41,987	1	42,995				
	(86)	ASMSA Maintenance Worker	8	37,275	7	31,200	7	33,624	8	38,170	8	39,086				
		TOTAL UA-ASMSA	121		94		98		121		121		0		0	
		UA GRANTHAM														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(87)	Chancellor	1	299,358	1	238,703	1	245,864	1	306,543	1	313,900				
	(88)	Vice Chancellor	5	258,133	4	212,180	4	218,545	5	264,328	5	270,672				
	(89)	Vice Chan. for Enrollment Mgmt.	1	219,372	1	162,318	1	167,187	1	224,637	1	230,028				
	(90)	IT Pool	13						13		13					
		Network Engineer		207,404	0	0	0	0		212,382		217,479				
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589				
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357				
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123				
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556				
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555				
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820				
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820				
		System Programmer/Web Developer		122,387	2	83,111	2	85,604		125,325		128,332				
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939				
		Database Administrator		110,019	1	61,800	1	63,654		112,659		115,363				
		Systems Administrator		108,925	1	86,654	1	89,254		111,539		114,216				
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086				
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824				
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686				
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600				
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600				
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600				
		Systems Specialist		100,708	0	0	0	0		103,125		105,600				
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326				
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538				
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538				
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961				
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960				
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633				
		Security Analyst		93,110	0	0	0	0		95,345		97,633				
		Systems Analyst		93,110	0	0	0	0		95,345		97,633				
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595				
		Computer Support Coordinator		89,529	1	74,263	1	76,491		91,678		93,878				
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878				
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878				
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267				
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267				
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584				
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796				
		Database Analyst		82,775	0	0	0	0		84,762		86,796				
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457				
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457				
		Website Developer		79,590	0	0	0	0		81,501		83,457				
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248				
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248				
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248				
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162				
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161				
		Media Specialist		72,215	0	0	0	0		73,948		75,722				
		Computer Support Technician		70,756	1	48,802	1	48,000		72,454		74,193				
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193				
		Computer Operator		68,035	0	0	0	0		69,668		71,340				
		Network Analyst		68,035	0	0	0	0		69,668		71,340				
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340				
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317				
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421				
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981				
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329				
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155				

FORM A

HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(91)	Dir. of Management Info. Systems	1	194,858	1	106,928	1	110,136	1	199,535	1	204,324				
	(92)	Dean	2	179,480	0	0	0	0	2	183,788	2	188,199				
	(93)	Project/Program Administrator	28						28		28					
		Executive Project/Program Director		213,928	2	148,526	2	152,982		219,062		224,319				
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971				
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129				
		Project/Program Director		140,094	3	95,790	2	152,982		143,457		146,900				
		Project/Program Manager		126,956	2	90,177	2	100,000		130,003		133,123				
		Executive Assistant		118,680	0	0	0	0		121,528		124,445				
		Project/Program Specialist		109,536	5	90,177	5	92,882		112,165		114,857				
	(94)	Director of Computer Services	1	150,231	1	113,092	1	116,485	1	153,836	1	157,528				
	(95)	Controller	1	149,817	1	113,300	1	116,699	1	153,413	1	157,095				
	(96)	Associate Dir. of Computing Serv.	1	149,190	0	0	0	0	1	152,770	1	156,437				
	(97)	Director of University Relations	1	147,460	1	113,300	1	116,699	1	150,999	1	154,623				
	(98)	Associate Vice Chancellor	2	146,541	2	113,300	2	116,699	2	150,058	2	153,659				
	(99)	Associate Controller	1	142,739	1	95,481	1	98,345	1	146,164	1	149,672				
	(100)	Assoc. Director Information Tech	2	138,633	2	101,846	2	104,902	2	141,961	2	145,368				
	(101)	Director of Enrollment Services	1	126,161	1	90,177	1	92,882	1	129,189	1	132,290				
	(102)	Director of Admissions	1	115,020	1	90,177	1	92,882	1	117,780	1	120,607				
	(103)	Institutional Research Coordinator	1	114,925	1	68,959	1	71,027	1	117,683	1	120,508				
	(104)	Associate Director of Admissions	2	111,576	2	68,959	2	71,027	2	114,254	2	116,996				
	(105)	Coordinator of Career Services	1	107,799	1	84,872	1	87,418	1	110,386	1	113,036				
	(106)	Director of Academic Advising	1	107,799	1	90,177	1	92,882	1	110,386	1	113,036				
	(107)	Instructional Designer	3	105,986	2	80,628	3	83,047	3	108,530	3	111,134				
	(108)	Student Development Specialist	2	103,875	1	61,800	1	63,654	2	106,368	2	108,921				
	(109)	Associate Director	1	103,644	1	84,872	1	87,418	1	106,132	1	108,679				
	(110)	Director of Student Accounts	1	98,463	0	0	0	0	1	100,827	1	103,246				
	(111)	Assistant Director	2	97,548	2	63,654	2	65,564	2	99,889	2	102,286				
	(112)	Academic Counselor	10	97,361	8	64,214	8	66,141	10	99,698	10	102,091				
	(113)	Learning Center Coordinator	1	96,409	0	0	0	0	1	98,722	1	101,092				
	(114)	Fiscal Support Pool	2						2		2					
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645				
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901				
		Accountant II		75,103	1	53,487	1	55,092		76,906		78,751				
		Accountant I		72,215	0	0	0	0		73,948		75,722				
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810				
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728				
		Accounting Technician		57,071	0	0	0	0		58,441		59,844				
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329				
	(115)	Associate Registrar	2	91,374	2	63,718	2	24,910	2	93,567	2	95,813				
	(116)	Coord. of Info. & Comm. Relations	1	89,629	1	68,959	1	71,027	1	91,780	1	93,983				
	(117)	Coordinator of Admissions	7	89,629	4	61,411	4	63,254	7	91,780	7	93,983				
	(118)	Assessment Coordinator	3	89,629	3	48,369	3	49,820	3	91,780	3	93,983				
	(119)	Payroll Services Coordinator	1	81,232	1	63,654	1	65,564	1	83,181	1	85,178				
	(120)	Academic Advisor	20	79,654	14	61,184	16	54,809	20	81,565	20	83,523				
	(121)	Admissions Counselor	18	79,654	16	55,167	16	54,636	18	81,565	18	83,523				
	(122)	Sr. Graphic Designer	1	79,257	1	60,471	1	62,285	1	81,160	1	83,108				
	(123)	Academic Compliance Officer	1	76,127	1	53,441	1	53,441	1	77,954	1	79,825				
	(124)	Asst. Dir. Financial Aid	1	75,103	1	53,441	1	60,000	1	76,906	1	78,751				
	(125)	HEI Program Coordinator	1	72,215	0	0	0	0	1	73,948	1	75,722				
	(126)	Public Information Specialist	2	72,215	1	37,132	1	38,246	2	73,948	2	75,722				
	(127)	Assistant Registrar	5	69,437	5	46,793	5	48,197	5	71,103	5	72,810				
	(128)	Financial Aid Analyst	1	69,437	1	46,340	1	47,730	1	71,103	1	72,810				
	(129)	Institution Human Resources Coord.	1	69,437	0	0	0	0	1	71,103	1	72,810				
	(130)	Student Accounts Officer	7	69,437	5	52,402	6	53,974	7	71,103	7	72,810				
	(131)	Financial Aid Specialist	7	64,199	4	43,260	4	44,558	7	65,739	7	67,317				
		TOTAL	168		115		118		168		168		0		0	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(132)	Faculty	38						38		38					
		Professor		158,071	0	0	0	0		161,865		165,750				
		Assoc. Professor		140,094	0	0	0	0		143,457		146,900				
		Asst. Professor		129,312	0	0	0	0		132,415		135,593				
		Instructor		107,729	4	78,000	5	80,340		110,315		112,962				
	(133)	Department Chairperson	4	150,880	4	90,754	4	93,476	4	154,501	4	158,209				
		TOTAL	42		8		9		42		42		0		0	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		SUBTOTAL UA-Grantham	210		123		127		210		210		0		0	
		TOTAL UA-System & Various Divisions	598		429		440		619		619		0		0	

FORM A

HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS SYSTEM & VARIOUS DIVISIONS				
		SYSTEM ADMINISTRATION				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, University of Arkansas	1	580,732	0	0
	(2)	Vice-Pres. for Academic Affairs	1	302,675	0	0
	(3)	Vice-Pres. for Finance & CFO	1	286,054	0	0
	(4)	Vice-Pres. for Administration	1	274,859	0	0
	(5)	Vice-Pres., for Univ. Rel. & Pub. Serv.	1	253,658	0	0
	(6)	Vice-Pres., for Planning and Dev.	1	253,658	0	0
	(7)	Vice-Pres., Emp. Benefits & Risk	1	253,658	0	0
	(8)	Vice-Pres., Legal Affs. & General Co.	1	253,658	0	0
	(9)	Assoc. Vice President	6	238,822	1	0
	(10)	Dir. of Employee Benefits	1	225,403	1	0
	(11)	Dir. of Internal Audits	3	213,985	0	0
	(12)	Dir. of Plan. & Resource Services	1	213,927	0	0
	(13)	Project/Program Administrator	77		4	0
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(14)	Senior Assoc. General Counsel	1	177,775	0	0
	(15)	Senior Institutional Audit Manager	4	176,905	1	1
	(16)	Assoc. General Counsel	4	174,174	0	0
	(17)	Asst. Dir. of Plng. & Res. Svcs.	1	171,198	0	0
	(18)	Asst. to the President	1	168,833	0	0
	(19)	Regional Audit Manager	2	163,207	0	0
	(20)	Director of Administrative Services	2	161,671	0	0
	(21)	Assoc. Director of Internal Audits	1	136,367	0	0
	(22)	Associate Director	2	120,318	0	0
	(23)	Dir. of University Information	1	120,318	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(24)	Associate for Administration	3	109,536	0	0
	(25)	Administrative Support Pool	1		0	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(26)	Landscape Specialist	1	57,071	0	0
		TOTAL UA-SYS	120		7	1
		ARKANSAS ARCHEOLOGICAL SURVEY				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(27)	Dir. of Ar. Archeological Survey	1	226,384	0	0
	(28)	State Archeologist	1	196,258	0	0
	(29)	Survey Assistant Director	1	171,135	0	0
	(30)	Dir of Sys Prog & Database Svcs	1	115,338	1	1
	(31)	Fiscal Support Pool	2		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(32)	Administrative Support Pool	1		0	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Extra Help Assistant		40,098		
	(33)	Institutional Services Assistant	1	43,370	0	0
		TOTAL	8		1	1
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(34)	Archeologist Pool	25		8	7
		Archeologist		195,502		
		Assoc. Archeologist		168,833		
		Asst. Archeologist		156,902		
	(35)	Survey Research/Professionals Pool	30		4	4
		Survey Research Associate		152,686		
		Survey Research Assistant		104,137		
		Archeological Assistant		59,215		
		TOTAL	55		12	11
		SUBTOTAL UA-AS	63		13	12
		CRIMINAL JUSTICE INSTITUTE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE AND ACADEMIC POSITIONS				
	(36)	Director, Criminal Justice Inst.	1	226,384	0	0
	(37)	Project/Program Administrator	24		9	8
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(38)	Assoc. Dir. Criminal Justice Inst.	2	196,258	2	1
	(39)	Asst. Dir., Fiscal Affairs	1	171,198	0	0
	(40)	Director of Computer Serv.	1	123,806	0	0
	(41)	Fiscal Support Pool	1		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(42)	Institutional Assistant	4	92,859	0	0
	(43)	Administrative Support Pool	5		5	5
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
		TOTAL UA-CJI	39		16	14
		CLINTON SCHOOL OF PUBLIC SERVICE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE AND ACADEMIC POSITIONS				
	(44)	Faculty - 12 month	12		5	1
		Distinguished Professor		282,450		
		Professor		241,688		
		Instructor		139,030		
	(45)	Dean of Clinton School	1	271,326	0	0
	(46)	Project/Program Administrator	11		1	
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(47)	Director of Development	1	210,294	0	0
	(48)	Lecturer	6	111,330	1	0
		TOTAL UA-CS	31		7	1
		ARKANSAS RESEARCH AND EDUCATION OPTICAL NETWORK				

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(49)	AREON Executive Director	1	298,662	0	0
	(50)	AREON Chief Technology Officer	1	265,477	0	0
	(51)	Project/Program Administrator	2		1	1
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(52)	IT Pool	8		1	1
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info. Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(53)	AREON Director of Admn. & Plng	1	139,455	0	0
	(54)	Fiscal Support Pool	1		1	1
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
		TOTAL AREON	14		3	3

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS SCHOOL FOR MATHEMATICS, SCIENCES, AND THE ARTS				
	(55)	Project/Program Administrator	18		4	4
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(56)	IT Pool	3		0	0
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Infor. Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(57)	ASMSA Director	1	168,078	0	0
	(58)	ASMSA Dean of Academic Affairs	1	147,807	0	0
	(59)	ASMSA Director of Finance	1	144,082	0	0
	(60)	ASMSA Director of Human Resources	1	136,980	0	0
	(61)	ASMSA Dean of Students	1	136,921	0	0
	(62)	ASMSA Director of Institutional Adv.	1	117,086	1	0
	(63)	ASMSA Associate Dean	3	113,958	1	0
	(64)	ASMSA Dir. of Adm. & Public Aff.	1	111,167	0	0
	(65)	ASMSA Comp. Science Edu. Specialist	2	109,557	0	0
	(66)	ASMSA Teacher	41	108,260	13	11
	(67)	ASMSA Asst. Dean for Student Well.	1	101,439	0	0
	(68)	ASMSA Librarian	1	90,224	0	0
	(69)	ASMSA Coordinator for Scholar Dev.	1	85,468	0	0
	(70)	ASMSA Mental Health Professional	2	83,779	1	0
	(71)	ASMSA Asst. Dean for Res. Life	1	79,770	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(72)	ASMSA Facility Manager	1	77,459	0	0
	(73)	ASMSA Student Success Coordinator	3	77,335	0	0
	(74)	ASMSA Asst. Director of Finance	1	74,551	0	0
	(75)	ASMSA Residential Experience Coord.	7	68,375	0	0
	(76)	ASMSA Public Information Specialist	1	64,446	0	0
	(77)	ASMSA Administrative Assistant	2	57,886	0	0
	(78)	ASMSA Teacher - Part Time	5	57,840	0	0
	(79)	ASMSA Registrar	1	57,286	0	0
	(80)	ASMSA Admissions Specialist	3	57,286	2	0
	(81)	ASMSA Residential Mentor	4	51,281	3	0
	(82)	ASMSA Secretary	2	49,261	0	0
	(83)	ASMSA Maintenance Supervisor	1	47,365	0	0
	(84)	ASMSA Purchasing/Travel Coordinator	1	47,216	0	0
	(85)	ASMSA Accounting Clerk	1	41,003	0	0
	(86)	ASMSA Maintenance Worker	8	37,275	1	1
		TOTAL UA-ASMSA	121		26	16
		UA GRANTHAM				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(87)	Chancellor	1	299,358	0	0
	(88)	Vice Chancellor	5	258,133	1	1
	(89)	Vice Chan. for Enrollment Mgmt.	1	219,372	0	0
	(90)	IT Pool	13		7	6
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(91)	Dir. of Management Info. Systems	1	194,858	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(92)	Dean	2	179,480	2	0
	(93)	Project/Program Administrator	28		16	13
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(94)	Director of Computer Services	1	150,231	0	0
	(95)	Controller	1	149,817	0	0
	(96)	Associate Dir. of Computing Serv.	1	149,190	1	0
	(97)	Director of University Relations	1	147,460	0	0
	(98)	Associate Vice Chancellor	2	146,541	0	0
	(99)	Associate Controller	1	142,739	0	0
	(100)	Assoc. Director Information Tech	2	138,633	0	0
	(101)	Director of Enrollment Services	1	126,161	0	0
	(102)	Director of Admissions	1	115,020	0	0
	(103)	Institutional Research Coordinator	1	114,925	0	0
	(104)	Associate Director of Admissions	2	111,576	0	0
	(105)	Coordinator of Career Services	1	107,799	0	0
	(106)	Director of Academic Advising	1	107,799	0	0
	(107)	Instructional Designer	3	105,986	1	0
	(108)	Student Development Specialist	2	103,875	1	0
	(109)	Associate Director	1	103,644	0	0
	(110)	Director of Student Accounts	1	98,463	1	1
	(111)	Assistant Director	2	97,548	0	0
	(112)	Academic Counselor	10	97,361	2	1
	(113)	Learning Center Coordinator	1	96,409	1	1
	(114)	Fiscal Support Pool	2		1	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(115)	Associate Registrar	2	91,374	0	0
	(116)	Coord. of Info. & Comm. Relations	1	89,629	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(117)	Coordinator of Admissions	7	89,629	3	1
	(118)	Assessment Coordinator	3	89,629	0	0
	(119)	Payroll Services Coordinator	1	81,232	0	0
	(120)	Academic Advisor	20	79,654	6	2
	(121)	Admissions Counselor	18	79,654	2	0
	(122)	Sr. Graphic Designer	1	79,257	0	0
	(123)	Academic Compliance Officer	1	76,127	0	0
	(124)	Asst. Dir. Financial Aid	1	75,103	0	0
	(125)	HEI Program Coordinator	1	72,215	1	1
	(126)	Public Information Specialist	2	72,215	1	0
	(127)	Assistant Registrar	5	69,437	0	0
	(128)	Financial Aid Analyst	1	69,437	0	0
	(129)	Institution Human Resources Coord.	1	69,437	1	1
	(130)	Student Accounts Officer	7	69,437	2	0
	(131)	Financial Aid Specialist	7	64,199	3	1
		TOTAL	168		53	29
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(132)	Faculty	38		34	34
		Professor		158,071		
		Assoc. Professor		140,094		
		Asst. Professor		129,312		
		Instructor		107,729		
	(133)	Department Chairperson	4	150,880		
		TOTAL	42		34	34
		SUBTOTAL UA-Grantham	210		87	63
		TOTAL UA-System & Various Divisions	598		159	110

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS SYSTEM - DIVISION OF AGRICULTURE														
		TWELVE MONTH EDUCATIONAL AND GENERAL														
		ADMINISTRATIVE POSITIONS														
	(1)	Vice-Pres. for Agriculture/Chance.	1	290,156	1	382,500	1	393,975	1	297,119	1	304,250	1	297,119	1	304,250
	(2)	Senior Associate Vice President	2	255,607	2	301,000	2	307,020	2	261,741	2	268,023	2	261,741	2	268,023
	(3)	Associate VP	6	249,780	5	201,808	5	207,844	6	255,775	6	261,914	6	255,775	6	261,914
	(4)	District Director	3	231,053	3	121,463	3	123,892	3	236,598	3	242,276	3	236,598	3	242,276
	(5)	Assistant VP	6	218,562	3	195,367	3	199,274	6	223,807	6	229,179	6	223,807	6	229,179
D	(6)	Project/Program Administrator	170						165		165		165		165	
		Executive Project/Program Director		213,928	4	218,775	4	223,151		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	12	133,718	12	136,392		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	13	107,520	13	109,498		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	42	108,500	43	111,500		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	6	89,300	6	91,979		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	61	90,537	61	92,348		112,164		114,856		112,164		114,856
A	(7)	IT Pool	20						26		26		26		26	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	1	86,438	1	89,053		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	3	76,435	3	78,040		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	1	85,568	1	87,142		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	1	62,807	1	64,126		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	1	70,368	1	71,846		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	4	61,759	4	62,895		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	2	66,507	2	71,057		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	1	61,260	1	62,546		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	2	50,840	2	51,775		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	4	51,672	4	55,341		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(8)	County Ext. Agent	210						210		210		210		210	
		County Ext. Agent IV		206,172	1	89,976	1	91,664		211,120		216,187		211,120		216,187
		County Ext. Agent III		199,299	28	99,614	27	100,834		204,082		208,980		204,082		208,980
		County Ext. Agent II		139,030	38	99,546	38	99,546		142,366		145,783		142,366		145,783
		County Ext. Agent I		128,870	139	94,055	144	95,275		131,962		135,130		131,962		135,130
	(9)	Resident Director in Charge	6	162,387	6	91,600	6	93,000	6	166,284	6	170,275	6	166,284	6	170,275
	(10)	Associate for Administration	4	109,536	4	60,786	4	61,786	4	112,164	4	114,856	4	112,164	4	114,856
A	(11)	Fiscal Support Pool	28						30		30		30		30	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	3	56,100	3	56,100		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	51,500	2	53,000		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	16	51,336	16	52,363		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	7	37,834	7	40,483		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(12)	Procurement Coordinator	1	84,480	1	44,766	1	45,661	1	86,507	1	88,584	1	86,507	1	88,584
D	(13)	Research Technologist	9	84,480	6	55,463	6	57,527	8	86,507	8	88,584	8	86,507	8	88,584
X	(14)	Skilled Trades Pool	5						5		5		5		5	
		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
		Skilled Tradesman		70,756	4	42,865	4	46,266		72,454		74,193		79,699		81,612
		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(15)	Human Resources Analyst	1	75,103	1	49,000	1	49,980	1	76,906	1	78,751	1	76,906	1	78,751
	(16)	Maintenance Coordinator	3	75,103	2	40,652	2	41,465	3	76,906	3	78,751	3	76,906	3	78,751
	(17)	Assistant Director of Farming	1	72,215	1	43,077	1	43,939	1	73,948	1	75,722	1	73,948	1	75,722
	(18)	Buyer	2	72,215	2	49,000	2	52,480	2	73,948	2	75,722	2	73,948	2	75,722
	(19)	HEI Program Coordinator	3	72,215	3	54,437	3	55,526	3	73,948	3	75,722	3	73,948	3	75,722
D	(20)	Administrative Support Pool	143						142		142		142		142	
		Administrative Assistant		69,437	6	49,695	6	50,731		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	2	43,572	2	46,622		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	108	46,450	108	46,399		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	15	44,398	15	47,506		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	3	33,489	3	34,410		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(21)	Benefits Analyst	1	69,437	1	51,240	1	52,265	1	71,103	1	72,810	1	71,103	1	72,810
D	(22)	Maintenance Supervisor	3	69,437	2	61,641	2	62,874	2	71,103	2	72,810	2	71,103	2	72,810
	(23)	Payroll Services Specialist	2	69,437	1	44,370	1	45,300	2	71,103	2	72,810	2	71,103	2	72,810
	(24)	Print Shop Supervisor	1	69,437	1	37,926	1	38,685	1	71,103	1	72,810	1	71,103	1	72,810
D	(25)	Institutional Printer	2	66,767	2	39,202	1	39,954	1	68,369	1	70,010	1	68,369	1	70,010
	(26)	Inventory Control Manager	1	66,767	1	40,839	1	43,737	1	68,369	1	70,010	1	68,369	1	70,010
	(27)	Human Resources Specialist	3	64,199	2	36,960	2	37,699	3	65,739	3	67,317	3	65,739	3	67,317
	(28)	Farm Foreman - Inst.	6	61,729	6	51,000	6	52,200	6	63,211	6	64,728	6	63,211	6	64,728
A	(29)	Maintenance Specialist	8	61,729	8	35,540	8	36,440	10	63,211	10	64,728	10	63,211	10	64,728
	(30)	Research Assistant	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
D	(31)	Special Events Coordinator	1	61,729	0	0	0	0	0	63,211	0	64,728	0	63,211	0	64,728
	(32)	Coordinator of Housekeeping	1	59,355	1	31,212	1	31,836	1	60,780	1	62,239	1	60,780	1	62,239
D	(33)	Equipment Mechanic	2	57,071	1	32,027	1	33,068	1	58,441	1	59,844	1	58,441	1	59,844
	(34)	Farm Maintenance Mechanic	2	57,071	1	35,000	1	36,070	2	58,441	2	59,844	2	58,441	2	59,844
	(35)	Laboratory Technician	11	57,071	8	36,358	8	37,085	11	58,441	11	59,844	11	58,441	11	59,844
	(36)	Landscape Specialist	1	57,071	1	32,000	1	32,690	1	58,441	1	59,844	1	58,441	1	59,844
	(37)	Special Events Supervisor	1	57,071	1	32,382	1	33,030	1	58,441	1	59,844	1	58,441	1	59,844
	(38)	Warehouse Specialist	1	57,071	1	37,000	1	37,790	1	58,441	1	59,844	1	58,441	1	59,844
	(39)	Greenhouse Technician	1	54,877	1	31,212	1	33,797	1	56,194	1	57,542	1	56,194	1	57,542
	(40)	Heavy Equipment Operator	1	54,877	1	31,212	1	31,836	1	56,194	1	57,542	1	56,194	1	57,542

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(41)	Research Technician	10	54,877	9	38,402	9	41,091	10	56,194	10	57,542	10	56,194	10	57,542
	(42)	CES Program Assistant	36	52,766	33	40,236	33	41,041	36	54,032	36	55,329	36	54,032	36	55,329
	(43)	Maintenance Assistant	2	52,766	2	31,836	2	32,000	2	54,032	2	55,329	2	54,032	2	55,329
	(44)	Research Field Technician	9	52,766	7	36,000	7	36,805	9	54,032	9	55,329	9	54,032	9	55,329
	(45)	Agriculture Farm Technician	6	48,785	5	31,212	5	32,436	6	49,956	6	51,155	6	49,956	6	51,155
	(46)	Agriculture Lab Technician	16	48,785	11	31,929	11	32,968	16	49,956	16	51,155	16	49,956	16	51,155
	(47)	Institutional Services Supervisor	1	45,105	1	33,045	1	33,706	1	46,187	1	47,296	1	46,187	1	47,296
	(48)	Institutional Services Assistant	6	43,370	6	33,633	6	34,306	6	44,411	6	45,476	6	44,411	6	45,476
		TOTAL	760		683		688		759		759		759		759	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(49)	Faculty	190						190		190		190		190	
		Distinguished Professor		282,450	5	223,474	4	227,943		289,229		296,170		289,229		296,170
		University Professor		261,661	2	160,766	2	163,981		267,941		274,372		267,941		274,372
		Professor		241,688	53	270,304	53	278,413		247,489		253,428		247,489		253,428
		Associate Professor		206,172	33	181,800	33	185,500		211,120		216,187		211,120		216,187
		Assistant Professor		195,073	59	126,977	60	129,517		199,755		204,549		199,755		204,549
		Curator		164,641	0	0	0	0		168,592		172,638		168,592		172,638
		Instructor		139,030	26	106,145	26	108,268		142,366		145,783		142,366		145,783
	(50)	Department Chairperson	11	246,873	11	262,325	11	250,572	11	252,798	11	258,865	11	252,798	11	258,865
	(51)	Research Scientist	10	179,858	8	88,434	9	88,434	10	184,175	10	188,595	10	184,175	10	188,595
	(52)	Program Associate	165	164,641	150	92,352	155	99,699	165	168,592	165	172,638	165	168,592	165	172,638
	(53)	Senior Graduate Assistant	60	130,370	58	31,673	58	31,673	60	133,499	60	136,703	60	133,499	60	136,703
	(54)	Post Doctoral Fellow	45	130,080	32	75,000	40	75,000	45	133,201	45	136,398	45	133,201	45	136,398
	(55)	Program Technician	120	109,532	108	62,000	111	63,200	120	112,161	120	114,853	120	112,161	120	114,853
	(56)	Program Assistant	8	104,137	6	55,301	6	56,421	8	106,636	8	109,195	8	106,636	8	109,195
	(57)	Graduate Assistant	77	71,864	77	27,720	77	27,720	77	73,589	77	75,355	77	73,589	77	75,355
		TOTAL	686		628		645		686		686		686		686	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(58)	Faculty	25						25		25		25		25	
		Distinguished Professor		243,172	1	151,980	1	155,020		249,008		254,984		249,008		254,984
		University Professor		237,622	0	0	0	0		243,325		249,165		243,325		249,165
		Professor		228,368	3	183,118	3	186,780		233,849		239,461		233,849		239,461
		Associate Professor		195,073	0	0	0	0		199,755		204,549		199,755		204,549
		Assistant Professor		189,097	2	99,200	2	101,184		193,635		198,282		193,635		198,282
		Instructor		125,703	1	59,294	1	60,000		128,720		131,809		128,720		131,809
		TOTAL	25		7		7		25		25		25		25	
		TOTAL UA-System - Division of Agriculture	1,471		1,318		1,340		1,470		1,470		1,470		1,470	

FORM A

HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS SYSTEM - DIVISION OF AGRICULTURE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Vice-Pres. for Agriculture/Chance.	1	290,156	0	0
	(2)	Senior Associate Vice President	2	255,607	0	0
	(3)	Associate VP	6	249,780	1	0
	(4)	District Director	3	231,053	0	0
	(5)	Assistant VP	6	218,562	3	2
	(6)	Project/Program Administrator	170		32	6
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(7)	IT Pool	20		0	0
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(8)	County Ext. Agent	210		4	3
		County Ext. Agent IV		206,172		
		County Ext. Agent III		199,299		
		County Ext. Agent II		139,030		
		County Ext. Agent I		128,870		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(9)	Resident Director in Charge	6	162,387	0	0
	(10)	Associate for Administration	4	109,536	0	0
	(11)	Fiscal Support Pool	28		1	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(12)	Procurement Coordinator	1	84,480	0	0
	(13)	Research Technologist	9	84,480	3	3
	(14)	Skilled Trades Pool	5		1	1
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(15)	Human Resources Analyst	1	75,103	0	0
	(16)	Maintenance Coordinator	3	75,103	1	1
	(17)	Assistant Director of Farming	1	72,215	0	0
	(18)	Buyer	2	72,215	0	0
	(19)	HEI Program Coordinator	3	72,215	0	0
	(20)	Administrative Support Pool	143		9	1
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(21)	Benefits Analyst	1	69,437	0	0
	(22)	Maintenance Supervisor	3	69,437	1	1
	(23)	Payroll Services Specialist	2	69,437	1	1
	(24)	Print Shop Supervisor	1	69,437	0	0
	(25)	Institutional Printer	2	66,767	0	0
	(26)	Inventory Control Manager	1	66,767	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(27)	Human Resources Specialist	3	64,199	1	1
	(28)	Farm Foreman - Inst.	6	61,729	0	0
	(29)	Maintenance Specialist	8	61,729	0	0
	(30)	Research Assistant	1	61,729	1	1
	(31)	Special Events Coordinator	1	61,729	1	1
	(32)	Coordinator of Housekeeping	1	59,355	0	0
	(33)	Equipment Mechanic	2	57,071	1	1
	(34)	Farm Maintenance Mechanic	2	57,071	1	0
	(35)	Laboratory Technician	11	57,071	3	1
	(36)	Landscape Specialist	1	57,071	0	0
	(37)	Special Events Supervisor	1	57,071	0	0
	(38)	Warehouse Specialist	1	57,071	0	0
	(39)	Greenhouse Technician	1	54,877	0	0
	(40)	Heavy Equipment Operator	1	54,877	0	0
	(41)	Research Technician	10	54,877	1	1
	(42)	CES Program Assistant	36	52,766	3	2
	(43)	Maintenance Assistant	2	52,766	0	0
	(44)	Research Field Technician	9	52,766	2	2
	(45)	Agriculture Farm Technician	6	48,785	1	0
	(46)	Agriculture Lab Technician	16	48,785	5	2
	(47)	Institutional Services Supervisor	1	45,105	0	0
	(48)	Institutional Services Assistant	6	43,370	0	0
		TOTAL	760		77	31
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(49)	Faculty	190		12	4
		Distinguished Professor		282,450		
		University Professor		261,661		
		Professor		241,688		
		Associate Professor		206,172		
		Assistant Professor		195,073		
		Curator		164,641		
		Instructor		139,030		
	(50)	Department Chairperson	11	246,873	0	0
	(51)	Research Scientist	10	179,858	2	2
	(52)	Program Associate	165	164,641	15	0
	(53)	Senior Graduate Assistant	60	130,370	2	0
	(54)	Post Doctoral Fellow	45	130,080	13	3
	(55)	Program Technician	120	109,532	12	7

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(56)	Program Assistant	8	104,137	2	2
	(57)	Graduate Assistant	77	71,864	0	0
		TOTAL	686		58	18
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(58)	Faculty	25		18	8
		Distinguished Professor		243,172		
		University Professor		237,622		
		Professor		228,368		
		Associate Professor		195,073		
		Assistant Professor		189,097		
		Instructor		125,703		
		TOTAL	25		18	8
		TOTAL UA-System - Division of Agriculture	1,471		153	57

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS, FAYETTEVILLE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMIN POSITIONS														
	(1)	Dean of Business Administration	1	552,827	1	470,530	1	484,646	1	566,095	1	579,681	1	566,095	1	579,681
	(2)	Dean of Engineering	1	479,117	1	426,813	1	440,685	1	490,616	1	502,391	1	490,616	1	502,391
	(3)	Chancellor	1	405,407	1	615,000	1	627,300	1	415,137	1	425,100	1	415,137	1	425,100
	(4)	Assoc. Dean of Walton Coll. of Bus.	4	390,997	3	396,400	4	404,328	4	400,381	4	409,990	4	400,381	4	409,990
	(5)	Vice Chan. for Advancement/Dev.	1	331,847	1	362,376	1	423,290	1	339,811	1	347,967	1	339,811	1	347,967
	(6)	Assoc. Vice Chan. for Advancement	3	312,532	3	241,196	3	241,196	3	320,033	3	327,713	3	320,033	3	327,713
	(7)	Provost	1	302,676	1	483,000	1	497,490	1	309,941	1	317,379	1	309,941	1	317,379
	(8)	Assoc. Vice Chan. for Univ. Info.	1	290,365	1	266,500	0	0	1	297,334	1	304,470	1	297,334	1	304,470
	(9)	Assoc. Dean of Engineering	3	281,518	3	328,956	3	335,535	3	288,274	3	295,193	3	288,274	3	295,193
	(10)	Dean of Law	1	271,328	1	376,903	1	386,441	1	277,840	1	284,508	1	277,840	1	284,508
	(11)	Vice Chan. For Finance & Admin.	1	271,328	1	439,325	1	300,000	1	277,840	1	284,508	1	277,840	1	284,508
	(12)	Dean	8	260,727	6	393,267	8	401,132	8	266,984	8	273,392	8	266,984	8	273,392
X	(13)	Vice Chancellor	2	258,133	1	310,435	2	333,870	2	264,329	2	270,673	2	264,329	2	270,673
	(14)	Associate Dean	13	248,884	13	207,353	13	213,439	13	254,858	13	260,974	13	254,858	13	260,974
	(15)	Sr. Asst. Dean of Business	1	248,884	1	171,634	1	183,649	1	254,858	1	260,974	1	254,858	1	260,974
	(16)	Vice Chan. for Govt. & Comm. Rel.	1	245,732	1	273,357	1	225,000	1	251,629	1	257,669	1	251,629	1	257,669
	(17)	Associate Vice Chancellor	6	242,905	6	281,875	6	287,513	6	248,735	6	254,705	6	248,735	6	254,705
	(18)	Vice Provost	6	242,905	6	390,200	6	325,333	6	248,735	6	254,705	6	248,735	6	254,705
	(19)	Dir. of Community Design Ctr.	1	231,053	1	219,831	1	224,227	1	236,598	1	242,276	1	236,598	1	242,276
	(20)	Director of Deferred Giving	1	228,502	1	170,000	1	175,100	1	233,986	1	239,602	1	233,986	1	239,602
	(21)	Assoc. Vice Provost For Research	2	225,032	2	209,483	2	213,672	2	230,433	2	235,963	2	230,433	2	235,963
	(22)	Asst. V-C for Advancement	2	223,997	2	205,947	2	212,125	2	229,373	2	234,877	2	229,373	2	234,877
	(23)	Dir. of Corp & Foundation Relations	1	217,378	1	185,756	1	185,756	1	222,595	1	227,937	1	222,595	1	227,937
	(24)	Dir. of Research & Sponsored Progs.	1	214,798	1	325,000	1	325,000	1	219,953	1	225,232	1	219,953	1	225,232
A	(25)	Project/Program Administrator	534						548		548		548		548	
		Executive Project/Program Director		213,928	4	179,713	5	255,000		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	1	160,417	1	180,250		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	35	192,674	29	196,528		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	62	130,491	61	134,119		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	84	118,786	77	158,100		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	304	125,000	286	127,500		112,165		114,857		112,165		114,857
	(26)	IT Pool	194						194		194		194		194	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	1	40,833	1	71,400		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	1	82,601	1	84,253		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	1	70,682	1	72,096		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	10	86,344	10	88,071		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	2	70,535	1	65,033		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	4	88,296	4	90,062		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	6	76,030	6	80,550		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	5	79,181	4	80,765		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	19	85,872	18	85,114		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	1	75,150	1	76,941		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	7	82,601	7	84,253		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	47	78,856	45	81,934		84,762		86,796		84,762		86,796
		Database Analyst		82,775	1	61,500	1	62,730		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	3	82,000	3	83,640		81,501		83,457		81,501		83,457
		Website Developer		79,590	7	56,322	6	73,950		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	2	67,909	2	69,267		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	6	68,458	6	69,827		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	2	67,033	2	67,690		75,353		77,161		75,353		77,161
		Media Specialist		72,215	4	56,123	5	57,246		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	19	63,000	18	64,260		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	9	60,289	8	61,494		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	8	48,338	5	51,000		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	1	34,408	1	41,168		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	1	37,744	1	38,058		49,956		51,155		49,956		51,155
	(27)	Director of Academic Computing	1	204,333	1	108,150	1	108,150	1	209,237	1	214,258	1	209,237	1	214,258
	(28)	Assoc. Vice Chan. for Finance	1	193,613	0	0	0	0	1	198,260	1	203,018	1	198,260	1	203,018
	(29)	Director of Outreach	2	191,104	1	206,928	2	202,328	2	195,690	2	200,387	2	195,690	2	200,387
	(30)	Major Gift Development Officer	31	191,104	29	199,158	31	204,734	31	195,690	31	200,387	31	195,690	31	200,387
	(31)	Assistant Vice Chancellor	4	190,812	4	175,008	4	186,008	4	195,391	4	200,080	4	195,391	4	200,080
	(32)	Assoc. Vice Chan. for Admin.	1	190,081	1	250,000	1	260,415	1	194,643	1	199,314	1	194,643	1	199,314
	(33)	Director of Institutional Research	1	188,313	1	174,832	1	180,829	1	192,832	1	197,460	1	192,832	1	197,460
	(34)	Assoc. Dir. of Univ. Info. Tech.	7	187,181	6	211,150	7	171,513	7	191,673	7	196,273	7	191,673	7	196,273
	(35)	Assistant to the Chancellor	1	186,069	1	128,813	1	153,000	1	190,535	1	195,107	1	190,535	1	195,107
	(36)	Assistant Dean	12	183,012	10	177,544	12	208,000	12	187,405	12	191,902	12	187,405	12	191,902
	(37)	Asst. Vice Provost for Research	2	183,012	2	126,545	2	176,953	2	187,405	2	191,902	2	187,405	2	191,902
	(38)	Associate Dir. of Development	1	180,894	1	133,108	1	144,200	1	185,235	1	189,681	1	185,235	1	189,681
	(39)	Director of Alumni Relations	1	180,894	1	146,575	1	150,972	1	185,235	1	189,681	1	185,235	1	189,681
	(40)	Director of Executive Education	1	180,315	1	146,107	1	149,029	1	184,642	1	189,074	1	184,642	1	189,074
	(41)	Assoc. Vice Chan. for Business	1	179,480	0	0	0	0	1	183,787	1	188,198	1	183,787	1	188,198
	(42)	Financial Systems Coord.	1	179,480	1	86,872	1	147,682	1	183,787	1	188,198	1	183,787	1	188,198
	(43)	Director of Research Accounting	1	173,698	1	143,500	1	146,370	1	177,866	1	182,135	1	177,866	1	182,135
	(44)	Director of Information Technology	7	171,424	1	125,757	7	129,530	7	175,538	7	179,751	7	175,538	7	179,751
	(45)	Controller	1	168,833	1	150,988	1	158,008	1	172,885	1	177,034	1	172,885	1	177,034
	(46)	Director of Financial Aid	1	168,833	1	120,651	1	128,138	1	172,885	1	177,034	1	172,885	1	177,034
	(47)	Director of Special Events	1	168,833	1	156,484	1	161,179	1	172,885	1	177,034	1	172,885	1	177,034
	(48)	Director of Engineering Systems	5	165,256	5	164,000	5	167,280	5	169,222	5	173,284	5	169,222	5	173,284
	(49)	Associate Vice Provost	2	164,536	1	135,767	2	146,638	2	168,485	2	172,529	2	168,485	2	172,529
	(50)	Registrar	1	163,915	1	156,356	1	159,483	1	167,849	1	171,878	1	167,849	1	171,878
	(51)	Director of Career Services	1	161,671	1	109,830	1	114,026	1	165,551	1	169,524	1	165,551	1	169,524
	(52)	Investment Manager	1	161,671	1	117,875	1	130,233	1	165,551	1	169,524	1	165,551	1	169,524
	(53)	Dir. of Financial & Mgt. Analysis	1	160,227	1	125,625	1	128,138	1	164,073	1	168,010	1	164,073	1	168,010
	(54)	Director of Affirmative Action	1	159,772	1	172,933	1	173,000	1	163,607	1	167,533	1	163,607	1	167,533
	(55)	Development/Advancement Admin	52						52		52		52		52	
		Development/Advancement Director		159,690	0	0	0	0		163,523		167,447		163,523		167,447
X		Development/Advancement Manager		126,955	7	120,000	7	123,600		130,002		133,122		130,003		133,123

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Development/Advancement Specialist		109,535	41	97,634	41	104,468		112,164		114,856		112,164		114,856
	(56)	Asst. Dir. Res. Supp. & Spons Progs	1	159,153	0	0	0	0	1	162,972	1	166,884	1	162,972	1	166,884
	(57)	Assessment Director	1	155,191	1	90,801	1	92,617	1	158,916	1	162,730	1	158,916	1	162,730
	(58)	Business Manager	1	153,394	1	135,000	1	137,700	1	157,075	1	160,845	1	157,075	1	160,845
	(59)	Dir. Business and Economic Research	1	152,946	1	109,575	1	111,767	1	156,617	1	160,375	1	156,617	1	160,375
	(60)	Assoc. Controller	1	149,817	1	90,000	1	137,700	1	153,413	1	157,095	1	153,413	1	157,095
	(61)	Annual Fund Coordinator	1	147,757	1	67,909	1	69,946	1	151,303	1	154,935	1	151,303	1	154,935
	(62)	Budget Director	1	147,757	1	184,704	1	121,095	1	151,303	1	154,935	1	151,303	1	154,935
	(63)	Director of Distance Learning	1	147,124	1	133,151	1	137,814	1	150,655	1	154,270	1	150,655	1	154,270
	(64)	Director of University Police	1	146,004	1	163,005	1	166,265	1	149,508	1	153,096	1	149,508	1	153,096
	(65)	Architect	1	143,690	1	80,356	1	81,963	1	147,139	1	150,670	1	147,139	1	150,670
	(66)	Dir. of General Adult Education	1	140,090	1	84,819	1	86,515	1	143,452	1	146,895	1	143,452	1	146,895
	(67)	Assoc. Dir. Information Technology	4	138,633	4	78,925	4	80,504	4	141,961	4	145,368	4	141,961	4	145,368
	(68)	Assoc. Dir. of Executive Education	2	134,133	2	73,802	2	75,278	2	137,352	2	140,649	2	137,352	2	140,649
	(69)	Dir. of the Off. of Industry Engage	1	134,133	1	101,669	1	103,702	1	137,352	1	140,649	1	137,352	1	140,649
	(70)	Dir. of Credit Studies	1	133,624	1	111,014	1	113,235	1	136,831	1	140,115	1	136,831	1	140,115
	(71)	Director of Student Activities	1	132,739	1	88,985	1	90,765	1	135,925	1	139,187	1	135,925	1	139,187
	(72)	Master Scientific Research Tech.	16	126,955	11	95,179	16	97,082	16	130,002	16	133,122	16	130,002	16	133,122
	(73)	Director of University Relations	1	125,706	1	120,000	1	130,000	1	128,723	1	131,813	1	128,723	1	131,813
	(74)	Academic Counselor	77	124,517	71	85,472	77	87,182	77	127,506	77	130,566	77	127,506	77	130,566
	(75)	Asst. to the Provost	1	123,257	1	110,269	1	112,474	1	126,216	1	129,245	1	126,216	1	129,245
	(76)	Student Development Specialist	87	119,579	73	109,239	87	111,424	87	122,449	87	125,387	87	122,449	87	125,387
	(77)	Asst. Dir. of Affirm Action	2	115,331	1	80,083	2	90,000	2	118,099	2	120,933	2	118,099	2	120,933
	(78)	Coord. of Academic Space	1	114,924	1	62,891	1	64,149	1	117,682	1	120,507	1	117,682	1	120,507
	(79)	Assoc. Dir. of Enhanced Learn. Ctr.	1	111,733	0	0	0	0	1	114,415	1	117,161	1	114,415	1	117,161
	(80)	Associate Director of Admissions	1	111,576	1	98,070	1	100,032	1	114,254	1	116,996	1	114,254	1	116,996
	(81)	Associate Director of Financial Aid	1	111,576	1	97,441	1	99,390	1	114,254	1	116,996	1	114,254	1	116,996
X	(82)	Police Captain	4	110,565	2	107,660	4	113,182	4	124,541	4	127,530	4	124,541	4	127,530
	(83)	Instructional Designer	23	110,158	21	95,204	23	101,070	23	112,801	23	115,509	23	112,801	23	115,509
	(84)	Coordinator of Grants Management	8	110,019	4	84,460	8	87,838	8	112,660	8	115,364	8	112,660	8	115,364
	(85)	Conference Coordinator	10	107,731	8	74,374	10	78,540	10	110,316	10	112,964	10	110,316	10	112,964
	(86)	Engineer Supervisor	1	106,894	0	0	0	0	1	109,459	1	112,086	1	109,459	1	112,086
	(87)	Scientific Research Technologist	18	104,996	18	100,833	18	114,400	18	107,516	18	110,096	18	107,516	18	110,096
	(88)	Assistant to the Dean	10	99,821	8	89,380	10	99,084	10	102,217	10	104,670	10	102,217	10	104,670
	(89)	Fiscal Support Pool	118						118		118		118		118	
		Fiscal Support Manager		95,029	42	87,508	41	87,003		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	11	69,169	11	70,552		79,981		81,901		79,981		81,901
		Accountant II		75,103	12	59,630	12	62,970		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	22	55,350	18	57,863		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	20	56,488	19	57,618		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(90)	Public Information Manager	1	95,029	1	63,688	1	64,962	1	97,309	1	99,645	1	97,309	1	99,645
	(91)	Public Safety Pool	55						55		55		55		55	
X		HE Public Safety Commander III		93,110	10	98,308	9	104,526		104,880		107,396		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		102,924		105,394		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		100,846		103,266		100,846		103,266
X		HE Public Safety Commander I		86,085	4	74,080	4	76,861		96,966		99,293		96,966		99,293
X		HE Public Safety Supervisor		76,530	2	40,165	0	0		86,204		88,272		86,204		88,272
X		Public Safety Officer		73,587	19	62,698	14	65,280		82,888		84,877		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		76,635		78,474		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		72,313		74,049		72,313		74,049
X		Public Safety/Security Officer		58,156	8	40,772	6	45,277		65,507		67,079		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		54,951		56,270		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		54,951		56,270		54,951		56,270
X		Security Officer		48,785	0	0	0	0		54,951		56,270		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		52,839		54,107		52,839		54,107
X		Watchman		40,098	0	0	0	0		45,167		46,251		45,167		46,251
	(92)	Associate Registrar	6	91,374	5	74,700	6	76,194	6	93,567	6	95,813	6	93,567	6	95,813
	(93)	UAF Construction Coordinator	7	91,374	5	94,627	0	0	7	93,567	7	95,813	7	93,567	7	95,813
	(94)	Licensing Administrator	1	90,285	1	73,547	1	75,958	1	92,452	1	94,670	1	92,452	1	94,670

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(95)	Personnel Manager	3	87,860	2	63,278	3	78,689	3	89,969	3	92,128	3	89,969	3	92,128
	(96)	Procurement Manager	1	87,860	1	61,735	1	62,970	1	89,969	1	92,128	1	89,969	1	92,128
	(97)	Buyer Supervisor	1	81,232	1	58,726	1	59,543	1	83,181	1	85,178	1	83,181	1	85,178
	(98)	Development Specialist	10	81,232	8	70,000	10	72,900	10	83,181	10	85,178	10	83,181	10	85,178
	(99)	Payroll Services Coordinator	2	81,232	2	54,371	2	55,459	2	83,181	2	85,178	2	83,181	2	85,178
	(100)	Procurement Coordinator	5	81,232	5	63,345	5	64,612	5	83,181	5	85,178	5	83,181	5	85,178
	(101)	Editor	2	78,106	2	56,123	2	62,970	2	79,981	2	81,901	2	79,981	2	81,901
	(102)	Human Resources Analyst	10	78,106	10	67,909	10	69,267	10	79,981	10	81,901	10	79,981	10	81,901
	(103)	Maintenance Coordinator	3	78,106	2	49,727	3	50,722	3	79,981	3	81,901	3	79,981	3	81,901
	(104)	Research Project Analyst	5	78,106	5	62,389	5	64,961	5	79,981	5	81,901	5	79,981	5	81,901
	(105)	Staff Development Coordinator	1	78,106	1	63,554	1	64,825	1	79,981	1	81,901	1	79,981	1	81,901
	(106)	Skilled Trades Pool	142						142		142		142		142	
X		Skilled Trades Foreman		76,530	29	105,214	28	84,660		86,204		88,273		86,204		88,273
X		Skilled Trades Supervisor		73,587	6	66,720	6	68,340		82,888		84,877		82,888		84,877
X		Skilled Tradesman		70,756	77	81,740	72	83,713		79,699		81,612		79,699		81,612
X		Skilled Trades Helper		53,769	13	49,129	13	49,925		60,565		62,018		60,565		62,019
X		Apprentice Tradesman		47,801	4	46,215	4	47,351		53,854		55,135		53,854		55,146
	(107)	Buyer	3	72,215	3	45,021	3	45,922	3	73,948	3	75,722	3	73,948	3	75,722
	(108)	Const./Maintenance Coordinator	1	72,215	0	0	0	0	1	73,948	1	75,722	1	73,948	1	75,722
	(109)	EEO/Grievance Officer	2	72,215	1	60,000	2	61,200	2	73,948	2	75,722	2	73,948	2	75,722
	(110)	HEI Program Coordinator	76	72,215	71	74,700	76	81,779	76	73,948	76	75,722	76	73,948	76	75,722
	(111)	Human Resources Recruiter	1	72,215	0	0	0	0	1	73,948	1	75,722	1	73,948	1	75,722
	(112)	Occupational Safety Coordinator	4	72,215	4	67,909	4	69,267	4	73,948	4	75,722	4	73,948	4	75,722
	(113)	Public Information Specialist	2	72,215	1	28,159	2	47,940	2	73,948	2	75,722	2	73,948	2	75,722
	(114)	Student Applications Specialist	8	72,215	7	49,409	8	49,757	8	73,948	8	75,722	8	73,948	8	75,722
	(115)	Administrative Support Pool	234						234		234		234		234	
		Administrative Assistant		69,437	3	56,994	2	62,970		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	52	67,909	51	72,853		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	38	58,425	37	59,594		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	80	51,021	69	58,140		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	1	56,320	1	57,447		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	34	51,891	30	52,929		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	4	37,375	4	46,675		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(116)	Assistant Registrar	2	69,437	2	51,021	2	52,041	2	71,103	2	72,810	2	71,103	2	72,810
	(117)	Benefits Analyst	1	69,437	1	59,395	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(118)	Fabrication Shop Manager	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(119)	Financial Aid Analyst	10	69,437	9	51,021	10	52,041	10	71,103	10	72,810	10	71,103	10	72,810
	(120)	Library Support Pool	43						43		43		43		43	
		Library Supervisor		69,437	12	61,736	12	62,970		71,103		72,810		71,103		72,810
		Library Specialist		59,355	18	44,948	17	47,189		60,780		62,239		60,780		62,239
		Library Technician		54,877	5	48,315	5	49,282		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(121)	Maintenance Supervisor	3	69,437	3	64,091	3	65,372	3	71,103	3	72,810	3	71,103	3	72,810
	(122)	Payroll Services Specialist	4	69,437	4	48,326	4	49,293	4	71,103	4	72,810	4	71,103	4	72,810
	(123)	Special Events Manager	4	69,437	3	45,021	4	47,282	4	71,103	4	72,810	4	71,103	4	72,810
	(124)	Student Accounts Officer	2	69,437	2	47,500	2	64,260	2	71,103	2	72,810	2	71,103	2	72,810
	(125)	Architectural Draftsman	1	66,767	1	65,275	1	70,652	1	68,369	1	70,010	1	68,369	1	70,010
	(126)	Warehouse Manager	1	66,767	1	65,943	1	66,096	1	68,369	1	70,010	1	68,369	1	70,010
	(127)	Financial Aid Specialist	2	64,199	0	0	0	0	2	65,739	2	67,317	2	65,739	2	67,317
	(128)	Human Resources Specialist	5	64,199	4	56,375	5	42,233	5	65,739	5	67,317	5	65,739	5	67,317
	(129)	Inventory Control Manager	3	64,199	3	51,050	3	52,072	3	65,739	3	67,317	3	65,739	3	67,317
	(130)	Landscape Supervisor	5	64,199	4	43,774	5	62,970	5	65,739	5	67,317	5	65,739	5	67,317
	(131)	Lodge Housekeeping Supervisor	1	64,199	1	25,713	1	37,026	1	65,739	1	67,317	1	65,739	1	67,317
	(132)	Logistics Manager	1	64,199	1	44,699	1	44,836	1	65,739	1	67,317	1	65,739	1	67,317
	(133)	Photographer	1	64,199	1	43,595	1	44,467	1	65,739	1	67,317	1	65,739	1	67,317
	(134)	Research Assistant	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(135)	Coordinator of Housekeeping	11	59,355	11	45,166	11	44,801	11	60,780	11	62,239	11	60,780	11	62,239
	(136)	Equipment Mechanic	2	57,071	2	49,152	2	45,783	2	58,441	2	59,844	2	58,441	2	59,844
	(137)	Landscape Specialist	3	57,071	3	45,364	3	42,704	3	58,441	3	59,844	3	58,441	3	59,844
	(138)	Payroll Officer	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(139)	Warehouse Specialist	1	57,071	1	41,868	1	44,801	1	58,441	1	59,844	1	58,441	1	59,844
	(140)	Admissions Analyst	5	54,877	3	48,315	5	49,282	5	56,194	5	57,542	5	56,194	5	57,542
	(141)	Heavy Equipment Operator	8	54,877	7	40,827	8	40,729	8	56,194	8	57,542	8	56,194	8	57,542
	(142)	Cashier	3	52,766	2	24,953	3	31,824	3	54,032	3	55,329	3	54,032	3	55,329
	(143)	Inventory Control Technician	8	52,766	5	45,087	8	44,801	8	54,032	8	55,329	8	54,032	8	55,329
	(144)	Mail Services Coordinator	1	50,737	1	24,227	1	31,824	1	51,955	1	53,202	1	51,955	1	53,202
	(145)	Registrar's Assistant	9	50,737	9	44,208	9	44,801	9	51,955	9	53,202	9	51,955	9	53,202
	(146)	Special Events Worker	1	48,785	1	35,013	0	0	1	49,956	1	51,155	1	49,956	1	51,155
	(147)	Institutional Services Supervisor	19	45,105	15	41,921	19	42,729	19	46,187	19	47,296	19	46,187	19	47,296
	(148)	Institutional Services Assistant	136	43,370	115	44,768	136	44,801	136	44,411	136	45,476	136	44,411	136	45,476
		TOTAL	2,219		1,960		1,974		2,233		2,233		2,233		2,233	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(149)	Faculty	202						202		202		202		202	
		Distinguished Professor		481,177	7	270,912	6	270,867		492,725		504,551		492,725		504,551
		University Professor		261,661	3	154,590	3	197,103		267,941		274,372		267,941		274,372
		Professor - Law		247,832	1	243,633	1	248,506		253,780		259,870		253,780		259,870
		Professor		241,688	23	373,823	20	232,371		247,488		253,428		247,488		253,428
		Associate Professor - Law		224,663	1	101,528	1	105,559		230,055		235,576		230,055		235,576
		Associate Professor		206,172	48	182,008	47	184,629		211,120		216,187		211,120		216,187
		Assistant Professor		195,073	34	158,261	31	161,427		199,755		204,549		199,755		204,549
		Instructor		139,030	35	133,766	34	120,836		142,367		145,783		142,367		145,783
		Master Teacher		131,048	0	0	0	0		134,193		137,414		134,193		137,414
	(150)	Departmental Chairperson - WCOB	7	402,726	6	394,063	7	401,944	7	412,392	7	422,289	7	412,392	7	422,289
	(151)	Dept. Chairperson - Engineering	8	383,294	6	344,844	8	354,499	8	392,493	8	401,913	8	392,493	8	401,913
	(152)	Department Chairperson	33	331,847	26	279,932	33	272,271	33	339,811	33	347,967	33	339,811	33	347,967
	(153)	Library Faculty	47						47		47		47		47	
		Librarian		166,333	6	124,012	6	126,492		170,325		174,413		170,325		174,413
		Associate Librarian		153,040	15	164,285	14	168,884		156,713		160,474		156,713		160,474
		Assistant Librarian		126,972	20	119,171	19	121,555		130,020		133,140		130,020		133,140
	(154)	Research Associate	38	164,641	32	116,219	38	118,543	38	168,592	38	172,639	38	168,592	38	172,639
	(155)	Curator Faculty	1						1		1		1		1	
		Curator		164,641	0	0	0	0		168,592		172,638		168,592		172,638
		Assoc. Curator		155,914	0	0	0	0		159,656		163,488		159,656		163,488
		Asst. Curator		126,972	1	63,948	1	65,841		130,020		133,140		130,020		133,140
	(156)	Senior Graduate Assistant	145	141,925	91	32,349	145	33,320	145	145,331	145	148,819	145	145,331	145	148,819
	(157)	Post Doctoral Fellow	31	130,080	20	70,961	31	77,925	31	133,202	31	136,399	31	133,202	31	136,399
	(158)	Senior Research Assistant	40	104,136	29	185,000	40	185,000	40	106,636	40	109,195	40	106,636	40	109,195
	(159)	Teaching Associate	31	104,136	26	51,758	31	52,793	31	106,636	31	109,195	31	106,636	31	109,195
	(160)	Senior Library Assistant	20	99,838	17	82,208	20	83,852	20	102,235	20	104,688	20	102,235	20	104,688
D	(161)	Graduate Assistant	226	78,187	139	30,750	226	33,333	196	80,063	196	81,985	196	80,063	196	81,985
		TOTAL	829		586		762		799		799		799		799	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(162)	Walton College of Business Faculty	148						148		148		148		148	
		Distinguished Professor - WCOB		402,727	5	419,480	5	381,362		412,393		422,290		412,393		422,290
		University Professor		388,027	1	272,625	1	261,629		397,340		406,876		397,340		406,876
		Professor		373,327	20	410,411	20	261,375		382,287		391,462		382,287		391,462
		Associate Professor		290,365	35	355,561	35	148,345		297,334		304,470		297,334		304,470
		Assistant Professor		265,477	65	253,306	64	110,762		271,848		278,372		271,848		278,372
	(163)	Faculty	946						946		946		946		946	
		Distinguished Professor		331,847	11	276,727	10	252,281		339,811		347,967		339,811		347,967
		Distinguished Professor - Law		260,639	0	0	0	0		266,894		273,300		266,894		273,300
		University Professor		248,884	11	214,783	9	261,629		254,858		260,974		254,858		260,974
		Professor - Law		243,538	10	224,223	9	217,464		249,383		255,368		249,383		255,368
		Professor		237,622	105	297,913	100	261,375		243,325		249,165		243,325		249,165
		Associate Professor - Law		209,882	11	178,801	11	159,095		214,919		220,077		214,919		220,077
		Associate Professor		195,073	185	164,393	178	148,345		199,755		204,549		199,755		204,549
		Assistant Professor - Law		195,073	0	0	0	0		199,755		204,549		199,755		204,549
		Assistant Professor		189,097	240	118,395	229	110,762		193,635		198,282		193,635		198,282

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Instructor		125,703	284	123,017	258	125,460		128,719		131,809		128,719		131,809
		Lecturer		111,330	0	0	0	0		114,002		116,738		114,002		116,738
	(164)	College of Engineering Faculty	142						142		142		142		142	
		Distinguished Prof. - Engineering		383,294	6	373,537	37	330,933		392,493		401,913		392,493		401,913
		University Professor		324,844	5	203,116	5	261,629		332,640		340,624		332,640		340,624
		Professor		281,518	38	243,754	6	261,375		288,274		295,193		288,274		295,193
		Associate Professor		234,598	32	171,264	31	148,345		240,228		245,994		240,228		245,994
		Assistant Professor		195,498	31	148,956	28	110,762		200,190		204,995		200,190		204,995
	(165)	Senior Graduate Assistant	115	132,640	102	31,508	115	28,925	115	135,823	115	139,083	115	135,823	115	139,083
	(166)	Research Associate	2	123,113	0	0	0	0	2	126,068	2	129,094	2	126,068	2	129,094
A	(167)	Graduate Assistant	440	78,187	426	33,000	440	28,925	470	80,063	470	81,985	470	80,063	470	81,985
		TOTAL	1,793		1,623		1,591		1,823		1,823		1,823		1,823	
		SUBTOTAL UAF E&G	4,841		4,169		4,327		4,855		4,855		4,855		4,855	
		ARKANSAS GARVAN WOODLAND GARDENS														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
D	(168)	Project/Program Administrator	13						0		0		0		0	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		0		0
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		0		0
		Sr. Project/Program Director		172,738	1	134,618	1	141,349		176,884		181,129		0		0
		Project/Program Director		140,094	1	97,599	1	99,907		143,457		146,900		0		0
		Project/Program Manager		126,956	2	69,239	1	69,267		130,003		133,123		0		0
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		0		0
		Project/Program Specialist		109,536	8	96,000	7	99,920		112,165		114,857		0		0
D	(169)	Exec. Dir. Arkansas Garvan Gardens	1	160,443	1	23,958	1	40,729	0	164,294	0	168,237	0	0	0	0
		TOTAL	14		13		11		0		0		0		0	
		U of A FAYETTEVILLE AUXILIARY ENTERPRISES														
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(170)	Vice Chancellor - Athletics	1	703,794	1	582,980	1	600,469	1	720,685	1	737,981	1	720,685	1	737,981
	(171)	Medical Director	1	299,322	1	269,216	1	274,601	1	306,505	1	313,861	1	306,505	1	313,861
	(172)	Exec. Associate Athletic Director	4	265,477	4	252,557	4	252,557	4	271,848	4	278,372	4	271,848	4	278,372
	(173)	Head Basketball Coach	2	263,434	2	500,000	2	500,000	2	269,756	2	276,231	2	269,756	2	276,231
	(174)	Head Football Coach	1	263,434	1	329,167	1	350,000	1	269,756	1	276,231	1	269,756	1	276,231
	(175)	Physician - Health Center	12	260,928	8	246,000	12	250,920	12	267,190	12	273,603	12	267,190	12	273,603
	(176)	Sr. Associate Athletic Director	5	227,233	5	249,281	5	249,281	5	232,687	5	238,271	5	232,687	5	238,271
	(177)	Project/Program Administrator	102						102		102		102		102	
		Executive Project/Program Director		213,928	7	200,000	5	250,000		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	1	98,494	1	120,000		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	4	151,944	2	139,113		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	17	127,125	13	129,668		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	22	98,494	15	97,841		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	44	95,275	35	98,133		112,165		114,857		112,165		114,857
	(178)	IT Pool	11						11		11		11		11	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	1	4,291	1	57,783		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	2	69,946	2	72,045		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	4	50,474	4	51,484		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	55,057	1	60,140		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(179)	Assoc. Dir. of Athletics	6	203,522	6	165,094	6	136,396	6	208,407	6	213,409	6	208,407	6	213,409
	(180)	Asst. Football Coach	9	192,141	9	390,152	9	325,000	9	196,752	9	201,474	9	196,752	9	201,474
	(181)	Defensive Coordinator	1	192,141	1	295,455	1	300,000	1	196,752	1	201,474	1	196,752	1	201,474
	(182)	Offensive Coordinator	1	192,141	1	415,909	1	300,000	1	196,752	1	201,474	1	196,752	1	201,474
	(183)	Head Gymnastics Coach	1	179,751	1	230,000	1	220,000	1	184,065	1	188,483	1	184,065	1	188,483
	(184)	Head Track Coach	2	179,751	2	265,000	2	250,000	2	184,065	2	188,483	2	184,065	2	188,483
	(185)	Assistant Director of Athletics	8	172,806	7	120,200	8	123,806	8	176,954	8	181,201	8	176,954	8	181,201
	(186)	Director of Counseling	1	170,846	1	142,236	1	158,100	1	174,946	1	179,145	1	174,946	1	179,145
	(187)	Dir. of Residence Life	1	169,591	0	0	0	0	1	173,661	1	177,829	1	173,661	1	177,829
	(188)	Asst. Basketball Coach	6	169,273	5	250,000	6	196,964	6	173,335	6	177,495	6	173,335	6	177,495
	(189)	Head Baseball Coach	1	157,850	1	800,000	1	800,000	1	161,639	1	165,518	1	161,639	1	165,518
	(190)	Head Coach	2	157,850	1	131,155	2	105,000	2	161,639	2	165,518	2	161,639	2	165,518
	(191)	Head Golf Coach	2	157,850	2	260,000	2	260,000	2	161,639	2	165,518	2	161,639	2	165,518
	(192)	Head Soccer Coach	1	157,850	1	275,000	1	285,000	1	161,639	1	165,518	1	161,639	1	165,518
	(193)	Head Softball Coach	1	157,850	1	375,000	1	375,000	1	161,639	1	165,518	1	161,639	1	165,518
	(194)	Head Strength & Conditioning Coach	1	157,850	1	369,886	1	250,000	1	161,639	1	165,518	1	161,639	1	165,518
	(195)	Head Swimming Coach	1	157,850	1	175,000	1	175,000	1	161,639	1	165,518	1	161,639	1	165,518
	(196)	Head Tennis Coach	2	157,850	2	175,000	2	190,000	2	161,639	2	165,518	2	161,639	2	165,518

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(197)	Head Volleyball Coach	1	157,850	1	220,000	1	220,000	1	161,639	1	165,518	1	161,639	1	165,518
	(198)	Nutritionist	2	149,394	2	119,391	2	120,190	2	152,979	2	156,651	2	152,979	2	156,651
	(199)	Marketing / Promotions Manager	3	147,464	3	82,601	3	85,379	3	151,003	3	154,627	3	151,003	3	154,627
	(200)	Stadium Manager	1	147,464	1	106,090	1	109,273	1	151,003	1	154,627	1	151,003	1	154,627
	(201)	Head Athletic Trainer	3	136,813	3	160,000	3	160,000	3	140,097	3	143,459	3	140,097	3	143,459
	(202)	Advanced Practice Nurse	7	131,305	6	116,133	7	127,128	7	134,456	7	137,683	7	134,456	7	137,683
	(203)	Patient Care Supervisor	1	129,112	1	90,366	1	94,173	1	132,211	1	135,384	1	132,211	1	135,384
	(204)	Project Coordinator	11	125,823	8	82,000	11	110,160	11	128,843	11	131,935	11	128,843	11	131,935
	(205)	Mental Health Clinician	24	125,706	22	141,110	24	145,343	24	128,723	24	131,813	24	128,723	24	131,813
	(206)	Pilot	4	125,556	4	142,508	4	146,783	4	128,569	4	131,655	4	128,569	4	131,655
	(207)	Academic Counselor	14	124,517	12	93,121	14	95,915	14	127,506	14	130,566	14	127,506	14	130,566
	(208)	Student Development Specialist	14	119,579	13	119,630	14	123,219	14	122,449	14	125,387	14	122,449	14	125,387
	(209)	Mental Health Professional I	3	115,261	1	43,923	3	44,801	3	118,027	3	120,859	3	118,027	3	120,859
	(210)	Asst. Swimming Coach	2	114,304	2	82,719	2	85,201	2	117,047	2	119,856	2	117,047	2	119,856
	(211)	Associate for Administration	5	114,304	5	74,000	5	76,220	5	117,047	5	119,856	5	117,047	5	119,856
	(212)	Asst. Tennis Coach	2	114,304	2	60,091	2	61,800	2	117,047	2	119,856	2	117,047	2	119,856
	(213)	Asst. Volleyball Coach	2	114,304	2	72,000	2	66,220	2	117,047	2	119,856	2	117,047	2	119,856
	(214)	Media Facilities Coordinator	6	114,304	5	84,039	6	84,039	6	117,047	6	119,856	6	117,047	6	119,856
	(215)	Assistant Golf Coach	2	109,731	2	103,000	2	106,090	2	112,365	2	115,062	2	112,365	2	115,062
	(216)	Assistant Gymnastics Coach	2	109,731	2	110,375	2	113,686	2	112,365	2	115,062	2	112,365	2	115,062
	(217)	Assistant Softball Coach	2	109,731	2	181,273	2	186,711	2	112,365	2	115,062	2	112,365	2	115,062
	(218)	Asst. Track Coach	4	109,731	4	159,045	4	158,105	4	112,365	4	115,062	4	112,365	4	115,062
	(219)	Assistant Coach	13	109,730	13	203,150	13	92,315	13	112,364	13	115,060	13	112,364	13	115,060
	(220)	Asst. Baseball Coach	2	109,730	2	300,000	2	300,000	2	112,364	2	115,060	2	112,364	2	115,060
	(221)	Asst. Soccer Coach	2	109,730	2	92,700	2	95,481	2	112,364	2	115,060	2	112,364	2	115,060
	(222)	Registered Nurse III	10	107,223	5	76,500	10	78,030	10	109,797	10	112,432	10	109,797	10	112,432
N,M	(222.01)	Public Safety Pool											12		12	
		HE Public Safety Commander III												104,880		107,397
		Director Public Safety I												102,924		105,394
		HE Public Safety Commander II												100,846		103,266
		HE Public Safety Commander I												96,966		99,293
		HE Public Safety Supervisor												86,204		88,272
		Public Safety Officer												82,888		84,877
		Public Safety Officer II												76,635		78,474
		Security Officer Supervisor												72,313		74,049
		Public Safety/Security Officer												65,507		67,079
		HE Public Safety Dispatcher												54,951		56,270
		Parking Control Supv.												54,951		56,270
		Security Officer												54,951		56,270
		Parking Control Officer												52,839		54,107
		Watchman												45,167		46,251
	(223)	Fiscal Support Pool	23						23		23		23		23	
		Fiscal Support Manager		95,029	1	60,952	1	62,171		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	2	56,123	2	57,246		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	2	43,348	2	70,788		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	6	40,928	5	44,801		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(224)	Asst. Trainer	18	87,070	15	82,601	18	85,079	18	89,160	18	91,300	18	89,160	18	91,300
	(225)	UAF Assistant Business Manager	1	84,480	0	0	0	0	1	86,507	1	88,584	1	86,507	1	88,584
	(226)	Procurement Coordinator	1	81,232	1	67,903	1	69,261	1	83,181	1	85,178	1	83,181	1	85,178
	(227)	Graduate Assistant	14	78,187	13	23,100	14	23,631	14	80,063	14	81,985	14	80,063	14	81,985
	(228)	Medical Technologist Supervisor	1	78,106	0	0	0	0	1	79,981	1	81,901	1	79,981	1	81,901
	(229)	Skilled Trades Pool	57						57		57		57		57	
X		Skilled Trades Foreman		76,530	12	98,141	11	76,460		86,204		88,273		86,204		88,273
X		Skilled Trades Supervisor		73,587	7	70,729	6	68,402		82,888		84,877		82,888		84,877
X		Skilled Tradesman		70,756	34	80,809	28	66,770		79,699		81,612		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		60,565		62,018		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		53,854		55,135		53,854		55,146
	(230)	Coord. of Sports Information	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(231)	Associate Bookstore Manager	1	72,215	1	55,494	1	56,604	1	73,948	1	75,722	1	73,948	1	75,722
	(232)	Buyer	1	72,215	1	48,305	1	49,271	1	73,948	1	75,722	1	73,948	1	75,722
	(233)	HEI Program Coordinator	23	72,215	21	67,709	23	67,533	23	73,948	23	75,722	23	73,948	23	75,722
	(234)	Administrative Support Pool	40						40		40		40		40	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	2	72,781	2	59,594		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	4	53,153	4	56,873		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	17	45,030	16	45,029		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	11	38,535	9	38,892		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	3	53,829	3	48,173		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(235)	Medical Records Supervisor	2	69,437	2	56,123	2	57,246	2	71,103	2	72,810	2	71,103	2	72,810
	(236)	Medical Technologist	8	69,437	5	57,791	8	58,947	8	71,103	8	72,810	8	71,103	8	72,810
	(237)	Transit Operations Supervisor	5	69,437	5	95,682	5	86,700	5	71,103	5	72,810	5	71,103	5	72,810
	(238)	Food Service Pool	1						1		1		1		1	
		Food Preparation Manager		66,767	0	0	0	0		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
	(239)	Warehouse Manager	2	66,767	2	46,957	2	47,367	2	68,369	2	70,010	2	68,369	2	70,010
	(240)	Inventory Control Manager	3	64,199	2	43,124	3	58,140	3	65,739	3	67,317	3	65,739	3	67,317
	(241)	Landscape Supervisor	1	64,199	1	45,244	1	43,625	1	65,739	1	67,317	1	65,739	1	67,317
	(242)	Legal Support Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(243)	Licensed Practical Nurse	4	64,199	3	54,724	4	55,818	4	65,739	4	67,317	4	65,739	4	67,317
	(244)	Logistics Manager	1	64,199	1	59,686	1	50,870	1	65,739	1	67,317	1	65,739	1	67,317
	(245)	Medical Billing Specialist	4	64,199	4	39,702	4	40,729	4	65,739	4	67,317	4	65,739	4	67,317
	(246)	Assistant Bookstore Manager	1	61,729	1	41,019	1	41,839	1	63,211	1	64,728	1	63,211	1	64,728
	(247)	Auto/Diesel Mechanic	2	61,729	1	50,991	2	63,302	2	63,211	2	64,728	2	63,211	2	64,728
	(248)	Medical Records Technician	4	61,729	4	39,930	4	40,729	4	63,211	4	64,728	4	63,211	4	64,728
	(249)	Athletic Facilities Supervisor	10	59,355	10	56,838	10	53,787	10	60,780	10	62,239	10	60,780	10	62,239
	(250)	Coordinator of Housekeeping	7	59,355	5	59,098	7	46,638	7	60,780	7	62,239	7	60,780	7	62,239
	(251)	Collector	1	57,071	1	36,477	1	37,026	1	58,441	1	59,844	1	58,441	1	59,844
	(252)	Landscape Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(253)	Vehicle Facilities Coordinator	4	57,071	4	49,735	4	46,002	4	58,441	4	59,844	4	58,441	4	59,844
	(254)	Laboratory Technician	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(255)	Certified Nursing Assistant	8	54,877	6	43,923	8	44,801	8	56,194	8	57,542	8	56,194	8	57,542
X	(256)	Institutional Bus Driver	41	54,877	40	68,387	41	58,715	41	61,813	41	63,296	41	61,813	41	63,297
	(257)	Cashier	3	52,766	3	40,633	3	41,215	3	54,032	3	55,329	3	54,032	3	55,329
	(258)	Maintenance Assistant	5	52,766	5	45,278	5	45,922	5	54,032	5	55,329	5	54,032	5	55,329
	(259)	Radio Dispatch Operator	5	50,737	4	43,481	5	40,729	5	51,955	5	53,202	5	51,955	5	53,202
	(260)	Purchasing Assistant	1	48,785	1	43,923	1	44,801	1	49,956	1	51,155	1	49,956	1	51,155
	(261)	Equipment Operator	1	46,909	0	0	0	0	1	48,035	1	49,188	1	48,035	1	49,188
X,M	(262)	Parking Control Officer	12	46,909	9	44,708	12	44,801	12	52,839	12	54,107	0	0	0	0
	(263)	Shipping & Receiving Clerk	3	46,909	2	37,404	3	37,752	3	48,035	3	49,188	3	48,035	3	49,188
	(264)	Institutional Services Supervisor	8	45,105	5	29,753	8	37,740	8	46,187	8	47,296	8	46,187	8	47,296
	(265)	Institutional Services Assistant	77	43,370	55	45,104	77	42,729	77	44,411	77	45,476	77	44,411	77	45,476
		TOTAL	736		627		662		736		736		736		736	
		TOTAL UAF	5,591		4,809		5,000		5,591		5,591		5,591		5,591	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS, FAYETTEVILLE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Dean of Business Administration	1	552,827	0	0
	(2)	Dean of Engineering	1	479,117	0	0
	(3)	Chancellor	1	405,407	0	0
	(4)	Assoc. Dean of Walton Coll. of Bus.	4	390,997	0	0
	(5)	Vice Chan. for Advancement/Dev.	1	331,847	0	0
	(6)	Assoc. Vice Chan. for Advancement	3	312,532	0	0
	(7)	Provost	1	302,676	0	0
	(8)	Assoc. Vice Chan. for Univ. Info.	1	290,365	0	0
	(9)	Assoc. Dean of Engineering	3	281,518	0	0
	(10)	Dean of Law	1	271,328	0	0
	(11)	Vice Chan. For Finance & Admin.	1	271,328	1	0
	(12)	Dean	8	260,727	0	0
	(13)	Vice Chancellor	2	258,133	1	0
	(14)	Associate Dean	13	248,884	0	0
	(15)	Sr. Asst. Dean of Business	1	248,884	0	0
	(16)	Vice Chan. for Govt. & Comm. Rel.	1	245,732	0	0
	(17)	Associate Vice Chancellor	6	242,905	0	0
	(18)	Vice Provost	6	242,905	0	0
	(19)	Dir. of Community Design Ctr.	1	231,053	0	0
	(20)	Director of Deferred Giving	1	228,502	0	0
	(21)	Assoc. Vice Provost For Research	2	225,032	0	0
	(22)	Asst. V-C for Advancement	2	223,997	0	0
	(23)	Dir. of Corp & Foundation Relations	1	217,378	0	0
	(24)	Dir. of Research & Sponsored Progs.	1	214,798	0	0
	(25)	Project/Program Administrator	534			
		Executive Project/Program Director		213,928	1	0
		Exec. Project/Program Manager		186,892	1	0
		Sr. Project/Program Director		172,738	2	0
		Project/Program Director		140,094	5	0
		Project/Program Manager		126,956	8	0
		Executive Assistant		118,680	0	0
		Project/Program Specialist		109,536	24	1

UAF Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(26)	IT Pool	194			
		Network Engineer		207,404	0	0
		Information Systems Manager		133,122	0	0
		Computer Network Coordinator		132,901	0	0
		Technical Support Staff		126,956	0	0
		Coordinator, Academic Computing		125,461	0	0
		Coord., Administrative Computing		125,461	0	0
		Coordinator of Information Tech		123,806	0	0
		Website Developer/Programmer		123,806	0	0
		System Programmer/Web Developer		122,387	0	0
		Computer Systems Mgr.		112,475	0	0
		Database Administrator		110,019	0	0
		Systems Administrator		108,925	0	0
		Information Systems Security Spec.		106,894	0	0
		Institution Information Tech. Coord		104,736	0	0
		Assistant Database Administrator		100,790	0	0
		Computer Support Manager		100,708	2	1
		Information Systems Coordinator		100,708	0	0
		Senior Software Support Specialist		100,708	0	0
		Systems Specialist		100,708	0	0
		Information Technology Manager		99,493	1	0
		Network Support Specialist		96,834	0	0
		Senior Software Support Analyst		96,834	1	0
		Tech Support/Systems Admin.		95,330	0	0
		Tech Support/Applications Support		95,330	0	0
		Information Systems Business Mgr.		93,110	0	0
		Security Analyst		93,110	1	0
		Systems Analyst		93,110	4	0
		Information Technology Specialist		91,166	0	0
		Computer Support Coordinator		89,529	0	0
		Software Support Analyst		89,529	0	0
		Systems Applications Supervisor		89,529	0	0
		Computer Operations Coordinator		86,085	0	0
		Systems Coordination Analyst		86,085	1	0
		PC Support Specialist		84,480	0	0
		Computer Support Specialist		82,775	3	0
		Database Analyst		82,775	0	0
		Digital Broadcast Specialist		79,590	0	0
		Network Support Analyst		79,590	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Website Developer		79,590	1	0
		Information Systems Analyst		76,530	0	0
		Info Systems Security Analyst		76,530	0	0
		Computer Support Analyst		76,530	0	0
		Software Support Specialist		73,587	0	0
		Telecommunications Supervisor		73,587	0	0
		Media Specialist		72,215	0	0
		Computer Support Technician		70,756	2	0
		Help Desk Specialist		70,756	0	0
		Computer Operator		68,035	1	0
		Network Analyst		68,035	0	0
		Telecommunications Specialist		68,035	1	0
		Multimedia Specialist		64,199	0	0
		Information Technology Assistant		60,483	0	0
		Computer Lab Technician		58,156	0	0
		Multimedia Technician		52,766	0	0
		Audiovisual Laboratory Assistant		48,785	0	0
	(27)	Director of Academic Computing	1	204,333	0	0
	(28)	Assoc. Vice Chan. for Finance	1	193,613	0	0
	(29)	Director of Outreach	2	191,104	1	1
	(30)	Major Gift Development Officer	31	191,104	2	2
	(31)	Assistant Vice Chancellor	4	190,812	0	0
	(32)	Assoc. Vice Chan. for Admin.	1	190,081	0	0
	(33)	Director of Institutional Research	1	188,313	0	0
	(34)	Assoc. Dir. of Univ. Info. Tech.	7	187,181	1	1
	(35)	Assistant to the Chancellor	1	186,069	0	0
	(36)	Assistant Dean	12	183,012	1	0
	(37)	Asst. Vice Provost for Research	2	183,012	0	0
	(38)	Associate Dir. of Development	1	180,894	0	0
	(39)	Director of Alumni Relations	1	180,894	0	0
	(40)	Director of Executive Education	1	180,315	0	0
	(41)	Assoc. Vice Chan. for Business	1	179,480	1	0
	(42)	Financial Systems Coord.	1	179,480	0	0
	(43)	Director of Research Accounting	1	173,698	0	0
	(44)	Director of Information Technology	7	171,424	4	0
	(45)	Controller	1	168,833	0	0
	(46)	Director of Financial Aid	1	168,833	0	0
	(47)	Director of Special Events	1	168,833	0	0
	(48)	Director of Engineering Systems	5	165,256	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(49)	Associate Vice Provost	2	164,536	1	0
	(50)	Registrar	1	163,915	0	0
	(51)	Director of Career Services	1	161,671	0	0
	(52)	Investment Manager	1	161,671	0	0
	(53)	Dir. of Financial & Mgt. Analysis	1	160,227	0	0
	(54)	Director of Affirmative Action	1	159,772	0	0
	(55)	Development/Advancement Admin	52			
		Development/Advancement Director		159,690	3	2
		Development/Advancement Manager		126,955	0	0
		Development/Advancement Specialist		109,535	2	1
	(56)	Asst. Dir. Res. Supp. & Spons Progs	1	159,153	1	0
	(57)	Assessment Director	1	155,191	0	0
	(58)	Business Manager	1	153,394	0	0
	(59)	Dir. Business and Economic Research	1	152,946	0	0
	(60)	Assoc. Controller	1	149,817	0	0
	(61)	Annual Fund Coordinator	1	147,757	0	0
	(62)	Budget Director	1	147,757	0	0
	(63)	Director of Distance Learning	1	147,124	0	0
	(64)	Director of University Police	1	146,004	0	0
	(65)	Architect	1	143,690	0	0
	(66)	Dir. of General Adult Education	1	140,090	0	0
	(67)	Assoc. Dir. Information Technology	4	138,633	0	0
	(68)	Assoc. Dir. of Executive Education	2	134,133	0	0
	(69)	Dir. of the Off. of Industry Engage	1	134,133	0	0
	(70)	Dir. of Credit Studies	1	133,624	0	0
	(71)	Director of Student Activities	1	132,739	0	0
	(72)	Master Scientific Research Tech.	16	126,955	4	0
	(73)	Director of University Relations	1	125,706	0	0
	(74)	Academic Counselor	77	124,517	6	0
	(75)	Asst. to the Provost	1	123,257	0	0
	(76)	Student Development Specialist	87	119,579	10	0
	(77)	Asst. Dir. of Affirm Action	2	115,331	1	1
	(78)	Coord. of Academic Space	1	114,924	0	0
	(79)	Assoc. Dir. of Enhanced Learn. Ctr.	1	111,733	1	0
	(80)	Associate Director of Admissions	1	111,576	0	0
	(81)	Associate Director of Financial Aid	1	111,576	0	0
	(82)	Police Captain	4	110,565	2	1
	(83)	Instructional Designer	23	110,158	2	0
	(84)	Coordinator of Grants Management	8	110,019	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(85)	Conference Coordinator	10	107,731	0	0
	(86)	Engineer Supervisor	1	106,894	0	0
	(87)	Scientific Research Technologist	18	104,996	0	0
	(88)	Assistant to the Dean	10	99,821	1	0
	(89)	Fiscal Support Pool	118			
		Fiscal Support Manager		95,029	7	1
		Fiscal Support Supervisor		78,106	0	0
		Accountant II		75,103	1	0
		Accountant I		72,215	0	0
		Fiscal Support Analyst		69,437	3	0
		Fiscal Support Specialist		61,729	2	0
		Accounting Technician		57,071	0	0
		Fiscal Support Technician		52,766	0	0
	(90)	Public Information Manager	1	95,029	0	0
	(91)	Public Safety Pool	55			0
		HE Public Safety Commander III		93,110	0	0
		Director Public Safety I		91,374	0	0
		HE Public Safety Commander II		89,529	0	0
		HE Public Safety Commander I		86,085	2	0
		HE Public Safety Supervisor		76,530	2	0
		Public Safety Officer		73,587	1	0
		Public Safety Officer II		68,035	0	0
		Security Officer Supervisor		64,199	1	1
		Public Safety/Security Officer		58,156	2	0
		HE Public Safety Dispatcher		48,785	0	0
		Parking Control Supv.		48,785	0	0
		Security Officer		48,785	0	0
		Parking Control Officer		46,909	0	0
		Watchman		40,098	0	0
	(92)	Associate Registrar	6	91,374	1	0
	(93)	UAF Construction Coordinator	7	91,374	2	0
	(94)	Licensing Administrator	1	90,285	0	0
	(95)	Personnel Manager	3	87,860	1	0
	(96)	Procurement Manager	1	87,860	0	0
	(97)	Buyer Supervisor	1	81,232	0	0
	(98)	Development Specialist	10	81,232	2	0
	(99)	Payroll Services Coordinator	2	81,232	0	0
	(100)	Procurement Coordinator	5	81,232	0	0
	(101)	Editor	2	78,106	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(102)	Human Resources Analyst	10	78,106	0	0
	(103)	Maintenance Coordinator	3	78,106	2	0
	(104)	Research Project Analyst	5	78,106	0	0
	(105)	Staff Development Coordinator	1	78,106	0	0
	(106)	Skilled Trades Pool	142			
		Skilled Trades Foreman		76,530	3	0
		Skilled Trades Supervisor		73,587	1	0
		Skilled Tradesman		70,756	8	3
		Skilled Trades Helper		53,769	0	0
		Apprentice Tradesman		47,801	0	0
	(107)	Buyer	3	72,215	0	0
	(108)	Const./Maintenance Coordinator	1	72,215	0	0
	(109)	EEO/Grievance Officer	2	72,215	1	1
	(110)	HEI Program Coordinator	76	72,215	5	1
	(111)	Human Resources Recruiter	1	72,215	0	0
	(112)	Occupational Safety Coordinator	4	72,215	0	0
	(113)	Public Information Specialist	2	72,215	0	0
	(114)	Student Applications Specialist	8	72,215	0	0
	(115)	Administrative Support Pool	234			
		Administrative Assistant		69,437	0	0
		Administrative Analyst		69,437	8	0
		Administrative Support Supervisor		64,199	3	0
		Administrative Specialist III		61,729	6	0
		Administration Support Specialist		61,729	0	0
		Administrative Specialist II		54,877	3	0
		Administrative Support Specialist		54,877	0	0
		Administrative Specialist I		48,785	1	0
		Extra Help Assistant		40,098	0	0
	(116)	Assistant Registrar	2	69,437	0	0
	(117)	Benefits Analyst	1	69,437	0	0
	(118)	Fabrication Shop Manager	1	69,437	1	1
	(119)	Financial Aid Analyst	10	69,437	1	0
	(120)	Library Support Pool	43			
		Library Supervisor		69,437	1	0
		Library Specialist		59,355	1	0
		Library Technician		54,877	4	0
		Library Support Assistant		50,737	0	0
	(121)	Maintenance Supervisor	3	69,437	0	0
	(122)	Payroll Services Specialist	4	69,437	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(123)	Special Events Manager	4	69,437	1	1
	(124)	Student Accounts Officer	2	69,437	0	0
	(125)	Architectural Draftsman	1	66,767	0	0
	(126)	Warehouse Manager	1	66,767	0	0
	(127)	Financial Aid Specialist	2	64,199	2	0
	(128)	Human Resources Specialist	5	64,199	0	0
	(129)	Inventory Control Manager	3	64,199	0	0
	(130)	Landscape Supervisor	5	64,199	2	0
	(131)	Lodge Housekeeping Supervisor	1	64,199	0	0
	(132)	Logistics Manager	1	64,199	0	0
	(133)	Photographer	1	64,199	0	0
	(134)	Research Assistant	1	61,729	0	0
	(135)	Coordinator of Housekeeping	11	59,355	0	0
	(136)	Equipment Mechanic	2	57,071	0	0
	(137)	Landscape Specialist	3	57,071	0	0
	(138)	Payroll Officer	1	57,071	0	0
	(139)	Warehouse Specialist	1	57,071	0	0
	(140)	Admissions Analyst	5	54,877	0	0
	(141)	Heavy Equipment Operator	8	54,877	1	0
	(142)	Cashier	3	52,766	1	0
	(143)	Inventory Control Technician	8	52,766	2	0
	(144)	Mail Services Coordinator	1	50,737	0	0
	(145)	Registrar's Assistant	9	50,737	0	0
	(146)	Special Events Worker	1	48,785	0	0
	(147)	Institutional Services Supervisor	19	45,105	3	0
	(148)	Institutional Services Assistant	136	43,370	20	0
		TOTAL	2,219		213	20
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(149)	Faculty	202			
		Distinguished Professor		481,177	2	0
		University Professor		261,661	0	0
		Professor - Law		247,832	0	0
		Professor		241,688	5	0
		Associate Professor - Law		224,663	0	0
		Associate Professor		206,172	8	0
		Assistant Professor		195,073	8	0
		Instructor		139,030	7	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Master Teacher		131,048	0	0
	(150)	Departmental Chairperson - WCOB	7	402,726	0	0
	(151)	Dept. Chairperson - Engineering	8	383,294	1	0
	(152)	Department Chairperson	33	331,847	0	0
	(153)	Library Faculty	47			
		Librarian		166,333	1	0
		Associate Librarian		153,040	3	0
		Assistant Librarian		126,972	2	1
	(154)	Research Associate	38	164,641	4	1
	(155)	Curator Faculty	1			
		Curator		164,641	0	0
		Assoc. Curator		155,914	0	0
		Asst. Curator		126,972	0	0
	(156)	Senior Graduate Assistant	145	141,925	41	26
	(157)	Post Doctoral Fellow	31	130,080	11	5
	(158)	Senior Research Assistant	40	104,136	9	1
	(159)	Teaching Associate	31	104,136	2	0
	(160)	Senior Library Assistant	20	99,838	0	0
	(161)	Graduate Assistant	226	78,187	30	3
		TOTAL	829		134	37
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(162)	Walton College of Business Faculty	148			
		Distinguished Professor - WCOB		402,727	0	0
		University Professor		388,027	0	0
		Professor		373,327	2	0
		Associate Professor		290,365	8	0
		Assistant Professor		265,477	15	2
	(163)	Faculty	946			0
		Distinguished Professor		331,847	3	0
		Distinguished Professor - Law		260,639	0	0
		University Professor		248,884	2	0
		Professor - Law		243,538	2	0
		Professor		237,622	22	1
		Associate Professor - Law		209,882	6	1
		Associate Professor		195,073	34	0
		Assistant Professor - Law		195,073	0	0
		Assistant Professor		189,097	56	3

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Instructor		125,703	20	0
		Lecturer		111,330		0
	(164)	College of Engineering Faculty	142			
		Distinguished Prof. - Engineering		383,294	0	0
		University Professor		324,844	0	0
		Professor		281,518	12	0
		Associate Professor		234,598	3	0
		Assistant Professor		195,498	8	0
	(165)	Senior Graduate Assistant	115	132,640	24	2
	(166)	Research Associate	2	123,113	1	1
	(167)	Graduate Assistant	440	78,187	24	0
		TOTAL	1,793		242	10
		SUBTOTAL UAF E&G	4,841		589	67
		ARKANSAS GARVAN WOODLAND GARDENS				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(168)	Project/Program Administrator	13			
		Executive Project/Program Director		213,928	0	0
		Exec. Project/Program Manager		186,892	0	0
		Sr. Project/Program Director		172,738	0	0
		Project/Program Director		140,094	0	0
		Project/Program Manager		126,956	0	0
		Executive Assistant		118,680	0	0
		Project/Program Specialist		109,536	0	0
	(169)	Exec. Dir. Arkansas Garvan Gardens	1	160,443	0	0
		TOTAL	14		0	0
		U of A FAYETTEVILLE AUXILIARY ENTERPRISES				
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(170)	Vice Chancellor - Athletics	1	703,794	0	0
	(171)	Medical Director	1	299,322	0	0
	(172)	Exec. Associate Athletic Director	4	265,477	0	0
	(173)	Head Basketball Coach	2	263,434	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(174)	Head Football Coach	1	263,434	0	0
	(175)	Physician - Health Center	12	260,928	0	0
	(176)	Sr. Associate Athletic Director	5	227,233	0	0
	(177)	Project/Program Administrator	102		0	0
		Executive Project/Program Director		213,928	0	0
		Exec. Project/Program Manager		186,892	0	0
		Sr. Project/Program Director		172,738	0	0
		Project/Program Director		140,094	1	0
		Project/Program Manager		126,956	1	0
		Executive Assistant		118,680	0	0
		Project/Program Specialist		109,536	6	0
	(178)	IT Pool	11			
		Network Engineer		207,404	0	0
		Information Systems Manager		133,122	0	0
		Computer Network Coordinator		132,901	0	0
		Technical Support Staff		126,956	0	0
		Coordinator, Academic Computing		125,461	0	0
		Coord., Administrative Computing		125,461	0	0
		Coordinator of Information Tech.		123,806	0	0
		Website Developer/Programmer		123,806	0	0
		System Programmer/Web Developer		122,387	0	0
		Computer Systems Mgr.		112,475	0	0
		Database Administrator		110,019	0	0
		Systems Administrator		108,925	0	0
		Information Systems Security Spec.		106,894	0	0
		Institution Information Tech. Coord		104,736	0	0
		Assistant Database Administrator		100,790	0	0
		Computer Support Manager		100,708	0	0
		Information Systems Coordinator		100,708	0	0
		Senior Software Support Specialist		100,708	0	0
		Systems Specialist		100,708	1	0
		Information Technology Manager		99,493	0	0
		Network Support Specialist		96,834	0	0
		Senior Software Support Analyst		96,834	0	0
		Tech Support/Systems Admin.		95,330	0	0
		Tech Support/Applications Support		95,330	0	0
		Information Systems Business Mgr.		93,110	0	0
		Security Analyst		93,110	0	0
		Systems Analyst		93,110	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Specialist		91,166	0	0
		Computer Support Coordinator		89,529	0	0
		Software Support Analyst		89,529	0	0
		Systems Applications Supervisor		89,529	0	0
		Computer Operations Coordinator		86,085	0	0
		Systems Coordination Analyst		86,085	0	0
		PC Support Specialist		84,480	0	0
		Computer Support Specialist		82,775	0	0
		Database Analyst		82,775	0	0
		Digital Broadcast Specialist		79,590	0	0
		Network Support Analyst		79,590	0	0
		Website Developer		79,590	0	0
		Information Systems Analyst		76,530	0	0
		Info Systems Security Analyst		76,530	0	0
		Computer Support Analyst		76,530	0	0
		Software Support Specialist		73,587	1	0
		Telecommunications Supervisor		73,587	0	0
		Media Specialist		72,215	1	1
		Computer Support Technician		70,756	0	0
		Help Desk Specialist		70,756	0	0
		Computer Operator		68,035	0	0
		Network Analyst		68,035	0	0
		Telecommunications Specialist		68,035	0	0
		Multimedia Specialist		64,199	0	0
		Information Technology Assistant		60,483	0	0
		Computer Lab Technician		58,156	0	0
		Multimedia Technician		52,766	0	0
		Audiovisual Laboratory Assistant		48,785	0	0
	(179)	Assoc. Dir. of Athletics	6	203,522	0	0
	(180)	Asst. Football Coach	9	192,141	0	0
	(181)	Defensive Coordinator	1	192,141	0	0
	(182)	Offensive Coordinator	1	192,141	0	0
	(183)	Head Gymnastics Coach	1	179,751	0	0
	(184)	Head Track Coach	2	179,751	0	0
	(185)	Assistant Director of Athletics	8	172,806	1	0
	(186)	Director of Counseling	1	170,846	0	0
	(187)	Dir. of Residence Life	1	169,591	1	0
	(188)	Asst. Basketball Coach	6	169,273	1	0
	(189)	Head Baseball Coach	1	157,850	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(190)	Head Coach	2	157,850	1	0
	(191)	Head Golf Coach	2	157,850	0	0
	(192)	Head Soccer Coach	1	157,850	0	0
	(193)	Head Softball Coach	1	157,850	0	0
	(194)	Head Strength & Conditioning Coach	1	157,850	0	0
	(195)	Head Swimming Coach	1	157,850	0	0
	(196)	Head Tennis Coach	2	157,850	0	0
	(197)	Head Volleyball Coach	1	157,850	0	0
	(198)	Nutritionist	2	149,394	0	0
	(199)	Marketing / Promotions Manager	3	147,464	0	0
	(200)	Stadium Manager	1	147,464	0	0
	(201)	Head Athletic Trainer	3	136,813	0	0
	(202)	Advanced Practice Nurse	7	131,305	1	1
	(203)	Patient Care Supervisor	1	129,112	0	0
	(204)	Project Coordinator	11	125,823	4	1
	(205)	Mental Health Clinician	24	125,706	2	0
	(206)	Pilot	4	125,556	0	0
	(207)	Academic Counselor	14	124,517	1	0
	(208)	Student Development Specialist	14	119,579	1	0
	(209)	Mental Health Professional I	3	115,261	2	0
	(210)	Asst. Swimming Coach	2	114,304	0	0
	(211)	Associate for Administration	5	114,304	0	0
	(212)	Asst. Tennis Coach	2	114,304	0	0
	(213)	Asst. Volleyball Coach	2	114,304	0	0
	(214)	Media Facilities Coordinator	6	114,304	0	0
	(215)	Assistant Golf Coach	2	109,731	0	0
	(216)	Assistant Gymnastics Coach	2	109,731	0	0
	(217)	Assistant Softball Coach	2	109,731	0	0
	(218)	Asst. Track Coach	4	109,731	0	0
	(219)	Assistant Coach	13	109,730	0	0
	(220)	Asst. Baseball Coach	2	109,730	0	0
	(221)	Asst. Soccer Coach	2	109,730	0	0
	(222)	Registered Nurse III	10	107,223	4	2
	(223)	Fiscal Support Pool	23			
		Fiscal Support Manager		95,029	0	0
		Fiscal Support Supervisor		78,106	1	1
		Accountant II		75,103	0	0
		Accountant I		72,215	0	0
		Fiscal Support Analyst		69,437	1	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Fiscal Support Specialist		61,729	1	0
		Accounting Technician		57,071	0	0
		Fiscal Support Technician		52,766	0	0
	(224)	Asst. Trainer	18	87,070	1	0
	(225)	UAF Assistant Business Manager	1	84,480	1	0
	(226)	Procurement Coordinator	1	81,232	0	0
	(227)	Graduate Assistant	14	78,187	1	0
	(228)	Medical Technologist Supervisor	1	78,106	0	0
	(229)	Skilled Trades Pool	57			
		Skilled Trades Foreman		76,530	0	0
		Skilled Trades Supervisor		73,587	2	0
		Skilled Tradesman		70,756	3	0
		Skilled Trades Helper		53,769	0	0
		Apprentice Tradesman		47,801	0	0
	(230)	Coord. of Sports Information	1	75,103	0	0
	(231)	Associate Bookstore Manager	1	72,215	0	0
	(232)	Buyer	1	72,215	0	0
	(233)	HEI Program Coordinator	23	72,215	2	0
	(234)	Administrative Support Pool	40			
		Administrative Assistant		69,437	0	0
		Administrative Analyst		69,437	0	0
		Administrative Support Supervisor		64,199	0	0
		Administrative Specialist III		61,729	0	0
		Administration Support Specialist		61,729	0	0
		Administrative Specialist II		54,877	2	0
		Administrative Support Specialist		54,877	0	0
		Administrative Specialist I		48,785	0	0
		Extra Help Assistant		40,098	0	0
	(235)	Medical Records Supervisor	2	69,437	0	0
	(236)	Medical Technologist	8	69,437	0	0
	(237)	Transit Operations Supervisor	5	69,437	0	0
	(238)	Food Service Pool	1			
		Food Preparation Manager		66,767	0	0
		Food Preparation Supervisor		59,355	0	0
		Food Preparation Coordinator		52,766	0	0
		Food Preparation Specialist		45,105	0	0
		Food Preparation Technician		41,702	0	0
	(239)	Warehouse Manager	2	66,767	0	0
	(240)	Inventory Control Manager	3	64,199	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(241)	Landscape Supervisor	1	64,199	0	0
	(242)	Legal Support Specialist	1	64,199	0	0
	(243)	Licensed Practical Nurse	4	64,199	1	0
	(244)	Logistics Manager	1	64,199	0	0
	(245)	Medical Billing Specialist	4	64,199	0	0
	(246)	Assistant Bookstore Manager	1	61,729	0	0
	(247)	Auto/Diesel Mechanic	2	61,729	1	0
	(248)	Medical Records Technician	4	61,729	0	0
	(249)	Athletic Facilities Supervisor	10	59,355	0	0
	(250)	Coordinator of Housekeeping	7	59,355	2	1
	(251)	Collector	1	57,071	0	0
	(252)	Landscape Specialist	1	57,071	1	1
	(253)	Vehicle Facilities Coordinator	4	57,071	1	0
	(254)	Laboratory Technician	1	57,071	0	0
	(255)	Certified Nursing Assistant	8	54,877	2	0
	(256)	Institutional Bus Driver	41	54,877	0	0
	(257)	Cashier	3	52,766	1	0
	(258)	Maintenance Assistant	5	52,766	0	0
	(259)	Radio Dispatch Operator	5	50,737	0	0
	(260)	Purchasing Assistant	1	48,785	0	0
	(261)	Equipment Operator	1	46,909	1	1
	(262)	Parking Control Officer	12	46,909	3	0
	(263)	Shipping & Receiving Clerk	3	46,909	0	0
	(264)	Institutional Services Supervisor	8	45,105	2	0
	(265)	Institutional Services Assistant	77	43,370	18	2
		TOTAL	736		78	12
		TOTAL UAF	5,591		667	79

THIS PAGE INTENTIONALLY LEFT BLANK

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS - FORT SMITH														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	299,358	1	307,750	1	350,000	1	306,543	1	313,900	1	306,543	1	313,900
	(2)	Provost	1	239,532	1	218,484	1	218,484	1	245,281	1	251,167	1	245,281	1	251,167
	(3)	Vice Chancellor for Univ. Relations	1	222,757	1	215,000	1	215,000	1	228,103	1	233,578	1	228,103	1	233,578
	(4)	Vice Chan. for Finance & Admin.	1	222,757	1	182,000	1	182,000	1	228,103	1	233,578	1	228,103	1	233,578
	(5)	Vice Chan. for Advancement/Dev.	1	219,372	1	80,000	1	80,000	1	224,637	1	230,028	1	224,637	1	230,028
	(6)	Vice Chan. for Enrollment Mgmt	1	219,372	1	117,588	1	119,646	1	224,637	1	230,028	1	224,637	1	230,028
	(7)	Vice Chancellor for Student Affairs	1	219,372	0	0	0	0	1	224,637	1	230,028	1	224,637	1	230,028
	(8)	Project/Program Administrator	43						43		43		43		43	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	11	108,834	10	108,834		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	4	88,230	4	88,230		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	28	78,030	28	78,030		112,165		114,857		112,165		114,857
	(9)	IT Pool	20						20		20		20		20	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	4	81,182	4	81,182		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	6	57,587	6	57,587		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	1	58,262	1	58,262		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	1	59,670	1	59,670		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	2	35,133	2	35,133		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	2	68,945	2	68,945		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	46,818	1	46,818		69,668		71,340		69,668		71,340
		Network Analyst		68,035	1	46,818	1	46,818		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(10)	Dir. of University Communications	1	200,024	1	106,121	1	106,121	1	204,824	1	209,740	1	204,824	1	209,740
	(11)	Dir. of Management Info. Systems	1	194,858	1	115,928	1	115,928	1	199,535	1	204,324	1	199,535	1	204,324
	(12)	Assoc. Vice Chan. for Fin. & Admin.	1	192,783	1	130,000	1	130,000	1	197,410	1	202,148	1	197,410	1	202,148
X	(13)	Dean	6	179,480	5	191,928	5	191,928	6	183,788	6	188,199	6	227,202	6	232,655
	(14)	Assoc. Vice Chan. for Plng & Acct.	1	173,406	0	0	1	88,230	1	177,568	1	181,830	1	177,568	1	181,830
	(15)	Controller	1	171,965	1	78,030	1	78,030	1	176,092	1	180,318	1	176,092	1	180,318
	(16)	Assistant Dean	3	168,616	2	104,040	1	104,040	3	172,663	3	176,807	3	172,663	3	176,807
	(17)	Dean of Bus. & Professional Inst.	1	163,858	1	150,858	1	150,858	1	167,791	1	171,818	1	167,791	1	171,818
	(18)	Dean of Work Force Development	1	163,858	1	101,959	1	101,959	1	167,791	1	171,818	1	167,791	1	171,818
	(19)	Director of Plant Operations / Eng.	1	161,863	1	112,200	1	112,200	1	165,748	1	169,726	1	165,748	1	169,726
	(20)	Dean of Instructional Development	1	161,470	1	79,667	1	79,667	1	165,345	1	169,313	1	165,345	1	169,313
	(21)	Director of Annual Fund	1	159,756	1	70,358	1	70,358	1	163,590	1	167,516	1	163,590	1	167,516
	(22)	Director of Major Gifts	1	159,756	1	83,232	1	83,232	1	163,590	1	167,516	1	163,590	1	167,516
	(23)	Director of Planned Giving	1	159,756	1	98,838	1	105,838	1	163,590	1	167,516	1	163,590	1	167,516
N,M	(23.01)	Development/Advancement Admin											5		5	
		Development/Advancement Director												163,523		167,447
		Development/Advancement Manager												130,003		133,123
		Development/Advancement Specialist												112,164		114,856
	(24)	Registrar	1	157,465	1	88,326	1	88,326	1	161,244	1	165,114	1	161,244	1	165,114
	(25)	Dir. of Community & Cont. Ed.	1	152,685	1	75,971	1	53,000	1	156,349	1	160,101	1	156,349	1	160,101
	(26)	Associate Dir. of Computing Serv.	4	149,190	3	103,134	4	91,000	4	152,770	4	156,437	4	152,770	4	156,437
	(27)	Director of Institutional Research	1	149,190	1	98,838	1	98,383	1	152,770	1	156,437	1	152,770	1	156,437
	(28)	Assistant to the Chancellor	1	146,541	1	90,236	1	90,236	1	150,058	1	153,659	1	150,058	1	153,659
	(29)	Director of Admissions	1	136,459	1	119,646	1	119,646	1	139,734	1	143,087	1	139,734	1	143,087
	(30)	Director of Student Financial Aid	1	136,459	1	98,501	1	98,501	1	139,734	1	143,087	1	139,734	1	143,087
	(31)	Assistant Director of Plant Oper.	1	132,546	1	80,603	1	74,000	1	135,727	1	138,984	1	135,727	1	138,984
	(32)	Dir. of Evening & Special Programs	1	132,327	1	59,772	1	59,772	1	135,503	1	138,755	1	135,503	1	138,755
	(33)	Director of Media Services	1	131,584	1	88,434	1	96,434	1	134,742	1	137,975	1	134,742	1	137,975
	(34)	Director of University Police	1	126,628	1	100,125	1	100,125	1	129,667	1	132,779	1	129,667	1	132,779
	(35)	Development Officer	5	126,448	3	52,818	3	56,100	5	129,483	5	132,591	5	129,483	5	132,591
	(36)	Budget Director	1	124,818	1	83,130	1	83,130	1	127,814	1	130,881	1	127,814	1	130,881
	(37)	Dir. of Placement/Career Services	1	124,817	1	68,979	1	68,979	1	127,813	1	130,881	1	127,813	1	130,881
	(38)	Director of Workforce Development	1	117,802	1	86,353	1	86,353	1	120,629	1	123,524	1	120,629	1	123,524
	(39)	Dir. of Sys. Prog. & Database Svcs.	1	115,338	1	80,427	1	80,427	1	118,106	1	120,940	1	118,106	1	120,940
	(40)	Dir. of Academic Support Services	1	110,158	0	0	1	75,343	1	112,802	1	115,509	1	112,802	1	115,509
	(41)	Dir. of Educational Assessment	1	110,156	0	0	1	82,000	1	112,800	1	115,507	1	112,800	1	115,507
	(42)	Director of Disability Services	1	110,019	1	58,258	1	58,258	1	112,659	1	115,363	1	112,659	1	115,363
	(43)	Admin. of Grants and Contracts	1	109,101	1	49,322	1	49,322	1	111,720	1	114,401	1	111,720	1	114,401
M	(44)	Development/Advancement Specialist	5	108,023	3	59,521	5	64,521	5	110,616	5	113,270	0	0	0	0
	(45)	Instructional Designer	2	105,986	2	64,505	2	64,505	2	108,530	2	111,134	2	108,530	2	111,134
	(46)	Workforce Specialist	4	96,033	4	58,366	4	43,615	4	98,337	4	100,698	4	98,337	4	100,698
	(47)	Fiscal Support Pool	18						18		18		18		18	
		Fiscal Support Manager		95,029	7	78,030	7	78,030		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	2	65,000	2	65,000		79,981		81,901		79,981		81,901
		Accountant II		75,103	4	59,303	4	59,303		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	42,840	1	42,840		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	3	38,257	3	40,000		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	1	30,065		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(48)	Public Safety Pool	15						15		15		15		15	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	70,000	1	70,000		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	8	54,060	8	54,060		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	1	36,000	1	36,000		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(49)	Institutional Assistant	11	92,859	11	66,954	11	59,534	11	95,088	11	97,370	11	95,088	11	97,370
	(50)	Procurement Manager	1	87,860	1	72,828	1	72,828	1	89,969	1	92,128	1	89,969	1	92,128
	(51)	Academic Advisor	42	85,834	41	66,300	41	66,300	42	87,894	42	90,003	42	87,894	42	90,003
	(52)	Public Information Coordinator	1	84,480	1	49,817	1	49,817	1	86,507	1	88,584	1	86,507	1	88,584
	(53)	Director of Administrative Support	1	84,080	1	72,828	1	72,828	1	86,098	1	88,164	1	86,098	1	88,164
	(54)	Skilled Trades Pool	29						29		29		29		29	
X		Skilled Trades Foreman		76,530	1	67,500	1	67,500		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	2	41,616	2	52,500		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	11	47,858	13	47,858		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	5	31,462	5	31,462		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(55)	Editor	1	75,103	1	55,080	1	55,080	1	76,906	1	78,751	1	76,906	1	78,751
	(56)	Maintenance Coordinator	1	75,103	0	0	1	52,020	1	76,906	1	78,751	1	76,906	1	78,751
	(57)	Research Project Analyst	1	75,103	1	30,189	1	62,500	1	76,906	1	78,751	1	76,906	1	78,751
	(58)	Buyer	3	72,215	3	47,240	3	47,240	3	73,948	3	75,722	3	73,948	3	75,722
	(59)	HEI Program Coordinator	4	72,215	4	52,070	4	52,070	4	73,948	4	75,722	4	73,948	4	75,722
	(60)	Occupational Safety Coordinator	1	72,215	1	62,600	1	62,600	1	73,948	1	75,722	1	73,948	1	75,722
	(61)	Administrative Support Pool	48						48		48		48		48	
		Administrative Assistant		69,437	7	43,860	7	32,493		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	2	41,301	4	45,900		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	19	44,015	22	44,015		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	1	31,941	1	31,941		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(62)	Assistant Registrar	2	69,437	2	39,800	2	39,800	2	71,103	2	72,810	2	71,103	2	72,810
	(63)	Library Support Pool	4						4		4		4		4	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	1	35,880	1	35,880		60,780		62,239		60,780		62,239
		Library Technician		54,877	3	33,189	3	33,189		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(64)	Commercial Graphic Artist	2	66,767	2	59,180	2	59,180	2	68,369	2	70,010	2	68,369	2	70,010
	(65)	Financial Aid Specialist	2	64,199	2	31,941	2	51,000	2	65,739	2	67,317	2	65,739	2	67,317
	(66)	Human Resources Specialist	3	64,199	3	53,950	3	53,950	3	65,739	3	67,317	3	65,739	3	67,317
	(67)	Maintenance Specialist	2	61,729	1	30,845	1	30,845	2	63,211	2	64,728	2	63,211	2	64,728
	(68)	Research Assistant	1	61,729	1	43,081	1	43,081	1	63,211	1	64,728	1	63,211	1	64,728
	(69)	Special Events Coordinator	1	61,729	1	41,208	1	41,208	1	63,211	1	64,728	1	63,211	1	64,728
	(70)	Maintenance Assistant	4	52,766	0	0	0	0	4	54,032	4	55,329	4	54,032	4	55,329
	(71)	Mail Services Coordinator	1	50,737	0	0	0	0	1	51,955	1	53,202	1	51,955	1	53,202
	(72)	Registrar's Assistant	4	50,737	1	31,315	2	31,370	4	51,955	4	53,202	4	51,955	4	53,202
	(73)	Institutional Services Supervisor	7	45,105	0	0	0	0	7	46,187	7	47,296	7	46,187	7	47,296
	(74)	Institutional Services Assistant	10	43,370	0	0	0	0	10	44,411	10	45,476	10	44,411	10	45,476
		TOTAL	349		273		287		349		349		349		349	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(75)	Faculty	25						25		25		25		25	
		Professor		204,213	3	97,798	3	97,798		209,114		214,133		209,114		214,133
		Assistant Professor		161,671	6	84,594	6	84,594		165,551		169,524		165,551		169,524
		Instructor		132,901	3	86,292	4	86,292		136,091		139,357		136,091		139,357

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(76)	Department Chairperson	20	199,058	18	108,710	17	114,838	20	203,836	20	208,728	20	203,836	20	208,728
	(77)	Director of Library Services	1	189,466	1	83,640	1	83,640	1	194,013	1	198,670	1	194,013	1	198,670
	(78)	Librarian	7	136,822	4	46,163	4	46,163	7	140,106	7	143,468	7	140,106	7	143,468
	(79)	Clinical Instructor	6	102,808	1	40,400	0	0	6	105,275	6	107,802	6	105,275	6	107,802
		TOTAL	59		36		35		59		59		59		59	
		NINE-MONTH EDUCATIONAL & GENERAL ACADEMIC POSITIONS														
	(80)	Faculty	240						240		240		240		240	
		Distinguished Professor		219,191	0	0	0	0		224,452		229,839		224,452		229,839
		Professor		192,289	40	122,397	53	122,397		196,903		201,629		196,903		201,629
		Associate Professor		168,578	37	118,755	38	118,755		172,624		176,767		172,624		176,767
		Assistant Professor		141,133	50	108,243	42	108,243		144,520		147,988		144,520		147,988
		Instructor		110,113	66	82,774	65	82,774		112,756		115,462		112,756		115,462
		Lecturer		92,411	0	0	0	0		94,629		96,900		94,629		96,900
	(81)	Clinical Instructor	10	82,159	2	48,992	4	48,992	10	84,131	10	86,150	10	84,131	10	86,150
	(82)	Part-Time Faculty	300	57,840	165	23,200	158	23,200	300	59,228	300	60,649	300	59,228	300	60,649
	(83)	Graduate Assistant	1	36,272	0	0	0	0	1	37,143	1	38,034	1	37,143	1	38,034
		TOTAL	551		360		360		551		551		551		551	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(84)	Project/Program Administrator	6						6		6		6		6	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	2	97,419	2	97,419		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	4	72,523	4	72,523		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	0	0	0	0		112,165		114,857		112,165		114,857
	(85)	Director of Athletics	1	164,963	1	127,500	1	127,500	1	168,922	1	172,976	1	168,922	1	172,976
	(86)	Coach	8	150,721	7	93,636	7	93,636	8	154,339	8	158,043	8	154,339	8	158,043
	(87)	Director of Auxiliary Enterprises	1	144,786	0	0	0	0	1	148,261	1	151,819	1	148,261	1	151,819
	(88)	Assistant Director of Athletics	1	126,169	1	54,531	1	59,531	1	129,197	1	132,298	1	129,197	1	132,298
	(89)	Senior Women's Sports Administrator	1	126,169	0	0	0	0	1	129,197	1	132,298	1	129,197	1	132,298
	(90)	Assistant Coach	10	118,481	5	36,279	6	42,768	10	121,324	10	124,236	10	121,324	10	124,236
	(91)	Head Athletic Trainer	1	118,481	1	60,648	1	60,648	1	121,324	1	124,236	1	121,324	1	124,236
	(92)	Director of Student Activities	1	104,133	1	81,151	1	81,151	1	106,633	1	109,192	1	106,633	1	109,192
	(93)	Academic Advisor	1	85,834	1	45,900	0	0	1	87,894	1	90,003	1	87,894	1	90,003
	(94)	Sports Information Director	1	79,654	1	45,101	1	45,101	1	81,565	1	83,523	1	81,565	1	83,523
	(95)	Compliance Officer	1	76,127	1	50,000	1	50,000	1	77,954	1	79,825	1	77,954	1	79,825
	(96)	Residential Life Coordinator	2	76,127	2	37,745	2	37,745	2	77,954	2	79,825	2	77,954	2	79,825
	(97)	Administrative Support Pool	3						3		3		3		3	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	32,121	1	32,121		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(98)	Assistant Athletic Trainer	2	51,134	2	44,766	1	44,766	2	52,361	2	53,618	2	52,361	2	53,618
		TOTAL	40		30		29		40		40		40		40	
		TOTAL MAIN CAMPUS	999		699		711		999		999		999		999	
		WESTERN ARKANSAS AREA TECHNICAL CENTER														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(99)	Dir. Western Ark. Area Tech Ctr.	1	139,848	1	94,544	1	94,544	1	143,205	1	146,642	1	143,205	1	146,642
	(100)	Asst. Dir. W. Ark. Area Tech Ctr.	1	123,751	0	0	0	0	1	126,721	1	129,762	1	126,721	1	129,762
	(101)	Workforce Specialist	1	96,033	0	0	0	0	1	98,337	1	100,698	1	98,337	1	100,698
	(102)	Academic Advisor	2	79,654	1	44,765	1	44,766	2	81,565	2	83,523	2	81,565	2	83,523

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(103)	Administrative Support Pool	1						1		1		1		1	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	32,121	1	31,315		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
		TOTAL	6		3		3		6		6		6		6	
		NINE-MONTH EDUCATIONAL & GENERAL ACADEMIC POSITIONS														
	(104)	Faculty	10	114,924	0	0	0	0	10	117,682	10	120,507	10	117,682	10	120,507
	(105)	Part-Time Faculty	10	57,840	0	0	0	0	10	59,228	10	60,649	10	59,228	10	60,649
		TOTAL	20		0		0		20		20		20		20	
		TOTAL TECHNICAL CENTER	26		3		3		26		26		26		26	
		TOTAL UAFS	1,025		702		714		1,025		1,025		1,025		1,025	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS - FORT SMITH				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	299,358	0	0
	(2)	Provost	1	239,532	0	0
	(3)	Vice Chancellor for Univ. Relations	1	222,757	0	0
	(4)	Vice Chan. for Finance & Admin.	1	222,757	0	0
	(5)	Vice Chan. for Advancement/Dev.	1	219,372	0	0
	(6)	Vice Chan. for Enrollment Mgmt	1	219,372	0	0
	(7)	Vice Chancellor for Student Affairs	1	219,372	1	0
	(8)	Project/Program Administrator	43		1	1
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(9)	IT Pool	20		1	0
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Audiovisual Laboratory Assistant		48,785		
	(10)	Dir. of University Communications	1	200,024	0	0
	(11)	Dir. of Management Info. Systems	1	194,858	0	0
	(12)	Assoc. Vice Chan. for Fin. & Admin.	1	192,783	0	0
	(13)	Dean	6	179,480	1	0
	(14)	Assoc. Vice Chan. for Plng & Acct.	1	173,406	0	0
	(15)	Controller	1	171,965	0	0
	(16)	Assistant Dean	3	168,616	2	0
	(17)	Dean of Bus. & Professional Inst.	1	163,858	0	0
	(18)	Dean of Work Force Development	1	163,858	0	0
	(19)	Director of Plant Operations / Eng.	1	161,863	0	0
	(20)	Dean of Instructional Development	1	161,470	0	0
	(21)	Director of Annual Fund	1	159,756	0	0
	(22)	Director of Major Gifts	1	159,756	0	0
	(23)	Director of Planned Giving	1	159,756	0	0
	(24)	Registrar	1	157,465	0	0
	(25)	Dir. of Community & Cont. Ed.	1	152,685	0	0
	(26)	Associate Dir. of Computing Serv.	4	149,190	0	0
	(27)	Director of Institutional Research	1	149,190	0	0
	(28)	Assistant to the Chancellor	1	146,541	0	0
	(29)	Director of Admissions	1	136,459	0	0
	(30)	Director of Student Financial Aid	1	136,459	0	0
	(31)	Assistant Director of Plant Oper.	1	132,546	0	0
	(32)	Dir. of Evening & Special Programs	1	132,327	0	0
	(33)	Director of Media Services	1	131,584	0	0
	(34)	Director of University Police	1	126,628	0	0
	(35)	Development Officer	5	126,448	2	0
	(36)	Budget Director	1	124,818	0	0
	(37)	Dir. of Placement/Career Services	1	124,817	0	0
	(38)	Director of Workforce Development	1	117,802	0	0
	(39)	Dir. of Sys. Prog. & Database Svcs.	1	115,338	0	0
	(40)	Dir. of Academic Support Services	1	110,158	0	0
	(41)	Dir. of Educational Assessment	1	110,156	0	0
	(42)	Director of Disability Services	1	110,019	0	0
	(43)	Admin. of Grants and Contracts	1	109,101	0	0
	(44)	Development/Advancement Specialist	5	108,023	0	1
	(45)	Instructional Designer	2	105,986	0	0
	(46)	Workforce Specialist	4	96,033	0	0
	(47)	Fiscal Support Pool	18		0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(48)	Public Safety Pool	15		5	5
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(49)	Institutional Assistant	11	92,859	0	0
	(50)	Procurement Manager	1	87,860	0	0
	(51)	Academic Advisor	42	85,834	1	0
	(52)	Public Information Coordinator	1	84,480	0	0
	(53)	Director of Administrative Support	1	84,080	0	0
	(54)	Skilled Trades Pool	29		8	8
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(55)	Editor	1	75,103	0	0
	(56)	Maintenance Coordinator	1	75,103	0	0
	(57)	Research Project Analyst	1	75,103	0	0
	(58)	Buyer	3	72,215	0	0
	(59)	HEI Program Coordinator	4	72,215	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(60)	Occupational Safety Coordinator	1	72,215	0	0
	(61)	Administrative Support Pool	48		15	11
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(62)	Assistant Registrar	2	69,437	0	0
	(63)	Library Support Pool	4		0	0
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(64)	Commercial Graphic Artist	2	66,767	0	0
	(65)	Financial Aid Specialist	2	64,199	0	0
	(66)	Human Resources Specialist	3	64,199	0	0
	(67)	Maintenance Specialist	2	61,729	1	1
	(68)	Research Assistant	1	61,729	0	0
	(69)	Special Events Coordinator	1	61,729	0	0
	(70)	Maintenance Assistant	4	52,766	4	4
	(71)	Mail Services Coordinator	1	50,737	1	1
	(72)	Registrar's Assistant	4	50,737	2	2
	(73)	Institutional Services Supervisor	7	45,105	7	7
	(74)	Institutional Services Assistant	10	43,370	10	10
		TOTAL	349		62	51
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(75)	Faculty	25		12	12
		Professor		204,213		
		Assistant Professor		161,671		
		Instructor		132,901		
	(76)	Department Chairperson	20	199,058	3	1
	(77)	Director of Library Services	1	189,466	0	0
	(78)	Librarian	7	136,822	3	3

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(79)	Clinical Instructor	6	102,808	6	4
		TOTAL	59		24	20
		NINE-MONTH EDUCATIONAL & GENERAL ACADEMIC POSITIONS				
	(80)	Faculty	240		42	26
		Distinguished Professor		219,191		
		Professor		192,289		
		Associate Professor		168,578		
		Assistant Professor		141,133		
		Instructor		110,113		
		Lecturer		92,411		
	(81)	Clinical Instructor	10	82,159	6	6
	(82)	Part-Time Faculty	300	57,840	142	98
	(83)	Graduate Assistant	1	36,272	1	1
		TOTAL	551		191	131
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(84)	Project/Program Administrator	6		0	0
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(85)	Director of Athletics	1	164,963	0	0
	(86)	Coach	8	150,721	1	1
	(87)	Director of Auxiliary Enterprises	1	144,786	1	1
	(88)	Assistant Director of Athletics	1	126,169	0	0
	(89)	Senior Women's Sports Administrator	1	126,169	1	1
	(90)	Assistant Coach	10	118,481	4	4
	(91)	Head Athletic Trainer	1	118,481	0	0
	(92)	Director of Student Activities	1	104,133	0	0
	(93)	Academic Advisor	1	85,834	1	0
	(94)	Sports Information Director	1	79,654	0	0
	(95)	Compliance Officer	1	76,127	0	0
	(96)	Residential Life Coordinator	2	76,127	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(97)	Administrative Support Pool	3		2	2
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(98)	Assistant Athletic Trainer	2	51,134	1	0
		TOTAL	40		11	9
		TOTAL MAIN CAMPUS	999		288	211
		WESTERN ARKANSAS AREA TECHNICAL CENTER				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(99)	Dir. Western Ark. Area Tech Ctr.	1	139,848	0	0
	(100)	Asst. Dir. W. Ark. Area Tech Ctr.	1	123,751	1	1
	(101)	Workforce Specialist	1	96,033	1	1
	(102)	Academic Advisor	2	79,654	1	1
	(103)	Administrative Support Pool	1		0	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
		TOTAL	6		3	3
		NINE-MONTH EDUCATIONAL & GENERAL ACADEMIC POSITIONS				
	(104)	Faculty	10	114,924	10	6
	(105)	Part-Time Faculty	10	57,840	10	10

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TOTAL	20		20	16
		TOTAL TECHNICAL CENTER	26		23	19
		TOTAL UAFS	1,025		311	230

THIS PAGE INTENTIONALLY LEFT BLANK

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

TC	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS AT LITTLE ROCK														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Dean of STEM	1	431,401	1	222,000	1	431,401	1	441,754	1	452,356	1	441,754	1	452,356
	(2)	Chancellor	1	399,144	1	354,000	1	399,144	1	408,724	1	418,533	1	408,724	1	418,533
	(3)	Vice Prov. for Res., Innov.& Com.	1	291,841	1	197,270	1	291,841	1	298,845	1	306,017	1	298,845	1	306,017
	(4)	Provost	1	277,092	1	254,000	1	277,092	1	283,742	1	290,552	1	283,742	1	290,552
	(5)	Dean of Bus., Health, & Human Serv	1	271,941	1	202,000	1	271,941	1	278,468	1	285,151	1	278,468	1	285,151
	(6)	Dean Hum., Arts, Soc. Sci. & Ed.	1	271,941	1	197,270	1	271,941	1	278,468	1	285,151	1	278,468	1	285,151
	(7)	Dean of Law	1	270,611	1	245,000	1	270,611	1	277,106	1	283,757	1	277,106	1	283,757
	(8)	Chief of Staff	1	239,531	1	95,000	1	239,531	1	245,280	1	251,167	1	245,280	1	251,167
	(9)	Vice Chan. for Finance & Admin.	1	232,470	1	219,000	1	232,470	1	238,049	1	243,762	1	238,049	1	243,762
	(10)	Vice Chancellor for Student Affairs	1	232,469	1	202,875	1	232,469	1	238,048	1	243,762	1	238,048	1	243,762
X	(11)	Vice Chancellor	1	228,939	1	157,000	1	228,939	1	234,434	1	240,060	1	264,329	1	270,673
	(12)	Vice Chan. for Advancement/Dev.	1	228,939	1	202,000	1	228,939	1	234,434	1	240,060	1	234,434	1	240,060
	(13)	Vice Provost - Archives & Coll.	1	221,879	0	0	0	0	1	227,204	1	232,657	1	227,204	1	232,657
	(14)	Dean	2	221,877	1	105,478	1	221,877	2	227,202	2	232,655	2	227,202	2	232,655
	(15)	Project/Program Administrator	82						82		82		82		82	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	23	79,926	23	140,094		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	17	170,000	17	126,956		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	28	87,695	28	109,536		112,165		114,857		112,165		114,857
	(16)	Associate Dean - STEM	2	211,280	2	125,000	2	211,280	2	216,350	2	221,543	2	216,350	2	221,543
	(17)	IT Pool	28						28		28		28		28	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	6	77,548	6	126,956		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	2	74,000	2	122,387		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	2	79,600	2	112,475		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	1	65,000	1	95,330		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Computer Support Specialist		82,775	5	44,000	5	82,775		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info. Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	5	44,338	5	70,756		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	39,568	1	68,035		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
X	(18)	Associate Vice Chancellor	10	201,198	9	173,000	9	201,198	10	206,027	10	210,972	10	248,735	10	254,705
	(19)	Dir. Ark. Institute Econ. Advance.	1	200,024	1	143,500	1	200,024	1	204,825	1	209,741	1	204,825	1	209,741
	(20)	Chief Information Security Officer	1	199,572	1	103,000	1	199,572	1	204,362	1	209,267	1	204,362	1	209,267
	(21)	Director of Arkansas SBTDC	1	194,858	1	143,500	1	194,858	1	199,534	1	204,323	1	199,534	1	204,323
	(22)	Director of Digital Strategy	1	194,858	1	105,000	1	194,858	1	199,534	1	204,323	1	199,534	1	204,323
	(23)	Division Chief	2	191,645	1	125,000	1	191,645	2	196,244	2	200,954	2	196,244	2	200,954
	(24)	Assistant Dean - STEM	2	183,013	2	63,000	2	183,013	3	187,405	3	191,903	3	187,405	3	191,903
	(25)	Asst. Vice Chan. for Student Affs.	3	179,615	2	96,300	2	179,615	3	183,926	3	188,340	3	183,926	3	188,340
	(26)	Director of Information Technology	2	179,615	2	125,000	2	179,615	2	183,926	2	188,340	2	183,926	2	188,340
	(27)	Director of Administrative Services	1	179,480	0	0	0	0	1	183788	1	188,199	1	183,788	1	188,199
	(28)	Director of Financial Services	1	179,480	1	93,000	1	179,480	1	183,788	1	188,199	1	183,788	1	188,199
	(29)	Director of Distance Learning	1	179,017	1	105,000	1	179,017	1	183,313	1	187,713	1	183,313	1	187,713
	(30)	Director of International Programs	1	179,017	1	98,636	1	179,017	1	183,313	1	187,713	1	183,313	1	187,713
	(31)	Dir. of Research & Sponsored Pgrms.	1	179,017	1	106,035	1	179,017	1	183,313	1	187,713	1	183,313	1	187,713
	(32)	Associate Dean	10	177,814	5	116,000	5	177,814	2	182,081	2	186,451	2	182,081	2	186,451
	(33)	Director Facilities Management	1	168,941	1	78,435	1	168,941	1	172,995	1	177,147	1	172,995	1	177,147
	(34)	Assistant Dean	6	168,616	5	85,000	5	168,616	2	172,663	2	176,807	2	172,663	2	176,807
	(35)	Director of Records & Registration	1	161,471	1	96,744	1	161,471	1	165,346	1	169,314	1	165,346	1	169,314
	(36)	Director of Counseling	1	159,757	1	88,000	1	159,757	1	163,591	1	167,517	1	163,591	1	167,517
	(37)	Development/Advancement Admin.	15						15		15		15		15	
X		Development/Advancement Director		157,485	9	128,000	9	157,485		161,265		165,135		163,523		167,447
X		Development/Advancement Manager		125,202	0	0	0	0		128,207		131,284		130,003		133,123
X		Development/Advancement Specialist		108,023	3	73,000	3	108,023		110,616		113,270		112,164		114,856
	(38)	Director of University Police	1	151,221	1	112,000	1	151,221	1	154,851	1	158,567	1	154,851	1	158,567
	(39)	Director of Human Resources	1	151,221	1	80,000	1	151,221	1	154,850	1	158,567	1	154,850	1	158,567
	(40)	HR Associate Director	2	151,221	2	95,000	2	151,221	2	154,851	2	158,567	2	154,851	2	158,567
	(41)	Assoc. Director Information Techn.	4	149,190	4	103,000	4	149,190	4	152,770	4	156,437	4	152,770	4	156,437
	(42)	Director of Institutional Research	1	146,631	0	0	0	0	1	150,150	1	153,754	1	150,150	1	153,754
	(43)	Director of Financial Aid	1	145,871	1	122,000	1	145,871	1	149,372	1	152,957	1	149,372	1	152,957
	(44)	Dir. of Community Partnerships	1	142,024	1	78,000	1	142,024	1	145,432	1	148,923	1	145,432	1	148,923
	(45)	Director of Health Services	1	140,351	1	110,000	1	140,351	1	143,719	1	147,168	1	143,719	1	147,168
	(46)	Dean of Students	1	135,834	1	95,883	1	135,834	1	139,094	1	142,432	1	139,094	1	142,432
	(47)	Director of Admissions	1	135,834	1	115,000	1	135,834	1	139,094	1	142,432	1	139,094	1	142,432
	(48)	Chemical Hygiene Officer	1	132,076	1	50,000	1	132,076	1	135,245	1	138,491	1	135,245	1	138,491
	(49)	Assoc. Dir. Research & Spons. Prog.	1	131,351	1	82,400	1	131,351	1	134,504	1	137,732	1	134,504	1	137,732
	(50)	Director of Finance	8	130,264	6	84,000	6	130,264	8	133,390	8	136,592	8	133,390	8	136,592
	(51)	Dir. of Adm. & Registrar/Law	1	129,311	1	75,000	1	129,311	1	132,414	1	135,592	1	132,414	1	135,592
	(52)	Project Coordinator	3	125,824	3	70,000	3	125,824	3	128,844	3	131,936	3	128,844	3	131,936
	(53)	Academic/Student Support	85						85		85		85		85	
		Academic Counselor - STEM		124,517	0	0	0	0		127,506		130,566		127,506		130,566
		Student Development Specialist		110,019	77	85,000	77	110,019		112,660		115,364		112,660		115,364

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Academic Counselor		97,361	2	59,300	2	97,361		99,697		102,090		99,697		102,090
	(54)	Director of Testing Services	1	123,526	1	80,000	1	123,526	1	126,490	1	129,526	1	126,490	1	129,526
	(55)	Director of Alumni Relations	1	117,298	0	0	0	0	1	120,113	1	122,996	1	120,113	1	122,996
	(56)	APAC Coordinator	1	115,100	1	60,000	1	115,100	1	117,863	1	120,691	1	117,863	1	120,691
	(57)	Registered Nurse Practitioner	2	114,241	1	91,000	1	114,241	2	116,982	2	119,790	2	116,982	2	119,790
	(58)	Director of Student Activities	1	112,947	1	55,000	1	112,947	1	115,657	1	118,433	1	115,657	1	118,433
	(59)	Director of Disability Services	1	110,019	1	65,795	1	110,019	1	112,660	1	115,364	1	112,660	1	115,364
	(60)	Coord. of Intramural Activities	1	106,709	1	50,000	1	106,709	1	109,270	1	111,892	1	109,270	1	111,892
	(61)	Associate Director of Financial Aid	1	102,606	1	72,000	1	102,606	1	105,068	1	107,590	1	105,068	1	107,590
	(62)	Fiscal Support Pool	15						15		15		15		15	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	1	62,000	1	75,103		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	7	48,500	7	69,437		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	3	41,500	3	61,729		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(63)	Archivist	2	94,524	2	55,000	2	94,524	2	96,793	2	99,116	2	96,793	2	99,116
D	(64)	Public Safety Pool	39						35		35		35		35	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	2	53,848	2	86,085		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	4	49,848	4	76,530		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	16	40,568	16	73,587		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	1	26,257	1	48,785		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(65)	Institutional Assistant	65	92,859	43	95,000	43	92,859	65	95,088	65	97,370	65	95,088	65	97,370
	(66)	Campus Maintenance Supervisor	2	81,232	1	36,265	1	81,232	2	83,181	2	85,178	2	83,181	2	85,178
	(67)	Education Counselor	6	81,232	4	37,906	4	81,232	6	83,181	6	85,178	6	83,181	6	85,178
	(68)	Skilled Trades Pool	25						25		25		25		25	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	20	44,090	20	70,756		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(69)	Budget Specialist	3	75,103	0	0	0	0	3	76,906	3	78,751	3	76,906	3	78,751
	(70)	Editor	2	75,103	2	37,894	2	75,103	2	76,906	2	78,751	2	76,906	2	78,751
	(71)	Maintenance Coordinator	2	75,103	0	0	0	0	2	76,906	2	78,751	2	76,906	2	78,751
	(72)	Research Project Analyst	3	75,103	1	39,142	1	75,103	3	76,906	3	78,751	3	76,906	3	78,751
	(73)	Buyer	6	72,215	4	47,900	4	72,215	6	73,948	6	75,722	6	73,948	6	75,722
D	(74)	HEI Program Coordinator	22	72,215	9	51,000	9	72,215	20	73,948	20	75,722	20	73,948	20	75,722
D	(75)	Administrative Support Pool	68						65		65		65		65	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	26	36,327	26	69,437		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	27	39,000	27	61,729		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	1	28,257	1	48,785		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	1	38,000	1	40,098		41,061		42,046		41,061		42,046
	(76)	Assistant Registrar	5	69,437	0	0	0	0	5	71,103	5	72,810	5	71,103	5	72,810
	(77)	Library Support Pool	8						8		8		8		8	
		Library Supervisor		69,437	2	38,000	2	69,437		71,103		72,810		71,103		72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	4	41,000	4	54,877		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	1	35,000	1	50,737		51,955		53,202		51,955		53,202
	(78)	Maintenance Supervisor	2	69,437	1	34,836	1	69,437	2	71,103	2	72,810	2	71,103	2	72,810
	(79)	Special Events Manager	1	69,437	0	0	0	0	1	71103	1	72,810	1	71,103	1	72,810
	(80)	Archival Assistant	2	66,767	1	37,000	1	66,767	2	68,369	2	70,010	2	68,369	2	70,010
	(81)	Stationary Engineer	5	66,767	2	38,090	2	66,767	5	68,369	5	70,010	5	68,369	5	70,010
	(82)	Warehouse Manager	1	66,767	1	44,071	1	66,767	1	68,369	1	70,010	1	68,369	1	70,010
	(83)	Commercial Artist I/Graphic Art I	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(84)	Human Resources Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(85)	Landscape Supervisor	2	64,199	0	0	0	0	2	65,739	2	67,317	2	65,739	2	67,317
	(86)	Logistics Manager	1	64,199	1	32,062	1	64,199	1	65,739	1	67,317	1	65,739	1	67,317
	(87)	Landscape Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(88)	Maintenance Assistant	8	52,766	5	28,547	5	52,766	8	54,032	8	55,329	8	54,032	8	55,329
	(89)	Mail Services Assistant	3	46,909	1	28,227	1	46,909	3	48,035	3	49,188	3	48,035	3	49,188
	(90)	Institutional Services Supervisor	5	45,105	2	32,485	2	45,105	5	46,187	5	47,296	5	46,187	5	47,296
D	(91)	Institutional Services Assistant	45	43,370	16	28,168	16	43,370	40	44,411	40	45,476	40	44,411	40	45,476
		TOTAL	662		477		477		637		637		637		637	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(92)	Department Chairperson	37						37		37		37		37	
		Department Chair - STEM		236,007	5	131,112	5	236,007		241,671		247,472		241,671		247,472
		Department Chair		207,746	17	145,358	17	207,746		212,731		217,837		212,731		217,837
		Director		207,746	5	180,000	5	207,746		212,731		217,837		212,731		217,837
D	(93)	Faculty	57						52		52		52		52	
		University Professor - STEM		233,526	0	0	0	0		239,131		244,870		239,131		244,870
		Professor - STEM		231,053	0	0	0	0		236,598		242,277		236,598		242,277
		University Professor		221,021	0	0	0	0		226,326		231,757		226,326		231,757
		Professor		204,213	0	0	0	0		209,114		214,133		209,114		214,133
		Assoc. Professor - STEM		197,146	0	0	0	0		201,878		206,723		201,878		206,723
		Assoc. Professor		190,080	6	115,313	6	190,080		194,641		199,313		194,641		199,313
		Asst. Professor - STEM		186,547	2	105,000	2	186,547		191,024		195,609		191,024		195,609
		Asst. Professor		161,671	16	102,000	16	161,671		165,551		169,524		165,551		169,524
		Instructor - STEM		144,606	2	71,412	2	144,606		148,077		151,631		148,077		151,631
		Instructor		132,901	8	77,000	8	132,901		136,091		139,357		136,091		139,357
	(94)	Economic Forecaster	1	225,183	1	216,644	1	225,183	1	230,587	1	236,121	1	230,587	1	236,121
	(95)	Research/Extension Specialist	30						30		30		30		30	
		Senior Research/Extension Spec.		204,213	1	110,190	1	204,213		209,114		214,133		209,114		214,133
		Research/Extension Specialist		190,081	2	123,000	2	190,081		194,643		199,315		194,643		199,315
		Associate Research/Extension Spec.		161,671	5	120,500	5	161,671		165,551		169,524		165,551		169,524
		Assistant Research/Extension Spec.		126,371	8	91,480	8	126,371		129,404		132,510		129,404		132,510
	(96)	Research Support	158						158		158		158		158	
		Research Associate		151,222	59	110,000	59	151,222		154,851		158,567		154,851		158,567
		Research Scientist		149,107	0	0	0	0		152,686		156,350		152,686		156,350
		Post Doctoral Fellow		126,147	0	0	0	0		129,175		132,275		129,175		132,275
		Senior Research Assistant - STEM		104,137	7	80,000	7	104,137		106,636		109,196		106,636		109,196
		Senior Research Assistant		90,525	81	80,000	81	90,525		92,697		94,922		92,697		94,922
	(97)	Librarian	16	115,808	8	71,000	8	115,808	16	118,587	16	121,433	16	118,587	16	121,433
	(98)	Extension Assistant	4	90,525	2	64,000	2	90,525	4	92,697	4	94,922	4	92,697	4	94,922
		TOTAL	303		235		235		298		298		298		298	
		NINE MONTH EDUCATION AND GENERAL ACADEMIC POSITIONS														
D	(99)	Faculty	355						350		350		350		350	
		Distinguished Professor - Law		249,151	5	147,318	5	249,151		255,131		261,254		255,131		261,254
		Professor - Law		232,822	3	120,100	3	232,822		238,410		244,131		238,410		244,131
		Distinguished Professor		228,748	3	155,303	3	228,748		234,238		239,859		234,238		239,859
		Professor - STEM		218,336	26	205,000	26	218,336		223,576		228,942		223,576		228,942
		University Professor		217,186	2	135,058	2	217,186		222,399		227,736		222,399		227,736
		Professor		200,682	36	138,000	36	200,682		205,499		210,431		205,499		210,431
		Associate Professor - Law		200,682	1	116,300	1	200,682		205,499		210,431		205,499		210,431

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

TC	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Associate Professor - STEM		186,548	18	117,500	18	186,548		191,025		195,609		191,025		195,609
		Assistant Professor - Law		186,547	14	105,000	14	186,547		191,024		195,609		191,024		195,609
		Assistant Professor - STEM		180,842	15	105,000	15	180,842		185,183		189,627		185,183		189,627
		Associate Professor		175,948	48	115,313	48	175,948		180,170		184,495		180,170		184,495
		Assistant Professor		147,286	61	110,000	61	147,286		150,821		154,440		150,821		154,440
		Instructor		114,924	66	93,000	66	114,924		117,682		120,507		117,682		120,507
	(100)	Lecturer	330	92,859	319	24,000	319	92,859	330	95,088	330	97,370	330	95,088	330	97,370
	(101)	Graduate Assistant	180	36,272	162	16,000	162	36,272	180	37,143	180	38,034	180	37,143	180	38,034
		TOTAL	865		779		779		860		860		860		860	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(102)	Director of Athletics	1	270,611	1	184,000	1	270,611	1	277,105	1	283,756	1	277,105	1	283,756
X	(103)	Head Basketball Coach	2	226,263	2	445,000	2	226,263	2	231,693	2	237,254	2	269,756	2	276,231
	(104)	Project/Program Administrator	12						12		12		12		12	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	4	128,000	4	140,094		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	0	0	0	0		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	5	59,000	5	109,536		112,165		114,857		112,165		114,857
	(105)	Assoc. Dir. of Athletics	8	171,784	3	102,000	3	171,784	8	175,907	8	180,129	8	175,907	8	180,129
	(106)	Director of Special Events Center	1	140,351	1	62,000	1	140,351	1	143,719	1	147,168	1	143,719	1	147,168
	(107)	Head Athletic Trainer	1	134,605	1	70,000	1	134,605	1	137,836	1	141,144	1	137,836	1	141,144
	(108)	Assistant Athletic Director	4	131,377	3	77,000	3	131,377	4	134,530	4	137,758	4	134,530	4	137,758
	(109)	Head Coach	8	131,377	7	130,000	7	131,377	8	134,530	8	137,758	8	134,530	8	137,758
	(110)	Assistant Basketball Coach	8	131,377	5	200,000	5	131,377	8	134,530	8	137,758	8	134,530	8	137,758
	(111)	Development Officer	2	126,449	1	92,000	1	126,449	2	129,483	2	132,591	2	129,483	2	132,591
	(112)	Dir. of Printing Services	1	116,727	1	76,400	1	116,727	1	119,529	1	122,397	1	119,529	1	122,397
	(113)	Assistant Coach	20	114,374	14	85,000	14	114,374	20	117,119	20	119,930	20	117,119	20	119,930
	(114)	Trainer	8	114,370	6	67,500	6	114,370	8	117,115	8	119,926	8	117,115	8	119,926
	(115)	Dir. of Strength & Conditioning	1	114,370	1	75,000	1	114,370	1	117,115	1	119,926	1	117,115	1	119,926
	(116)	Asst. Dir. of Aquatics & Fitness	1	110,019	1	49,218	1	110,019	1	112,660	1	115,364	1	112,660	1	115,364
	(117)	Skilled Trades Pool	5						5		5		5		5	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	1	40,568	1	70,756		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	1	25,500	1	47,801		48,948		50,123		53,854		55,146
	(118)	Residential Life Coordinator	1	76,127	1	51,000	1	76,127	1	77,954	1	79,825	1	77,954	1	79,825
	(119)	Budget Specialist	2	75,103	0	0	0	0	2	76,906	2	78,751	2	76,906	2	78,751
	(120)	HEI Program Coordinator	4	72,215	1	34,836	1	72,215	4	73,948	4	75,722	4	73,948	4	75,722
	(121)	Print Shop Manager	2	72,215	0	0	0	0	2	73,948	2	75,722	2	73,948	2	75,722
	(122)	Administrative Support Pool	5						5		5		5		5	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	2	39,000	2	61,729		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	28,880	1	54,877		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(123)	Assistant Dir. of Student Union	1	69,437	1	34,836	1	69,437	1	71,103	1	72,810	1	71,103	1	72,810
	(124)	Printer	6	59,355	3	40,000	3	59,355	6	60,780	6	62,239	6	60,780	6	62,239
	(125)	Student Union Section Manager	1	54,877	0	0	0	0	1	56,194	1	57,542	1	56,194	1	57,542
	(126)	Maintenance Assistant	2	52,766	1	28,547	1	52,766	2	54,032	2	55,329	2	54,032	2	55,329
	(127)	Reproduction Equipment Operator	1	46,909	0	0	0	0	1	48,035	1	49,188	1	48,035	1	49,188
	(128)	Shipping & Receiving Clerk	1	46,909	0	0	0	0	1	48,035	1	49,188	1	48,035	1	49,188
	(129)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
	(130)	Institutional Services Assistant	20	43,370	11	28,168	11	43,370	20	44,411	20	45,476	20	44,411	20	45,476

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

TC	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(131)	Graduate Assistant	12	36,272	0	0	0	0	12	37,142	12	38,034	12	37,142	12	38,034
			142		79		79		142		142		142		142	
		SUBTOTAL	1,972		1,570		1,570		1,937		1,937		1,937		1,937	
		NANOTECHNOLOGY CENTER														
		12-MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(132)	Director of Nanotechnology Center	1	246,133	1	205,000	1	246,133	1	252,041	1	258,089	1	252,041	1	258,089
	(133)	Project/Program Administrator	3						3		3		3		3	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	0	0	0	0		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	0	0	0	0		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	0	0	0	0		112,165		114,857		112,165		114,857
	(134)	Coordinator of Commercialization	1	140,089	0	0	0	0	1	143,451	1	146,894	1	143,451	1	146,894
		TOTAL	5		1		1		5		5		5		5	
		12-MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(135)	Research Support	7						7		7		7		7	
		Research Associate		151,222	3	98,337	3	151,222		154,851		158,567		154,851		158,567
		Post Doctoral Fellow		126,147	0	0	0	0		129,175		132,275		129,175		132,275
		Senior Research Assistant		90,525	2	58,033	2	90,525		92,697		94,922		92,697		94,922
		TOTAL	7		5		5		7		7		7		7	
		NINE MONTH EDUCATION AND GENERAL ACADEMIC POSITIONS														
	(136)	Graduate Assistant	4	36,272	4	16,000	4		4	37,142	4	38,034	4	37,142	4	38,034
		TOTAL	4		4		4		4		4		4		4	
		SUBTOTAL NANOTECHNOLOGY CENTER	16		10		10		16		16		16		16	
		TOTAL UALR	1,988		1,580		1,580		1,953		1,953		1,953		1,953	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS AT LITTLE ROCK				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Dean of STEM	1	431,401		
	(2)	Chancellor	1	399,144		
	(3)	Vice Prov. for Res., Innov.& Com.	1	291,841		
	(4)	Provost	1	277,092		
	(5)	Dean of Bus., Health, & Human Serv	1	271,941		
	(6)	Dean Hum., Arts, Soc. Sci. & Ed.	1	271,941		
	(7)	Dean of Law	1	270,611		
	(8)	Chief of Staff	1	239,531		
	(9)	Vice Chan. for Finance & Admin.	1	232,470		
	(10)	Vice Chancellor for Student Affairs	1	232,469		
	(11)	Vice Chancellor	1	228,939		
	(12)	Vice Chan. for Advancement/Dev.	1	228,939		
	(13)	Vice Provost - Archives & Coll.	1	221,879	1	
	(14)	Dean	2	221,877		
	(15)	Project/Program Administrator	82			
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(16)	Associate Dean - STEM	2	211,280		
	(17)	IT Pool	28			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		

UALR Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Systems Analyst		76,530		
		Info. Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(18)	Associate Vice Chancellor	10	201,198		
	(19)	Dir. Ark. Institute Econ. Advance.	1	200,024		
	(20)	Chief Information Security Officer	1	199,572		
	(21)	Director of Arkansas SBTDC	1	194,858		
	(22)	Director of Digital Strategy	1	194,858		
	(23)	Division Chief	2	191,645	1	1
	(24)	Assistant Dean - STEM	2	183,013		
	(25)	Asst. Vice Chan. for Student Affs.	3	179,615	1	1
	(26)	Director of Information Technology	2	179,615		
	(27)	Director of Administrative Services	1	179,480		
	(28)	Director of Financial Services	1	179,480		
	(29)	Director of Distance Learning	1	179,017		
	(30)	Director of International Programs	1	179,017		
	(31)	Dir. of Research & Sponsored Pgrms.	1	179,017		
	(32)	Associate Dean	10	177,814		
	(33)	Director Facilities Management	1	168,941		
	(34)	Assistant Dean	6	168,616		
	(35)	Director of Records & Registration	1	161,471		
	(36)	Director of Counseling	1	159,757		
	(37)	Development/Advancement Admin.	15			
		Development/Advancement Director		157,485		
		Development/Advancement Manager		125,202		
		Development/Advancement Specialist		108,023		
	(38)	Director of University Police	1	151,221		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(39)	Director of Human Resources	1	151,221		
	(40)	HR Associate Director	2	151,221		
	(41)	Assoc. Director Information Techn.	4	149,190		
	(42)	Director of Institutional Research	1	146,631	1	1
	(43)	Director of Financial Aid	1	145,871		
	(44)	Dir. of Community Partnerships	1	142,024		
	(45)	Director of Health Services	1	140,351		
	(46)	Dean of Students	1	135,834		
	(47)	Director of Admissions	1	135,834		
	(48)	Chemical Hygiene Officer	1	132,076		
	(49)	Assoc. Dir. Research & Spons. Prog.	1	131,351		
	(50)	Director of Finance	8	130,264		
	(51)	Dir. of Adm. & Registrar/Law	1	129,311		
	(52)	Project Coordinator	3	125,824		
	(53)	Academic/Student Support	85			
		Academic Counselor - STEM		124,517		
		Student Development Specialist		110,019	3	1
		Academic Counselor		97,361		
	(54)	Director of Testing Services	1	123,526		
	(55)	Director of Alumni Relations	1	117,298	1	1
	(56)	APAC Coordinator	1	115,100		
	(57)	Registered Nurse Practitioner	2	114,241		
	(58)	Director of Student Activities	1	112,947		
	(59)	Director of Disability Services	1	110,019		
	(60)	Coord. of Intramural Activities	1	106,709		
	(61)	Associate Director of Financial Aid	1	102,606		
	(62)	Fiscal Support Pool	15			
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(63)	Archivist	2	94,524		
	(64)	Public Safety Pool	39			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587	3	
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785	5	4
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(65)	Institutional Assistant	65	92,859		
	(66)	Campus Maintenance Supervisor	2	81,232		
	(67)	Education Counselor	6	81,232	2	1
	(68)	Skilled Trades Pool	25			
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(69)	Budget Specialist	3	75,103		
	(70)	Editor	2	75,103		
	(71)	Maintenance Coordinator	2	75,103		
	(72)	Research Project Analyst	3	75,103		
	(73)	Buyer	6	72,215	1	
	(74)	HEI Program Coordinator	22	72,215	3	1
	(75)	Administrative Support Pool	68			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437	4	2
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729	8	5
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(76)	Assistant Registrar	5	69,437		
	(77)	Library Support Pool	8			
		Library Supervisor		69,437		
		Library Specialist		59,355		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(78)	Maintenance Supervisor	2	69,437		
	(79)	Special Events Manager	1	69,437	1	1
	(80)	Archival Assistant	2	66,767		
	(81)	Stationary Engineer	5	66,767	1	
	(82)	Warehouse Manager	1	66,767		
	(83)	Commercial Artist I/Graphic Art I	1	64,199		
	(84)	Human Resources Specialist	1	64,199		
	(85)	Landscape Supervisor	2	64,199		
	(86)	Logistics Manager	1	64,199		
	(87)	Landscape Specialist	1	57,071		
	(88)	Maintenance Assistant	8	52,766		
	(89)	Mail Services Assistant	3	46,909		
	(90)	Institutional Services Supervisor	5	45,105		
	(91)	Institutional Services Assistant	45	43,370	5	3
		TOTAL	662		41	22
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(92)	Department Chairperson	37			
		Department Chair - STEM		236,007	2	2
		Department Chair		207,746		
		Director		207,746		
	(93)	Faculty	57			
		University Professor - STEM		233,526		
		Professor - STEM		231,053		
		University Professor		221,021		
		Professor		204,213		
		Assoc. Professor - STEM		197,146		
		Assoc. Professor		190,080		
		Asst. Professor - STEM		186,547		
		Asst. Professor		161,671		
		Instructor - STEM		144,606		
		Instructor		132,901		
	(94)	Economic Forecaster	1	225,183		
	(95)	Research/Extension Specialist	30			
		Senior Research/Extension Spec.		204,213		
		Research/Extension Specialist		190,081		
		Associate Research/Extension Spec.		161,671		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Assistant Research/Extension Spec.		126,371		
	(96)	Research Support	158			
		Research Associate		151,222	5	5
		Research Scientist		149,107	1	
		Post Doctoral Fellow		126,147		
		Senior Research Assistant - STEM		104,137		
		Senior Research Assistant		90,525		
	(97)	Librarian	16	115,808		
	(98)	Extension Assistant	4	90,525		
		TOTAL	303		8	7
		NINE MONTH EDUCATION AND GENERAL ACADEMIC POSITIONS				
	(99)	Faculty	355			
		Distinguished Professor - Law		249,151		
		Professor - Law		232,822	4	4
		Distinguished Professor		228,748		
		Professor - STEM		218,336	3	3
		University Professor		217,186	1	1
		Professor		200,682	6	3
		Associate Professor - Law		200,682		
		Associate Professor - STEM		186,548	2	2
		Assistant Professor - Law		186,547		
		Assistant Professor - STEM		180,842	2	1
		Associate Professor		175,948	5	2
		Assistant Professor		147,286	4	2
		Instructor		114,924		
	(100)	Lecturer	330	92,859		
	(101)	Graduate Assistant	180	36,272		
		TOTAL	865		27	18
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(102)	Director of Athletics	1	270,611		
	(103)	Head Basketball Coach	2	226,263		
	(104)	Project/Program Administrator	12			
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Project/Program Manager		126,956	3	
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(105)	Assoc. Dir. of Athletics	8	171,784		
	(106)	Director of Special Events Center	1	140,351		
	(107)	Head Athletic Trainer	1	134,605		
	(108)	Assistant Athletic Director	4	131,377		
	(109)	Head Coach	8	131,377		
	(110)	Assistant Basketball Coach	8	131,377		
	(111)	Development Officer	2	126,449		
	(112)	Dir. of Printing Services	1	116,727		
	(113)	Assistant Coach	20	114,374	1	
	(114)	Trainer	8	114,370		
	(115)	Dir. of Strength & Conditioning	1	114,370		
	(116)	Asst. Dir. of Aquatics & Fitness	1	110,019		
	(117)	Skilled Trades Pool	5			
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(118)	Residential Life Coordinator	1	76,127		
	(119)	Budget Specialist	2	75,103		
	(120)	HEI Program Coordinator	4	72,215		
	(121)	Print Shop Manager	2	72,215		
	(122)	Administrative Support Pool	5			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877	1	
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(123)	Assistant Dir. of Student Union	1	69,437		
	(124)	Printer	6	59,355		
	(125)	Student Union Section Manager	1	54,877	1	1
	(126)	Maintenance Assistant	2	52,766		
	(127)	Reproduction Equipment Operator	1	46,909		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(128)	Shipping & Receiving Clerk	1	46,909		
	(129)	Institutional Services Supervisor	1	45,105		
	(130)	Institutional Services Assistant	20	43,370		
	(131)	Graduate Assistant	12	36,272		
		TOTAL	142		6	1
		SUBTOTAL	1,972		82	48
		NANOTECHNOLOGY CENTER				
		12-MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(132)	Director of Nanotechnology Center	1	246,133		
	(133)	Project/Program Administrator	3			
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(134)	Coordinator of Commercialization	1	140,089		
		TOTAL	5		0	0
		12-MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(135)	Research Support	7			
		Research Associate		151,222	2	2
		Post Doctoral Fellow		126,147		
		Senior Research Assistant		90,525		
		TOTAL	7		2	2
		NINE MONTH EDUCATION AND GENERAL ACADEMIC POSITIONS				
	(136)	Graduate Assistant	4	36,272		
		TOTAL	4		0	0
		SUBTOTAL NANOTECHNOLOGY CENTER	16		2	2
		TOTAL UALR	1,988		84	50

THIS PAGE INTENTIONALLY LEFT BLANK

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS AT MONTICELLO														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	299,358	1	260,100	1	260,100	1	306,543	1	313,900	1	306,543	1	313,900
	(2)	Dean, Forest Resources/Dir. AFRC	1	236,007	1	168,500	1	168,500	1	241,672	1	247,472	1	241,672	1	247,472
	(3)	Project/Program Administrator	13						13		13		13		13	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	0	0	0	0		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	3	70,000	3	70,000		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	6	77,285	6	77,285		112,165		114,857		112,165		114,857
	(4)	Provost	1	207,742	1	144,200	1	144,200	1	212,728	1	217,833	1	212,728	1	217,833
	(5)	IT Pool	7						7		7		7		7	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	1	43,000	1	43,000		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	1	46,000	1	46,000		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	1	46,000	1	46,000		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	1	35,000	1	35,000		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	1	38,000	1	38,000		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	1	41,500	1	41,500		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	41,500	1	41,500		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(6)	Vice Chan. for Finance & Admin.	1	200,539	1	152,084	1	152,084	1	205,352	1	210,280	1	205,352	1	210,280
	(7)	Vice Chan. For Advancement/Dev.	1	194,516	0	0	1	123,000	1	199,184	1	203,965	1	199,184	1	203,965
	(8)	Vice Chancellor for Student Affairs	1	194,516	1	140,000	1	140,000	1	199,184	1	203,965	1	199,184	1	203,965
	(9)	Dir. of the Center for Forest Bus.	1	180,448	1	170,538	1	170,538	1	184,778	1	189,213	1	184,778	1	189,213
X	(10)	Dean	7	179,480	6	101,908	6	101,908	7	183,788	7	188,199	7	227,202	7	232,655
	(11)	Director of Information Technology	1	150,231	1	117,542	1	117,542	1	153,836	1	157,528	1	153,836	1	157,528
	(12)	Registrar	1	147,460	1	67,980	1	67,980	1	150,999	1	154,623	1	150,999	1	154,623
	(13)	Director of Physical Plant	1	147,288	1	90,781	1	90,781	1	150,823	1	154,442	1	150,823	1	154,442
	(14)	Assoc. Vice Chan. for Fin. & Admin.	2	146,541	2	106,391	2	106,391	2	150,058	2	153,659	2	150,058	2	153,659
	(15)	Assoc. Vice Chan. for Acad. Affairs	2	146,541	2	95,000	2	95,000	2	150,058	2	153,659	2	150,058	2	153,659
	(16)	Assistant to the Chancellor	1	146,541	1	77,542	1	77,542	1	150,058	1	153,659	1	150,058	1	153,659
	(17)	Director of University Relations	1	136,820	1	75,000	1	75,000	1	140,104	1	143,466	1	140,104	1	143,466
	(18)	Director of Institutional Research	1	136,820	0	0	0	0	1	140,103	1	143,466	1	140,103	1	143,466
	(19)	Director of Engineering Systems	1	132,901	0	0	0	0	1	136,091	1	139,357	1	136,091	1	139,357
	(20)	Director of Adm. & Enrollment Mgmt.	1	130,264	1	90,000	1	90,000	1	133,390	1	136,592	1	133,390	1	136,592
	(21)	Director of Student Financial Aid	1	130,264	1	65,000	1	65,000	1	133,390	1	136,592	1	133,390	1	136,592
	(22)	Director of Alumni Services	1	125,824	1	48,000	1	48,000	1	128,843	1	131,936	1	128,843	1	131,936
	(23)	Director of Community Education	1	125,824	1	57,000	1	57,000	1	128,843	1	131,936	1	128,843	1	131,936
	(24)	Director of Grants	1	125,824	1	60,000	1	60,000	1	128,843	1	131,936	1	128,843	1	131,936
	(25)	Director of Special Events	1	125,824	1	65,000	1	65,000	1	128,843	1	131,936	1	128,843	1	131,936
	(26)	Budget Director	1	124,818	1	91,885	1	91,885	1	127,814	1	130,881	1	127,814	1	130,881
	(27)	Asst. V-C of Stud Aff./Dean of Stud	1	123,705	1	77,250	1	77,250	1	126,674	1	129,714	1	126,674	1	129,714
	(28)	Director of University Police	1	122,490	1	110,000	1	110,000	1	125,429	1	128,440	1	125,429	1	128,440
	(29)	Director of Administrative Services	1	119,995	1	50,000	1	50,000	1	122,875	1	125,824	1	122,875	1	125,824
	(30)	Asst. Dir. Info. Tech. System Mgmt.	2	110,156	1	65,328	1	65,328	2	112,800	2	115,507	2	112,800	2	115,507
	(31)	Director of Distance Learning	1	110,156	0	0	0	0	1	112,800	1	115,507	1	112,800	1	115,507
	(32)	Director of Recruitment	1	110,156	1	56,650	1	56,650	1	112,800	1	115,507	1	112,800	1	115,507
	(33)	Program Technician	3	109,532	0	0	0	0	3	112,161	3	114,853	3	112,161	3	114,853
	(34)	Admin. of Grants and Contracts	1	109,101	0	0	0	0	1	111,720	1	114,401	1	111,720	1	114,401
	(35)	Director of Student Activities	1	104,133	0	0	0	0	1	106,633	1	109,192	1	106,633	1	109,192
	(36)	Counselor	1	104,112	1	56,000	1	56,000	1	106,611	1	109,169	1	106,611	1	109,169
	(37)	Director of Academic Advising	1	101,826	1	45,000	1	45,000	1	104,270	1	106,773	1	104,270	1	106,773
	(38)	Director of Disability Services	1	101,826	1	45,000	1	45,000	1	104,270	1	106,773	1	104,270	1	106,773
	(39)	Dir. of Retention Services	1	101,826	0	0	0	0	1	104,270	1	106,773	1	104,270	1	106,773
	(40)	Assistant Controller	1	98,830	1	52,673	1	52,673	1	101,202	1	103,631	1	101,202	1	103,631
	(41)	Fiscal Support Pool	9						9		9		9		9	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	3	50,805	3	50,805		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	51,550	1	51,550		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	3	35,731	3	35,731		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(42)	Public Safety Pool	10						10		10		10		10	
X		HE Public Safety Commander III		93,110	1	65,617	1	65,617		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	1	53,084	1	54,961		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	47,586	1	49,965		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	3	45,320	3	47,586		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	1	37,269	1	37,269		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(43)	Campus Maintenance Supervisor	2	81,232	1	40,000	1	40,000	2	83,181	2	85,178	2	83,181	2	85,178
	(44)	Payroll Services Coordinator	1	81,232	1	39,000	1	39,000	1	83,181	1	85,178	1	83,181	1	85,178
	(45)	Procurement Coordinator	1	81,232	1	46,000	1	46,000	1	83,181	1	85,178	1	83,181	1	85,178
	(46)	Academic Advisor	5	79,654	3	42,024	3	42,024	5	81,565	5	83,523	5	81,565	5	83,523
	(47)	Skilled Trades Pool	14						14		14		14		14	
X		Skilled Trades Foreman		76,530	2	56,075	2	56,075		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	45,000	1	45,000		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	11	51,000	11	51,000		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(48)	Coord. of Sports Information	1	75,103	1	46,350	1	52,350	1	76,906	1	78,751	1	76,906	1	78,751
	(49)	Human Resources Analyst	1	75,103	1	37,237	1	37,237	1	76,906	1	78,751	1	76,906	1	78,751
	(50)	Research Project Analyst	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(51)	HEI Program Coordinator	1	72,215	1	42,000	1	42,000	1	73,948	1	75,722	1	73,948	1	75,722
	(52)	Occupational Safety Coord.	1	72,215	0	0	0	0	1	73,948	1	75,722	1	73,948	1	75,722
	(53)	Administrative Support Pool	26						26		26		26		26	
		Administrative Assistant		69,437	3	38,000	3	38,000		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	3	37,080	3	37,080		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	10	31,994	10	31,994		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	1	33,000	1	33000		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	2	26,500	2	26,500		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(54)	Assistant Registrar	2	69,437	1	50,985	1	50,985	2	71,103	2	72,810	2	71,103	2	72,810
	(55)	Financial Aid Analyst	5	69,437	4	40,000	5	40,000	5	71,103	5	72,810	5	71,103	5	72,810
	(56)	Library Support Pool	4						4		4		4		4	
		Library Supervisor		69,437	1	33,604	1	33,604		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	3	24,597	3	24,597		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(57)	Boiler Operator	4	66,767	4	31,376	4	31,376	4	68,369	4	70,010	4	68,369	4	70,010
	(58)	Commercial Graphic Artist	1	66,767	1	45,000	1	45,000	1	68,369	1	70,010	1	68,369	1	70,010
	(59)	Warehouse Manager	1	66,767	0	0	0	0	1	68,369	1	70,010	1	68,369	1	70,010
	(60)	Student Recruit Specialist	3	64,199	2	40,000	2	40,000	3	65,739	3	67,317	3	65,739	3	67,317
	(61)	Special Events Coordinator	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(62)	Coordinator of Housekeeping	1	59,355	0	0	0	0	1	60,780	1	62,239	1	60,780	1	62,239
	(63)	Heavy Equipment Operator	1	54,877	1	24,596	1	24,596	1	56,194	1	57,542	1	56,194	1	57,542
	(64)	Cashier	2	52,766	1	27,000	1	27,000	2	54,032	2	55,329	2	54,032	2	55,329
	(65)	Maintenance Assistant	5	52,766	5	24,254	5	24,254	5	54,032	5	55,329	5	54,032	5	55,329
	(66)	Institutional Services Shift Supv.	1	50,737	1	24,466	1	24,466	1	51,955	1	53,202	1	51,955	1	53,202
	(67)	Warehouse Worker	1	48,785	1	24,038	1	24,038	1	49,956	1	51,155	1	49,956	1	51,155
	(68)	Equipment Operator	4	46,909	2	24,038	2	24,038	4	48,035	4	49,188	4	48,035	4	49,188
	(69)	Institutional Services Supervisor	2	45,105	0	0	0	0	2	46,187	2	47,296	2	46,187	2	47,296
	(70)	Institutional Services Assistant	19	43,370	18	24,340	18	24,340	19	44,411	19	45,476	19	44,411	19	45,476
		TOTAL	199		154		156		199		199		199		199	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(71)	Chair Agri. & Dir. SEREC	1	236,007	0	0	0	0	1	241,672	1	247,472	1	241,672	1	247,472
	(72)	Department Chairperson	4	165,258	2	69,000	2	69,000	4	169,224	4	173,285	4	169,224	4	173,285
	(73)	Faculty	41						41		41		41		41	
		Professor		158,071	3	138,080	3	138,080		161,865		165,750		161,865		165,750
		Associate Professor		140,094	9	103,000	9	103,000		143,457		146,900		143,457		146,900
		Assistant Professor		129,312	10	81,043	10	81,043		132,416		135,594		132,416		135,594

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Instructor		107,729	2	77,250	2	77,250		110,315		112,962		110,315		112,962
	(74)	Research Associate	2	146,631	1	60,000	1	60,000	2	150,150	2	153,754	2	150,150	2	153,754
	(75)	Director of Library Services	1	140,094	1	87,596	1	87,596	1	143,457	1	146,900	1	143,457	1	146,900
	(76)	Forest Manager	1	126,161	1	58,659	1	58,659	1	129,189	1	132,289	1	129,189	1	132,289
	(77)	Associate Librarian	1	113,600	0	0	0	0	1	116,326	1	119,118	1	116,326	1	119,118
	(78)	Assistant Librarian	4	99,839	3	50,752	3	50,752	4	102,235	4	104,688	4	102,235	4	104,688
	(79)	Learning Skills Specialist	1	99,839	1	50,000	1	50,000	1	102,235	1	104,688	1	102,235	1	104,688
	(80)	Senior Research Assistant	7	87,071	1	53,054	2	53,054	7	89,160	7	91,300	7	89,160	7	91,300
	(81)	Graduate Assistant	35	34,187	19	18,000	30	18,000	35	35,008	35	35,848	35	35,008	35	35,848
		TOTAL	98		53		65		98		98		98		98	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(82)	Distinguished Professor	1	167,008	0	0	0	0	1	171,016	1	175,120	1	171,016	1	175,120
	(83)	Faculty	99						99		99		99		99	
		Professor		154,477	13	78,628	12	78,628		158,185		161,981		158,185		161,981
		Associate Professor		136,493	20	80,000	20	80,000		139,769		143,124		139,769		143,124
		Assistant Professor		125,710	19	89,610	19	89,610		128,727		131,816		128,727		131,816
		Instructor		104,137	38	62,253	37	62,253		106,636		109,195		106,636		109,195
	(84)	Clinical Associate Professor	2	136,493	0	0	0	0	2	139,769	2	143,124	2	139,769	2	143,124
	(85)	Clinical Assistant Professor	2	125,710	0	0	0	0	2	128,727	2	131,816	2	128,727	2	131,816
	(86)	Clinical Instructor	2	104,137	2	30,160	2	30,160	2	106,636	2	109,195	2	106,636	2	109,195
	(87)	Part-Time Faculty	82	57,840	51	9,000	51	9,000	82	59,228	82	60,649	82	59,228	82	60,649
	(88)	Graduate Assistant	8	27,754	4	6,375	8	6,375	8	28,420	8	29,102	8	28,420	8	29,102
		TOTAL	196		147		149		196		196		196		196	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(89)	Director of Athletics	1	164,962	1	135,000	1	120,510	1	168,921	1	172,975	1	168,921	1	172,975
	(90)	Head Coach	9	150,721	9	116,000	9	116,000	9	154,338	9	158,042	9	154,338	9	158,042
	(91)	Assistant Coach	10	118,481	10	65,000	10	65,000	10	121,324	10	124,236	10	121,324	10	124,236
	(92)	Head Athletic Trainer	1	118,481	1	60,778	1	60,778	1	121,324	1	124,236	1	121,324	1	124,236
	(93)	Asst. Athl. Dir. for Compliance	1	118,480	1	47,290	1	49,290	1	121,324	1	124,236	1	121,324	1	124,236
	(94)	Registered Nurse	1	84,480	1	48,861	1	56,000	1	86,507	1	88,584	1	86,507	1	88,584
	(95)	UAM Director of Housing	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(96)	Resident Hall Specialist	3	59,355	1	30,900	1	30,900	3	60,780	3	62,239	3	60,780	3	62,239
	(97)	Innkeeper Specialist	1	54,877	1	32,960	1	32,960	1	56,194	1	57,542	1	56,194	1	57,542
	(98)	Assistant Athletic Trainer	2	51,133	1	34,000	1	34,000	2	52,361	2	53,617	2	52,361	2	53,617
	(99)	Resident Hall Manager	1	50,737	1	40,000	1	40,000	1	51,955	1	53,202	1	51,955	1	53,202
	(100)	Institutional Services Assistant	8	43,370	5	24,340	5	24,340	8	44,411	8	45,476	8	44,411	8	45,476
		TOTAL	39		32		32		39		39		39		39	
		SUBTOTAL	532		386		402		532		532		532		532	
		UAM - COLLEGE OF TECHNOLOGY - MCGEHEE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(101)	IT Pool	2						2		2		2		2	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Institution Information Tech Coord		104,736	1	75,580	1	75,580		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	31,376	1	31,376		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
X	(102)	Vice Chancellor	1	179,480	1	120,000	1	120,000	1	183,788	1	188,199	1	264,329	1	270,673
	(103)	Project Coordinator	1	125,824	0	0	1	41,000	1	128,844	1	131,936	1	128,844	1	131,936
	(104)	Business Development Cntr. Coord.	1	113,398	0	0	0	0	1	116,119	1	118,906	1	116,119	1	118,906
	(105)	Director of Vocational Counseling	1	111,120	1	59,000	1	59,000	1	113,787	1	116,518	1	113,787	1	116,518
	(106)	Director of Student Activities	1	104,133	1	69,662	1	69,662	1	106,633	1	109,192	1	106,633	1	109,192
	(107)	Fiscal Support Pool	1						1		1		1		1	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(108)	Public Safety Pool	1						1		1		1		1	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

TC	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Public Safety Officer		73,587	1	48,920	1	48,920		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(109)	Administrative Support Pool	4						4		4		4		4	
		Administrative Assistant		69,437	1	31,932	1	31,932		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	27,582	1	27,582		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(110)	Maintenance Supervisor	1	69,437	1	42,248	1	42,248	1	71,103	1	72,810	1	71,103	1	72,810
	(111)	Human Resources Specialist	1	64,199	1	32,346	1	32,346	1	65,739	1	67,317	1	65,739	1	67,317
	(112)	Maintenance Assistant	2	52,766	1	29,254	1	29,254	2	54,032	2	55,329	2	54,032	2	55,329
	(113)	Institutional Services Assistant	1	43,370	0				1	44,411	1	45,476	1	44,411	1	45,476
		TOTAL	18		11		12		18		18		18		18	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(114)	Tech. Center Dir. of Instructors	1	151,716	1	68,289	1	68,289	1	155,357	1	159,085	1	155,357	1	159,085
	(115)	Workforce Ed. Instructor	13	115,191	9	75,342	10	75,342	13	117,955	13	120,786	13	117,955	13	120,786
	(116)	Workforce Ed. Part-time Faculty	10	55,158	6	9,000	6	9,000	10	56,482	10	57,838	10	56,482	10	57,838
		TOTAL	24		16		17		24		24		24		24	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(117)	Workforce Ed. Instructor	10	76,832	4	45,047	4	45,047	10	78,676	10	80,564	10	78,676	10	80,564
		TOTAL	10		4		4		10		10		10		10	
		SUBTOTAL UAM-CT-M	52		31		33		52		52		52		52	
		UAM - COLLEGE OF TECHNOLOGY - CROSSETT														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(118)	IT Pool	1						1		1		1		1	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	1	42,024	1	42,024		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

TC	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info. Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
X	(119)	Vice Chancellor	1	179,480	1	125,000	1	125,000	1	183,788	1	188,199	1	264,329	1	270,673
	(120)	Project Coordinator	1	125,824	0	0	0	0	1	128,844	1	131,936	1	128,844	1	131,936
	(121)	Business and Industry Coordinator	1	113,398	0	0	0	0	1	116,120	1	118,907	1	116,120	1	118,907
	(122)	Director of Vocational Counseling	1	111,120	1	63,860	1	63,860	1	113,787	1	116,518	1	113,787	1	116,518
	(123)	Director of Student Activities	1	104,133	1	56,650	1	56,650	1	106,633	1	109,192	1	106,633	1	109,192
	(124)	Fiscal Support Pool	2						2		2		2		2	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
X	(125)	Public Safety Pool	1						1		1		1		1	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	1	45,320	1	45,320		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
N		Security Officer Supervisor												72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(126)	Administrative Support Pool	3						3		3		3		3	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	3	35,956	3	35,956		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(127)	Maintenance Supervisor	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(128)	Institutional Services Assistant	1	43,370	0	0	0	0	1	44,411	1	45,476	1	44,411	1	45,476
		TOTAL	14		8		8		14		14		14		14	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(129)	Tech. Center Dir. of Instructors	1	151,716	1	68,289	1	68,289	1	155,357	1	159,085	1	155,357	1	159,085
	(130)	Workforce Ed. Instructor	11	115,191	11	64,561	11	64,561	11	117,955	11	120,786	11	117,955	11	120,786
	(131)	Workforce Ed. Part-time Faculty	18	55,158	7	9,000	7	9,000	18	56,482	18	57,838	18	56,482	18	57,838
		TOTAL	30		19		19		30		30		30		30	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(132)	Workforce Ed. Instructor	11	76,832	3	54,384	3	54,384	11	78,676	11	80,564	11	78,676	11	80,564
		TOTAL	11		3		3		11		11		11		11	
		SUBTOTAL UAM-CT-C	55		30		30		55		55		55		55	
		ARKANSAS HEAVY EQUIPMENT OPERATOR TRAINING ACADEMY - WARREN CENTER														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(133)	Director, AHEOTA	1	122,522	0	0	0	0	1	125,463	1	128,474	1	125,463	1	128,474
	(134)	Administrative Support Pool	1						1		1		1		1	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
		TOTAL	2		0		0		2		2		2		2	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(135)	Workforce Ed. Instructor	2	115,191	1	56,113	2	56,113	2	117,955	2	120,786	2	117,955	2	120,786
	(136)	AHEOTA Coordinator/Recruiter	1	93,355	0	0	0	0	1	95,595	1	97,889	1	95,595	1	97,889
		TOTAL	3		1		2		3		3		3		3	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(137)	Workforce Ed. Part-time Faculty	1	55,158	0		0		1	56,482	1	57,838	1	56,482	1	57,838
		TOTAL	1		0		0		1		1		1		1	
		SUBTOTAL UAM-AHEOTA	6		1		2		6		6		6		6	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		TOTAL UAM	645		448		467		645		645		645		645	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS AT MONTICELLO				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	299,358		
	(2)	Dean, Forest Resources/Dir. AFRC	1	236,007		
	(3)	Project/Program Administrator	13		4	4
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(4)	Provost	1	207,742		
	(5)	IT Pool	7			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(6)	Vice Chan. for Finance & Admin.	1	200,539		
	(7)	Vice Chan. For Advancement/Dev.	1	194,516		
	(8)	Vice Chancellor for Student Affairs	1	194,516		
	(9)	Dir. of the Center for Forest Bus.	1	180,448		
	(10)	Dean	7	179,480		
	(11)	Director of Information Technology	1	150,231		
	(12)	Registrar	1	147,460		
	(13)	Director of Physical Plant	1	147,288		
	(14)	Assoc. Vice Chan. for Fin. & Admin.	2	146,541		
	(15)	Assoc. Vice Chan. for Acad. Affairs	2	146,541		
	(16)	Assistant to the Chancellor	1	146,541		
	(17)	Director of University Relations	1	136,820		
	(18)	Director of Institutional Research	1	136,820	1	
	(19)	Director of Engineering Systems	1	132,901	1	1
	(20)	Director of Adm. & Enrollment Mgmt.	1	130,264		
	(21)	Director of Student Financial Aid	1	130,264		
	(22)	Director of Alumni Services	1	125,824		
	(23)	Director of Community Education	1	125,824		
	(24)	Director of Grants	1	125,824		
	(25)	Director of Special Events	1	125,824		
	(26)	Budget Director	1	124,818		
	(27)	Asst. V-C of Stud Aff./Dean of Stud	1	123,705		
	(28)	Director of University Police	1	122,490		
	(29)	Director of Administrative Services	1	119,995		
	(30)	Asst. Dir. Info. Tech. System Mgmt.	2	110,156	1	
	(31)	Director of Distance Learning	1	110,156	1	
	(32)	Director of Recruitment	1	110,156		
	(33)	Program Technician	3	109,532	3	3
	(34)	Admin. of Grants and Contracts	1	109,101	1	
	(35)	Director of Student Activities	1	104,133	1	1
	(36)	Counselor	1	104,112		
	(37)	Director of Academic Advising	1	101,826		
	(38)	Director of Disability Services	1	101,826		
	(39)	Dir. of Retention Services	1	101,826	1	
	(40)	Assistant Controller	1	98,830		
	(41)	Fiscal Support Pool	9		3	3

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(42)	Public Safety Pool	10		2	2
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(43)	Campus Maintenance Supervisor	2	81,232	1	1
	(44)	Payroll Services Coordinator	1	81,232		
	(45)	Procurement Coordinator	1	81,232		
	(46)	Academic Advisor	5	79,654	2	2
	(47)	Skilled Trades Pool	14			
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(48)	Coord. of Sports Information	1	75,103		
	(49)	Human Resources Analyst	1	75,103		
	(50)	Research Project Analyst	1	75,103	1	1
	(51)	HEI Program Coordinator	1	72,215		
	(52)	Occupational Safety Coord.	1	72,215	1	1
	(53)	Administrative Support Pool	26		9	7
		Administrative Assistant		69,437		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(54)	Assistant Registrar	2	69,437	1	1
	(55)	Financial Aid Analyst	5	69,437	1	1
	(56)	Library Support Pool	4			
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(57)	Boiler Operator	4	66,767		
	(58)	Commercial Graphic Artist	1	66,767		
	(59)	Warehouse Manager	1	66,767	1	1
	(60)	Student Recruit Specialist	3	64,199	1	1
	(61)	Special Events Coordinator	1	61,729	1	1
	(62)	Coordinator of Housekeeping	1	59,355	1	
	(63)	Heavy Equipment Operator	1	54,877		
	(64)	Cashier	2	52,766	1	1
	(65)	Maintenance Assistant	5	52,766		
	(66)	Institutional Services Shift Supv.	1	50,737		
	(67)	Warehouse Worker	1	48,785		
	(68)	Equipment Operator	4	46,909	2	2
	(69)	Institutional Services Supervisor	2	45,105	2	2
	(70)	Institutional Services Assistant	19	43,370	1	1
		TOTAL	199		45	37
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(71)	Chair Agri. & Dir. SEREC	1	236,007	1	1
	(72)	Department Chairperson	4	165,258	2	1
	(73)	Faculty	41			
		Professor		158,071		
		Associate Professor		140,094		
		Assistant Professor		129,312		
		Instructor		107,729		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(74)	Research Associate	2	146,631	1	1
	(75)	Director of Library Services	1	140,094		
	(76)	Forest Manager	1	126,161		
	(77)	Associate Librarian	1	113,600	1	1
	(78)	Assistant Librarian	4	99,839	1	1
	(79)	Learning Skills Specialist	1	99,839		
	(80)	Senior Research Assistant	7	87,071	5	5
	(81)	Graduate Assistant	35	34,187		
		TOTAL	98		11	10
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(82)	Distinguished Professor	1	167,008		
	(83)	Faculty	99			
		Professor		154,477		
		Associate Professor		136,493		
		Assistant Professor		125,710		
		Instructor		104,137		
	(84)	Clinical Associate Professor	2	136,493		
	(85)	Clinical Assistant Professor	2	125,710		
	(86)	Clinical Instructor	2	104,137		
	(87)	Part-Time Faculty	82	57,840		
	(88)	Graduate Assistant	8	27,754		
		TOTAL	196		0	0
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(89)	Director of Athletics	1	164,962		
	(90)	Head Coach	9	150,721		
	(91)	Assistant Coach	10	118,481		
	(92)	Head Athletic Trainer	1	118,481		
	(93)	Asst. Athl. Dir. for Compliance	1	118,480		
	(94)	Registered Nurse	1	84,480		
	(95)	UAM Director of Housing	1	75,103	1	
	(96)	Resident Hall Specialist	3	59,355	2	2
	(97)	Innkeeper Specialist	1	54,877		
	(98)	Assistant Athletic Trainer	2	51,133	1	1
	(99)	Resident Hall Manager	1	50,737		
	(100)	Institutional Services Assistant	8	43,370	3	
		TOTAL	39		7	3

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		SUBTOTAL	532		63	50
		UAM - COLLEGE OF TECHNOLOGY - MCGEHEE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(101)	IT Pool	2			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(102)	Vice Chancellor	1	179,480		
	(103)	Project Coordinator	1	125,824	1	1
	(104)	Business Development Cntr. Coord.	1	113,398	1	
	(105)	Director of Vocational Counseling	1	111,120		
	(106)	Director of Student Activities	1	104,133		
	(107)	Fiscal Support Pool	1		1	
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(108)	Public Safety Pool	1			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(109)	Administrative Support Pool	4		2	2
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(110)	Maintenance Supervisor	1	69,437		
	(111)	Human Resources Specialist	1	64,199		
	(112)	Maintenance Assistant	2	52,766	1	
	(113)	Institutional Services Assistant	1	43,370	1	1
		TOTAL	18		7	4
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(114)	Tech. Center Dir. of Instructors	1	151,716		
	(115)	Workforce Ed. Instructor	13	115,191		
	(116)	Workforce Ed. Part-time Faculty	10	55,158		
		TOTAL	24		0	0
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(117)	Workforce Ed. Instructor	10	76,832		
		TOTAL	10		0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		SUBTOTAL UAM-CT-M	52		7	4
		UAM - COLLEGE OF TECHNOLOGY - CROSSETT				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(118)	IT Pool	1			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info. Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(119)	Vice Chancellor	1	179,480		
	(120)	Project Coordinator	1	125,824	1	1
	(121)	Business and Industry Coordinator	1	113,398	1	1
	(122)	Director of Vocational Counseling	1	111,120		
	(123)	Director of Student Activities	1	104,133		
	(124)	Fiscal Support Pool	2		2	2
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(125)	Public Safety Pool	1			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(126)	Administrative Support Pool	3			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(127)	Maintenance Supervisor	1	69,437		
	(128)	Institutional Services Assistant	1	43,370		
		TOTAL	14		4	4
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(129)	Tech. Center Dir. of Instructors	1	151,716		
	(130)	Workforce Ed. Instructor	11	115,191		
	(131)	Workforce Ed. Part-time Faculty	18	55,158		
		TOTAL	30		0	0
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(132)	Workforce Ed. Instructor	11	76,832		
		TOTAL	11		0	0
		SUBTOTAL UAM-CT-C	55		4	4
		ARKANSAS HEAVY EQUIPMENT OPERATOR TRAINING ACADEMY - WARREN CENTER				

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(133)	Director, AHEOTA	1	122,522	1	
	(134)	Administrative Support Pool	1		1	1
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
		TOTAL	2		2	1
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(135)	Workforce Ed. Instructor	2	115,191		
	(136)	AHEOTA Coordinator/Recruiter	1	93,355	1	1
		TOTAL	3		1	1
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(137)	Workforce Ed. Part-time Faculty	1	55,158		
		TOTAL	1		0	0
		SUBTOTAL UAM-AHEOTA	6		3	2
		TOTAL UAM	645		77	60

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Medical Center CEO	1	707,619	1	707,619	1	707,619	1	724,602	1	741,993	1	724,602	1	741,993
	(2)	Chancellor	1	498,931	1	498,931	1	498,931	1	510,905	1	523,167	1	510,905	1	523,167
	(3)	Provost	1	481,621	1	481,621	1	481,621	1	493,179	1	505,016	1	493,179	1	505,016
	(4)	Vice Chancellor	12	407,030	12	407,030	12	407,030	12	416,798	12	426,802	12	416,798	12	426,802
	(5)	Associate Provost	3	398,217	3	191,436	3	398,217	3	407,774	3	417,560	3	407,774	3	417,560
	(6)	Associate Vice Chancellor	11	398,216	9	398,216	11	398,216	11	407,773	11	417,560	11	407,773	11	417,560
	(7)	Dean	8	398,216	5	398,216	8	398,216	8	407,773	8	417,560	8	407,773	8	417,560
	(8)	Executive Associate Dean	6	389,920	3	389,920	6	389,920	6	399,278	6	408,860	6	399,278	6	408,860
	(9)	Campus Director	28	365,031	25	275,000	28	365,031	28	373,792	28	382,763	28	373,792	28	382,763
	(10)	Associate Dean	18	348,439	15	348,439	18	348,439	18	356,801	18	365,365	18	356,801	18	365,365
	(11)	Assistant Vice Chancellor	16	331,847	12	325,000	16	331,847	16	339,811	16	347,966	16	339,811	16	347,966
	(12)	Assistant Provost	3	331,846	2	154,500	3	331,846	3	339,810	3	347,966	3	339,810	3	347,966
	(13)	Assistant Dean	11	298,662	7	204,000	11	298,662	11	305,830	11	313,170	11	305,830	11	313,170
	(14)	Area Director	8	251,875	1	86,700	8	251,875	8	257,920	8	264,110	8	257,920	8	264,110
	(15)	Director Poison & Drug Information	1	251,312	0	0	1	251,312	1	257,344	1	263,520	1	257,344	1	263,520
A	(16)	Compliance Officer	46	230,633	46	129,249	46	230,633	49	236,168	49	241,836	49	236,168	49	241,836
D	(17)	Divisional/Departmental Mgmt. Pool	864						777		777		777		777	
		Executive Divisional Director		306,958	31	240,000	162	306,958		314,325		321,869		314,325		321,869
		Divisional Director		265,477	82	210,000	82	265,477		271,849		278,373		271,849		278,373
		Associate Divisional Director		215,700	23	175,000	23	215,700		220,877		226,178		220,877		226,178
		Assistant Divisional Director		190,812	38	150,000	38	190,812		195,391		200,081		195,391		200,081
		Departmental Director		190,812	116	190,812	116	190,812		195,391		200,081		195,391		200,081
		Assoc. Departmental Director		174,219	10	106,400	10	174,219		178,401		182,682		178,401		182,682
		Departmental Manager		167,583	433	140,315	433	167,583		171,605		175,723		171,605		175,723
		Asst. Departmental Director		141,035	0	0	0	0		144,420		147,886		144,420		147,886
		Asst. Departmental Manager		125,119	0	0	0	0		128,122		131,197		128,122		131,197
A	(18)	Project/Program Administrator	1,129						1,134		1,134		1,134		1,134	
		Executive Project/Program Director		213,928	0	0	33	213,928		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	112	172,738	112	172,738		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	187	131,320	187	140,094		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	298	126,956	298	126,956		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	60	71,850	60	118,680		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	439	105,876	439	109,536		112,165		114,857		112,165		114,857
A	(19)	IT Pool	37						137		137		137		137	
		Network Engineer		207,404	0	0	34	207,404		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	3	36,987	3	82,775		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
M	(20)	Kids First / Headstart Pool	78						281		281		281	0	281	0
		Social Services Consultant		131,242	28	108,990	32	131,242		134,392		137,617		134,392		137,617
		Pediatric Nutrition Consultant III		131,242	0	0	0	0		134,392		137,617		134,392		137,617
		Pediatric Nutrition Consultant II		112,516	0	0	0	0		115,216		117,982		115,216		117,982
		Early Childhood Spec. Educator II		112,437	0	0	0	0		115,136		117,899		115,136		117,899
		Site Manager I		109,536	0	0	0	0		112,164		114,856		112,164		114,856
		Certified Classroom Teacher		104,033	24	57,700	24	104,033		106,529		109,086		106,529		109,086
		Pediatric Nutrition Consultant I		102,691	0	0	0	0		105,156		107,679		105,156		107,679
		Pediatric Motor Dev. Consult.		99,123	0	0	0	0		101,502		103,938		101,502		103,938
		RN Clinical Coordinator		97,619	15	71,196	15	97,619		99,962		102,361		99,962		102,361
		Early Childhood Spec. Educator I		91,570	0	0	0	0		93,768		96,019		93,768		96,019
		Family Enrichment Specialist I		79,079	7	47,000	7	79,079		80,977		82,921		80,977		82,921
M	(20.01)	Child Care Technician								48,035		49,188		48,035		49,188
M	(20.02)	Caregiver								46,188		47,296		46,188		47,296
M	(21)	Biological Safety Officer	4	109,713	0	0	4	109,713	0	112,346	0	115,043	4	112,346	4	115,043
	(22)	Fiscal Support Pool	50						50		50		50		50	
		Fiscal Support Manager		95,029	0	0	46	95,029		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	4	37,981	4	69,437		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(23)	Public Safety Pool	82						82		82		82		82	
X		HE Public Safety Commander III		93,110	1	90,220	14	93,110		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	31	73,029	31	73,587		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	4	68,035	4	68,035		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	29	47,674	29	58,156		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	4	38,938	4	48,785		49,956		51,155		54,951		56,270

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
M	(24)	Department Business Coordinator	28	81,232	15	72,800	28	81,232	0	0	0	0	28	83,181	28	85,178
A,M	(25)	Skilled Trades Pool	169						184		184		175		175	
X		Skilled Trades Foreman		76,530	0	0	78	76,530		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	68,494	1	73,587		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	83	68,994	83	70,756		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	7	38,106	7	53,769		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
M	(25.01)	Maintenance Supervisor								71,103		72,810	0	0	0	0
M	(26)	Occupational Safety Coordinator	7	72,215	6	65,000	7	72,215	0	0	0	0	7	73,948	7	75,722
M	(27)	Print Shop Manager	1	72,215	0	0	1	72,215	0	0	0	0	1	73,948	1	75,722
M	(28)	Administrative Support Pool	367						395		395		367		367	
		Administrative Assistant		69,437	0	0	170	69,437		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	161	59,571	161	69,437		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	29	45,760	29	61,729		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	17,680	1	54,877		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	6	39,520	6	48,785		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
M	(28.01)	Department Business Coordinator								83,181		85,178	0	0	0	0
M	(29)	Maintenance Supervisor	9	69,437	5	57,491	9	69,437	0	0	0	0	9	71,103	9	72,810
	(30)	Institutional Printer	7	66,767	1	33,280	7	66,767	7	68,369	7	70,010	7	68,369	7	70,010
	(31)	Inventory Control Manager	5	64,199	1	47,008	5	64,199	5	65,739	5	67,317	5	65,739	5	67,317
	(32)	Medical Billing Specialist	64	64,199	0	0	64	64,199	64	65,739	64	67,317	64	65,739	64	67,317
	(33)	Public Information Technician	9	64,199	2	33,280	9	64,199	9	65,739	9	67,317	9	65,739	9	67,317
	(34)	Medical Records Technician	11	61,729	1	36,322	11	61,729	11	63,211	11	64,728	11	63,211	11	64,728
	(35)	Storeroom Supervisor	9	59,355	1	33,280	9	59,355	9	60,780	9	62,239	9	60,780	9	62,239
	(36)	Patient Account Specialist	11	54,877	2	39,499	11	54,877	11	56,194	11	57,542	11	56,194	11	57,542
M	(37)	Cashier	55	52,766	46	33,280	55	52,766	0	0	0	0	0	0	0	0
	(38)	Inventory Control Technician	14	52,766	9	33,280	14	52,766	14	54,032	14	55,329	14	54,032	14	55,329
	(39)	Housekeeper	25	50,737	12	35,110	25	50,737	25	51,955	25	53,202	25	51,955	25	53,202
M	(40)	Child Care Technician	183	46,909	128	38,002	183	46,909	0	0	0	0	0	0	0	0
	(41)	Mail Services Assistant	7	46,909	3	33,280	7	46,909	7	48,035	7	49,188	7	48,035	7	49,188
M	(41.01)	Biological Safety Officer							4	112,346	4	115,043	0	0	0	0
M	(41.02)	Occupational Safety Coordinator							7	73,948	7	75,722	0	0	0	0
M	(41.03)	Print Shop Manager							1	73,948	1	75,722	0	0	0	0
M	(42)	Caregiver	20	45,105	13	33,280	20	45,105	0	0	0	0	0	0	0	0
M	(43)	Cook	45	45,105	0	0	45	45,105	0	0	0	0	0	0	0	0
M	(44)	Institutional Services Assistant	108	43,370	17	33,280	108	43,370	0	0	0	0	0	0	0	0
		TOTAL	3,572		2,672		3,572		3,391		3,391		3,391		3,391	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
A	(45)	Faculty Pool	1,551						1,552		1,552		1,552		1,552	
		Distinguished Professor		585,412	8	415,549	25	585,412		599,462		613,849		599,462		613,849
		Professor		404,732	220	404,732	220	404,732		414,446		424,393		414,446		424,393
		Associate Professor		371,005	419	371,005	419	371,005		379,909		389,027		379,909		389,027
		Assistant Professor		350,768	658	350,768	658	350,768		359,187		367,807		359,187		367,807
		Instructor		278,071	223	208,000	223	278,071		284,744		291,578		284,744		291,578
		Research Instructor		278,071	0	0	0	0		284,744		291,578		284,744		291,578
		Research Professor		245,440	0	0	0	0		251,330		257,362		251,330		257,362
		Family Practice Coordinator		245,219	0	0	0	0		251,105		257,131		251,105		257,131
		Associate Family Practice Coord.		238,558	0	0	0	0		244,283		250,146		244,283		250,146
		Associate Research Professor		231,911	1	122,400	1	231,911		237,477		243,176		237,477		243,176
		Assistant Family Practice Coord.		225,233	0	0	0	0		230,638		236,174		230,638		236,174
		Assistant Research Professor		218,966	5	100,000	5	218,966		224,221		229,602		224,221		229,602
	(46)	Department Chairperson	30	580,117	0	0	30	580,117	30	594,039	30	608,296	30	594,039	30	608,296
A	(47)	Educational Support Pool	297						298		298		298		298	
		Instructional Dev. Specialist II		180,962	2	76,500	7	180,962		185,306		189,753		185,306		189,753
		Education Coordinator		177,413	197	116,872	197	177,413		181,671		186,031		181,671		186,031

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

TC	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Clinic Instructor		154,737	17	135,000	17	154,737		158,451		162,254		158,451		162,254
		Instructional Dev. Specialist I		146,759	47	104,459	47	146,759		150,282		153,888		150,282		153,888
		Educational Dev. Specialist I		116,648	9	96,250	9	116,648		119,448		122,315		119,448		122,315
		Clinic Assistant Instructor		110,667	20	0	20	110,667		113,323		116,043		113,323		116,043
	(48)	Library Pool	24						24		24		24		24	
		Librarian		160,517	0	0	23	160,517		164,369		168,314		164,369		168,314
		Senior Librarian Assistant		139,895	0	0	0	0		143,252		146,690		143,252		146,690
		Associate Librarian		139,894	0	0	0	0		143,252		146,690		143,252		146,690
		Assistant Librarian		126,133	1	47,922	1	126,133		129,161		132,261		129,161		132,261
		Library Supervisor		67,284	0	0	0	0		68,899		70,552		68,899		70,552
		Library Specialist		57,515	0	0	0	0		58,895		60,309		58,895		60,309
		Library Technician		53,175	0	0	0	0		54,451		55,758		54,451		55,758
		Library Support Assistant		49,164	0	0	0	0		50,344		51,552		50,344		51,552
	(49)	Research Support Pool	427						427		427		427		427	
		Research Associate		146,760	163	103,197	163	146,760		150,282		153,889		150,282		153,889
		Post Doctoral Fellow		126,133	66	71,532	66	126,133		129,161		132,260		129,161		132,260
		Senior Research Assistant		118,979	52	65,000	52	118,979		121,834		124,758		121,834		124,758
		Biostatistician		115,976	16	100,000	16	115,976		118,759		121,609		118,759		121,609
		Research Technologist		81,232	11	37,606	11	81,232		83,181		85,178		83,181		85,178
		Research Project Analyst		75,103	0	0	25	75,103		76,906		78,751		76,906		78,751
		Graduate Assistant		59,216	70	37,000	70	59,216		60,637		62,092		60,637		62,092
		Research Technician		54,877	24	35,818	24	54,877		56,194		57,542		56,194		57,542
	(50)	Resident	1,060	103,376	1050	103,376	1,060	103,376	1,060	105,857	1,060	108,398	1,060	105,857	1,060	108,398
	(51)	Pharmacy Resident	17	99,487	16	55,000	17	99,487	17	101,874	17	104,319	17	101,874	17	104,319
	(52)	Trainee	9	37,875	0	0	9	37,875	9	38,784	9	39,715	9	38,784	9	39,715
		TOTAL	3,415		3,295		3,415		3,417		3,417		3,417		3,417	
		PATIENT CARE POSITIONS														
A	(53)	Medical Services	408						415		415		415		415	
		Clinic Director		327,398	36	216,951	63	327,398		335,256		343,302		335,256		343,302
		Director of Pharmacy		258,653	9	258,653	9	258,653		264,860		271,217		264,860		271,217
		Asst. Dir. of Pharmacy		247,748	6	180,250	6	247,748		253,694		259,783		253,694		259,783
		Director of University Hospital		230,650	3	146,000	3	230,650		236,186		241,854		236,186		241,854
		Assoc. Adm. Patient Care		226,615	7	166,551	7	226,615		232,053		237,623		232,053		237,623
		Patient Care Administrator		226,080	1	138,600	1	226,080		231,506		237,063		231,506		237,063
		Clinical Laboratory Manager		225,569	28	119,136	28	225,569		230,983		236,527		230,983		236,527
		Associate Director of Hospital		208,224	2	163,200	2	208,224		213,222		218,339		213,222		218,339
		Clinical Services Manager		199,601	72	121,825	72	199,601		204,391		209,297		204,391		209,297
		Assistant Director of Hospital		188,041	0	0	0	0		192,554		197,175		192,554		197,175
		Biomedical Instrument Engineer		180,963	0	0	0	0		185,306		189,753		185,306		189,753
		Poison Control Specialist		173,337	5	94,000	5	173,337		177,497		181,757		177,497		181,757
		Director of Clinic Nursing		168,334	0	0	0	0		172,374		176,511		172,374		176,511
		Asst. Adm. Patient Care		162,079	58	154,050	58	162,079		165,969		169,952		165,969		169,952
		Director of Medical Records		156,206	0	0	0	0		159,955		163,794		159,955		163,794
		Hospital Financial Manager		150,157	3	56,300	3	150,157		153,761		157,451		153,761		157,451
		Biomedical Equipment Tech II		146,759	4	69,368	4	146,759		150,281		153,888		150,281		153,888
		Medical Services Admin.		136,278	12	91,670	12	136,278		139,548		142,898		139,548		142,898
		Research/Clinical Programs Manager		133,114	51	109,000	51	133,114		136,308		139,580		136,308		139,580
		Manager Medical Ancillary Services		111,597	2	86,520	2	111,597		114,275		117,018		114,275		117,018
		Biomedical Equipment Tech I		110,666	5	54,995	5	110,666		113,322		116,042		113,322		116,042
		Clinical Interpreter		109,713	6	50,952	6	109,713		112,347		115,043		112,347		115,043
		Medical Services Mgr.		104,405	0	0	0	0		106,911		109,477		106,911		109,477
		RN Clinical Coordinator		97,619	15	71,196	15	97,619		99,962		102,361		99,962		102,361
		Lab Mgr. Adm.		96,409	9	69,271	9	96,409		98,722		101,092		98,722		101,092
		Dietician		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Medical Diagnostic Analyst		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Hospital Program Services Asst.		57,071	1	33,280	1	57,071		58,441		59,844		58,441		59,844
M		Dietetic Technician		54,877	46	33,280	46	54,877	0	0	0	0		0		0
		Hospital Technician		54,877	0	0	0	0		56,194		57,542		56,194		57,542
A	(54)	Nursing Services	3,226						3,294		3,294		3,294		3,294	
		Senior Nurse Anesthetist		279,635	0	0	39	279,635		286,346		293,219		286,346		293,219
		Nurse Anesthetist		209,232	0	0	0	0		214,254		219,396		214,254		219,396
		Registered Nurse IV		199,601	6	27,040	6	199,601		204,391		209,297		204,391		209,297
		Physician Assistant		186,643	89	143,973	89	186,643		191,122		195,709		191,122		195,709
		Advanced Practice Registered Nurse		182,290	347	153,918	347	182,290		186,665		191,145		186,665		191,145

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Specialty Registered Nurse		182,290	45	103,845	45	182,290		186,665		191,145		186,665		191,145
		Registered Nurse III		165,603	1875	113,048	1,875	165,603		169,578		173,647		169,578		173,647
		Certified Nurse Practitioner III		159,774	0	0	0	0		163,608		167,535		163,608		167,535
		Clinical Nursing Specialist II		149,916	0	0	0	0		153,514		157,198		153,514		157,198
		Head Nurse		149,916	0	0	0	0		153,514		157,198		153,514		157,198
		Nurse In-Service Instructor		139,020	0	0	0	0		142,356		145,773		142,356		145,773
		Clinical Nursing Specialist I		139,019	0	0	0	0		142,356		145,772		142,356		145,772
		Certified Nurse Practitioner II		138,934	0	0	0	0		142,268		145,683		142,268		145,683
		Registered Nurse II		130,712	30	96,054	30	130,712		133,849		137,061		133,849		137,061
		Registered Nurse I		123,508	16	92,373	16	123,508		126,473		129,508		126,473		129,508
		Medical Assistant		120,049	110	46,421	110	120,049		122,930		125,880		122,930		125,880
		Certified Nurse Practitioner I		116,037	0	0	0	0		118,822		121,673		118,822		121,673
		LPN II		93,751	97	65,000	97	93,751		96,001		98,305		96,001		98,305
		Nursing Unit Coordinator		85,832	22	52,374	22	85,832		87,892		90,001		87,892		90,001
		Patient Services Associate		78,444	268	65,000	268	78,444		80,326		82,254		80,326		82,254
		LPN I		75,928	0	0	0	0		77,750		79,616		77,750		79,616
		Patient Care Technician		61,214	282	43,259	282	61,214		62,684		64,188		62,684		64,188
		Certified Nursing Assistant		54,877	0	0	0	0		56,194		57,542		56,194		57,542
A	(55)	Medical Ancillary Support	1,714						1,776		1,776		1,776		1,776	
		Pharmacy Specialist		241,172	76	150,195	97	241,172		246,960		252,887		246,960		252,887
		Pharmacist III		237,058	12	158,335	12	237,058		242,747		248,573		242,747		248,573
		Pharmacist II		229,380	14	162,760	14	229,380		234,886		240,523		234,886		240,523
		Pharmacist I		199,335	0	0	0	0		204,119		209,018		204,119		209,018
		Medical Imaging Electrical Engineer		188,360	1	145,860	1	188,360		192,881		197,510		192,881		197,510
		Audiologist		175,947	5	95,888	5	175,947		180,169		184,494		180,169		184,494
		Certified Technologist III		152,322	72	102,336	72	152,322		155,978		159,722		155,978		159,722
		Medical Technologist III		151,156	0	0	0	0		154,784		158,499		154,784		158,499
		Registered Dietitian		150,143	0	0	0	0		153,746		157,436		153,746		157,436
		Nutritionist		149,395	36	87,950	36	149,395		152,980		156,652		152,980		156,652
		Clinical Laboratory Supv.		139,489	0	0	0	0		142,837		146,265		142,837		146,265
		Respiratory Therapist Supervisor		130,713	0	0	0	0		133,850		137,063		133,850		137,063
		Clinical Technician III		130,712	246	124,800	246	130,712		133,849		137,061		133,849		137,061
		X-Ray Technician III		124,826	0	0	0	0		127,822		130,890		127,822		130,890
		Special Procedures Technician		120,048	107	74,256	107	120,048		122,929		125,879		122,929		125,879
		Certified Procedure Coding Spec.		120,047	0	0	0	0		122,928		125,879		122,928		125,879
		Medical Technologist II		118,480	0	0	0	0		121,323		124,235		121,323		124,235
		Certified Technologist II		116,037	157	116,037	157	116,037		118,822		121,673		118,822		121,673
		X-Ray Technician II		111,162	0	0	0	0		113,830		116,562		113,830		116,562
		Certified Technologist I		108,985	153	106,205	153	108,985		111,601		114,279		111,601		114,279
		Medical Technologist I		108,126	0	0	0	0		110,721		113,379		110,721		113,379
		Med Lab Technician		104,845	6	58,053	6	104,845		107,361		109,938		107,361		109,938
		Clinical Technician II		102,064	36	82,202	36	102,064		104,513		107,022		104,513		107,022
		X-Ray Technician I		97,490	0	0	0	0		99,829		102,225		99,829		102,225
		Lab Technician III		80,663	0	0	0	0		82,598		84,581		82,598		84,581
		Clinical Technician I		79,530	402	73,091	402	79,530		81,439		83,394		81,439		83,394
		Point of Service Coordinator		79,530	370	51,293	370	79,530		81,439		83,394		81,439		83,394
		Health Information Svs. Analyst II		55,240	0	0	0	0		56,566		57,923		56,566		57,923
		Health Information Svs. Analyst I		48,337	0	0	0	0		49,497		50,685		49,497		50,685
		Laboratory Assistant		42,025	0	0	0	0		43,033		44,066		43,033		44,066
A	(56)	Rehabilitation Therapy Pool	148						150		150		150		150	
		Dir. of Rehabilitation Services		187,259	0	0	10	187,259		191,753		196,355		191,753		196,355
		Dir. of Occupational Therapy		162,834	0	0	0	0		166,742		170,744		166,742		170,744
		Dir. of Physical Therapy		162,834	0	0	0	0		166,742		170,744		166,742		170,744
		Physical Therapist		148,579	48	124,800	48	148,579		152,145		155,796		152,145		155,796
		Occupational Therapist		141,594	41	124,800	41	141,594		144,992		148,472		144,992		148,472
		Speech Therapist		141,594	40	108,403	40	141,594		144,992		148,472		144,992		148,472
		Physical Therapist Assistant		125,119	9	65,473	9	125,119		128,122		131,197		128,122		131,197
A	(57)	Psychiatry Pool	165						167		167		167		167	
		Mental Health Professional II		126,135	12	85,995	34	126,135		129,162		132,262		129,162		132,262
		Mental Health Professional I		118,979	131	89,618	131	118,979		121,834		124,758		121,834		124,758
		Health Services Specialist II		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		TOTAL	5,661		5,542		5,661		5,802		5,802		5,802		5,802	

TWELVE MONTH AUXILIARY ENTERPRISES
POSITIONS

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
M	(58)	Food Service Pool	113						321		321		113		113	
		Food Preparation Manager		66,767	0	0	78	66,767		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	24	40,310	24	59,355		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	11	33,280	11	41,702		42,702		43,727		42,702		43,727
M	(58.01)	Dietetic Technician								56,194		57,542		56,194		57,542
M	(58.02)	Cashier								54,032		55,329	55	54,032	55	55,329
M	(58.03)	Cook								46,188		47,296	45	46,187	45	47,296
M	(58.04)	Institutional Services Assistant								44,411		45,477	108	44,411	108	45,476
		TOTAL	113		35		113		321		321		321		321	
		SUBTOTAL	12,761		11,544		12,761		12,931		12,931		12,931		12,931	
		UAMS REYNOLDS CENTER ON AGING														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Project/Program Administrator	5						5		5		5		5	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	0	0	0	0		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	1	119,203	1	126,956		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	4	75,750	4	118,680		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	0	0	0	0		112,165		114,857		112,165		114,857
	(2)	Administrative Support Pool	1						1		1		1		1	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	34,500	1	54,877		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
		TOTAL	6		6		6		6		6		6		6	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(3)	Faculty Pool	19						19		19		19		19	
		Professor		251,312	5	139,380	5	251,312		257,343		263,519		257,343		263,519
		Associate Professor		231,911	0	0	0	0		237,477		243,176		237,477		243,176
		Assistant Professor		218,965	0	0	0	0		224,220		229,602		224,220		229,602
		Instructor		175,946	14	55,500	14	175,946		180,169		184,493		180,169		184,493
	(4)	Education Coordinator	1	180,856	1	79,197	1	180,856	1	185,197	1	189,641	1	185,197	1	189,641
	(5)	Senior Research Assistant	1	118,978	0	0	1	118,978	1	121,833	1	124,757	1	121,833	1	124,757
		TOTAL	21		20		21		21		21		21		21	
		UAMS BOOZMAN COLLEGE OF PUBLIC HEALTH														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(6)	Dean	1	373,554	1	285,000	1	373,554	1	382,519	1	391,699	1	382,519	1	391,699
	(7)	Associate Dean	1	252,809	1	129,642	1	252,809	1	258,876	1	265,089	1	258,876	1	265,089
	(8)	Project/Program Administrator	2						2		2		2		2	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	1	69,800	1	172,738		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	0	0	0	0		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	0	0	0	0		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	1	40,110	1	118,680		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	0	0	0	0		112,165		114,857		112,165		114,857
	(9)	Research Technologist	1	81,232	1	30,000	1	81,232	1	83,181	1	85,178	1	83,181	1	85,178
	(10)	Administrative Support Pool	4						4		4		4		4	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	55,000	1	61,729		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	1	50,900	1	61,729		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	1	49,312	1	54,877		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	1	30,000	1	40,098		41,061		42,046		41,061		42,046
		TOTAL	9		9		9		9		9		9		9	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(11)	Department Chairperson	5	264,266	5	248,131	5	264,266	5	270,608	5	277,103	5	270,608	5	277,103
	(12)	Faculty Pool	6						6		6		6		6	
		Professor		251,312	0	0	0	0		257,343		263,519		257,343		263,519
		Associate Professor		231,911	6	161,370	6	231,911		237,477		243,176		237,477		243,176
		Assistant Professor		218,965	0	0	0	0		224,220		229,602		224,220		229,602
		TOTAL	11		11		11		11		11		11		11	
		ARKANSAS BIOSCIENCES INSTITUTE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(13)	Director of Biosciences Institute	1	392,879	1	121,350	1	392,879	1	402,308	1	411,964	1	402,308	1	411,964
	(14)	Research Technologist	6	81,232	1	63,860	6	81,232	6	83,181	6	85,178	6	83,181	6	85,178
	(15)	Research Technician	4	54,877	0	0	4	54,877	4	56,194	4	57,542	4	56,194	4	57,542
		TOTAL	11		2		11		11		11		11		11	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(16)	Faculty Pool	24						24		24		24		24	
		Research Professor		245,440	0	0	24	245,440		251,330		257,362		251,330		257,362
		Associate Research Professor		231,909	0	0	0	0		237,475		243,174		237,475		243,174
		Assistant Research Professor		218,965	0	0	0	0		224,220		229,602		224,220		229,602
		Research Instructor		150,661	0	0	0	0		154,277		157,980		154,277		157,980
	(17)	Post Doctoral Fellow	6	151,798	0	0	6	151,798	6	155,441	6	159,171	6	155,441	6	159,171
	(18)	Graduate Assistant	4	59,215	0	0	4	59,215	4	60,637	4	62,092	4	60,637	4	62,092
		TOTAL	34		0		34		34		34		34		34	
		UAMS AREA HEALTH EDUCATION CENTER - HELENA														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(19)	Project/Program Administrator	17						17		17		17		17	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	0	0	0	0		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	17	123,020	17	126,956		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	0	0	0	0		112,165		114,857		112,165		114,857
	(20)	Administrative Support Pool	2						2		2		2		2	
		Administrative Assistant		69,437	1	37,600	1	69,437		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	1	35,400	1	61,729		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
		TOTAL	19		19		19		19		19		19		19	
		TWELVE MONTH EDUCATIONAL AND GENERAL														

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ACADEMIC POSITIONS														
	(21)	Assistant Professor	1	212,961	1	206,357	1	212,961	1	218,072	1	223,305	1	218,072	1	223,305
	(22)	Clinic Instructor	1	171,123	1	165,817	1	171,123	1	175,230	1	179,435	1	175,230	1	179,435
		TOTAL	2		2		2		2		2		2		2	
		SUBTOTAL	113		69		113		113		113		113		113	
		TOTAL UAMS	12,874		11,613		12,874		13,044		13,044		13,044		13,044	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Medical Center CEO	1	707,619	0	0
	(2)	Chancellor	1	498,931	0	0
	(3)	Provost	1	481,621	0	0
	(4)	Vice Chancellor	12	407,030	0	0
	(5)	Associate Provost	3	398,217	0	0
	(6)	Associate Vice Chancellor	11	398,216	2	0
	(7)	Dean	8	398,216	3	0
	(8)	Executive Associate Dean	6	389,920	3	0
	(9)	Campus Director	28	365,031	3	0
	(10)	Associate Dean	18	348,439	3	0
	(11)	Assistant Vice Chancellor	16	331,847	4	0
	(12)	Assistant Provost	3	331,846	1	0
	(13)	Assistant Dean	11	298,662	4	0
	(14)	Area Director	8	251,875	7	0
	(15)	Director Poison & Drug Information	1	251,312	1	0
	(16)	Compliance Officer	46	230,633	0	0
	(17)	Divisional/Departmental Mgmt. Pool	864		131	0
		Executive Divisional Director		306,958	0	0
		Divisional Director		265,477	0	0
		Associate Divisional Director		215,700	0	0
		Assistant Divisional Director		190,812	0	0
		Departmental Director		190,812	0	0
		Assoc. Departmental Director		174,219	0	0
		Departmental Manager		167,583	0	0
		Asst. Departmental Director		141,035	0	0
		Asst. Departmental Manager		125,119	0	0
	(18)	Project/Program Administrator	1,129		33	0
		Executive Project/Program Director		213,928	0	0
		Exec. Project/Program Manager		186,892	0	0
		Sr. Project/Program Director		172,738	0	0
		Project/Program Director		140,094	0	0
		Project/Program Manager		126,956	0	0
		Executive Assistant		118,680	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Project/Program Specialist		109,536	0	0
	(19)	IT Pool	37		34	0
		Network Engineer		207,404	0	0
		Information Systems Manager		133,122	0	0
		Computer Network Coordinator		132,901	0	0
		Technical Support Staff		126,956	0	0
		Coordinator, Academic Computing		125,461	0	0
		Coord., Administrative Computing		125,461	0	0
		Coordinator of Information Tech.		123,806	0	0
		Website Developer/Programmer		123,806	0	0
		System Programmer/Web Developer		122,387	0	0
		Computer Systems Mgr.		112,475	0	0
		Database Administrator		110,019	0	0
		Systems Administrator		108,925	0	0
		Information Systems Security Spec.		106,894	0	0
		Institution Information Tech Coord		104,736	0	0
		Assistant Database Administrator		100,790	0	0
		Computer Support Manager		100,708	0	0
		Information Systems Coordinator		100,708	0	0
		Senior Software Support Specialist		100,708	0	0
		Systems Specialist		100,708	0	0
		Information Technology Manager		99,493	0	0
		Network Support Specialist		96,834	0	0
		Senior Software Support Analyst		96,834	0	0
		Tech Support/Systems Admin.		95,330	0	0
		Tech Support/Applications Support		95,330	0	0
		Information Systems Business Mgr.		93,110	0	0
		Security Analyst		93,110	0	0
		Systems Analyst		93,110	0	0
		Information Technology Specialist		91,166	0	0
		Computer Support Coordinator		89,529	0	0
		Software Support Analyst		89,529	0	0
		Systems Applications Supervisor		89,529	0	0
		Computer Operations Coordinator		86,085	0	0
		Systems Coordination Analyst		86,085	0	0
		PC Support Specialist		84,480	0	0
		Computer Support Specialist		82,775	0	0
		Database Analyst		82,775	0	0
		Digital Broadcast Specialist		79,590	0	0
		Network Support Analyst		79,590	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Website Developer		79,590	0	0
		Information Systems Analyst		76,530	0	0
		Info Systems Security Analyst		76,530	0	0
		Computer Support Analyst		76,530	0	0
		Software Support Specialist		73,587	0	0
		Telecommunications Supervisor		73,587	0	0
		Media Specialist		72,215	0	0
		Computer Support Technician		70,756	0	0
		Help Desk Specialist		70,756	0	0
		Computer Operator		68,035	0	0
		Network Analyst		68,035	0	0
		Telecommunications Specialist		68,035	0	0
		Multimedia Specialist		64,199	0	0
		Information Technology Assistant		60,483	0	0
		Computer Lab Technician		58,156	0	0
		Multimedia Technician		52,766	0	0
		Audiovisual Laboratory Assistant		48,785	0	0
	(20)	Kids First / Headstart Pool	78		4	0
		Social Services Consultant		131,242	0	0
		Pediatric Nutrition Consultant III		131,242	0	0
		Pediatric Nutrition Consultant II		112,516	0	0
		Early Childhood Spec. Educator II		112,437	0	0
		Site Manager I		109,536	0	0
		Certified Classroom Teacher		104,033	0	0
		Pediatric Nutrition Consultant I		102,691	0	0
		Pediatric Motor Dev. Consult.		99,123	0	0
		RN Clinical Coordinator		97,619	0	0
		Early Childhood Spec. Educator I		91,570	0	0
		Family Enrichment Specialist I		79,079	0	0
	(21)	Biological Safety Officer	4	109,713	4	0
	(22)	Fiscal Support Pool	50		46	0
		Fiscal Support Manager		95,029	0	0
		Fiscal Support Supervisor		78,106	0	0
		Accountant II		75,103	0	0
		Accountant I		72,215	0	0
		Fiscal Support Analyst		69,437	0	0
		Fiscal Support Specialist		61,729	0	0
		Accounting Technician		57,071	0	0
		Fiscal Support Technician		52,766	0	0
	(23)	Public Safety Pool	82		13	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		HE Public Safety Commander III		93,110	0	0
		Director Public Safety I		91,374	0	0
		HE Public Safety Commander II		89,529	0	0
		HE Public Safety Commander I		86,085	0	0
		HE Public Safety Supervisor		76,530	0	0
		Public Safety Officer		73,587	0	0
		Public Safety Officer II		68,035	0	0
		Security Officer Supervisor		64,199	0	0
		Public Safety/Security Officer		58,156	0	0
		HE Public Safety Dispatcher		48,785	0	0
		Parking Control Supv.		48,785	0	0
		Security Officer		48,785	0	0
		Parking Control Officer		46,909	0	0
		Watchman		40,098	0	0
	(24)	Department Business Coordinator	28	81,232	13	0
	(25)	Skilled Trades Pool	169		78	0
		Skilled Trades Foreman		76,530	0	0
		Skilled Trades Supervisor		73,587	0	0
		Skilled Tradesman		70,756	0	0
		Skilled Trades Helper		53,769	0	0
		Apprentice Tradesman		47,801	0	0
	(26)	Occupational Safety Coordinator	7	72,215	1	0
	(27)	Print Shop Manager	1	72,215	1	0
	(28)	Administrative Support Pool	367		170	0
		Administrative Assistant		69,437	0	0
		Administrative Analyst		69,437	0	0
		Administrative Support Supervisor		64,199	0	0
		Administrative Specialist III		61,729	0	0
		Administration Support Specialist		61,729	0	0
		Administrative Specialist II		54,877	0	0
		Administrative Support Specialist		54,877	0	0
		Administrative Specialist I		48,785	0	0
		Extra Help Assistant		40,098	0	0
	(29)	Maintenance Supervisor	9	69,437	4	0
	(30)	Institutional Printer	7	66,767	6	0
	(31)	Inventory Control Manager	5	64,199	4	0
	(32)	Medical Billing Specialist	64	64,199	64	0
	(33)	Public Information Technician	9	64,199	7	0
	(34)	Medical Records Technician	11	61,729	10	0
	(35)	Storeroom Supervisor	9	59,355	8	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(36)	Patient Account Specialist	11	54,877	9	0
	(37)	Cashier	55	52,766	9	0
	(38)	Inventory Control Technician	14	52,766	5	0
	(39)	Housekeeper	25	50,737	13	0
	(40)	Child Care Technician	183	46,909	55	0
	(41)	Mail Services Assistant	7	46,909	4	0
	(42)	Caregiver	20	45,105	7	0
	(43)	Cook	45	45,105	45	0
	(44)	Institutional Services Assistant	108	43,370	91	0
		TOTAL	3,572		900	0
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(45)	Faculty Pool	1,551		17	
		Distinguished Professor		585,412	0	0
		Professor		404,732	0	0
		Associate Professor		371,005	0	0
		Assistant Professor		350,768	0	0
		Instructor		278,071	0	0
		Research Instructor		278,071	0	0
		Research Professor		245,440	0	0
		Family Practice Coordinator		245,219	0	0
		Associate Family Practice Coord.		238,558	0	0
		Associate Research Professor		231,911	0	0
		Assistant Family Practice Coord.		225,233	0	0
		Assistant Research Professor		218,966	0	0
	(46)	Department Chairperson	30	580,117	30	0
	(47)	Educational Support Pool	297		5	0
		Instructional Dev. Specialist II		180,962	0	0
		Education Coordinator		177,413	0	0
		Clinic Instructor		154,737	0	0
		Instructional Dev. Specialist I		146,759	0	0
		Educational Dev. Specialist I		116,648	0	0
		Clinic Assistant Instructor		110,667	0	0
	(48)	Library Pool	24		23	0
		Librarian		160,517	0	0
		Senior Librarian Assistant		139,895	0	0
		Associate Librarian		139,894	0	0
		Assistant Librarian		126,133	0	0
		Library Supervisor		67,284	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Library Specialist		57,515	0	0
		Library Technician		53,175	0	0
		Library Support Assistant		49,164	0	0
	(49)	Research Support Pool	427		25	0
		Research Associate		146,760	0	0
		Post Doctoral Fellow		126,133	0	0
		Senior Research Assistant		118,979	0	0
		Biostatistician		115,976	0	0
		Research Technologist		81,232	0	0
		Research Project Analyst		75,103	0	0
		Graduate Assistant		59,216	0	0
		Research Technician		54,877	0	0
	(50)	Resident	1,060	103,376	10	0
	(51)	Pharmacy Resident	17	99,487	1	0
	(52)	Trainee	9	37,875	0	0
		TOTAL	3,415		111	0
		PATIENT CARE POSITIONS				
	(53)	Medical Services	408		27	
		Clinic Director		327,398	0	0
		Director of Pharmacy		258,653	0	0
		Asst. Dir. of Pharmacy		247,748	0	0
		Director of University Hospital		230,650	0	0
		Assoc. Adm. Patient Care		226,615	0	0
		Patient Care Administrator		226,080	0	0
		Clinical Laboratory Manager		225,569	0	0
		Associate Director of Hospital		208,224	0	0
		Clinical Services Manager		199,601	0	0
		Assistant Director of Hospital		188,041	0	0
		Biomedical Instrument Engineer		180,963	0	0
		Poison Control Specialist		173,337	0	0
		Director of Clinic Nursing		168,334	0	0
		Asst. Adm. Patient Care		162,079	0	0
		Director of Medical Records		156,206	0	0
		Hospital Financial Manager		150,157	0	0
		Biomedical Equipment Tech II		146,759	0	0
		Medical Services Admin.		136,278	0	0
		Research/Clinical Programs Manager		133,114	0	0
		Manager Medical Ancillary Services		111,597	0	0
		Biomedical Equipment Tech I		110,666	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Clinical Interpreter		109,713	0	0
		Medical Services Mgr.		104,405	0	0
		RN Clinical Coordinator		97,619	0	0
		Lab Mgr. Adm.		96,409	0	0
		Dietician		75,103	0	0
		Medical Diagnostic Analyst		64,199	0	0
		Hospital Program Services Asst.		57,071	0	0
		Dietetic Technician		54,877	0	0
		Hospital Technician		54,877	0	0
	(54)	Nursing Services	3,226		39	0
		Senior Nurse Anesthetist		279,635	0	0
		Nurse Anesthetist		209,232	0	0
		Registered Nurse IV		199,601	0	0
		Physician Assistant		186,643	0	0
		Advanced Practice Registered Nurse		182,290	0	0
		Specialty Registered Nurse		182,290	0	0
		Registered Nurse III		165,603	0	0
		Certified Nurse Practitioner III		159,774	0	0
		Clinical Nursing Specialist II		149,916	0	0
		Head Nurse		149,916	0	0
		Nurse In-Service Instructor		139,020	0	0
		Clinical Nursing Specialist I		139,019	0	0
		Certified Nurse Practitioner II		138,934	0	0
		Registered Nurse II		130,712	0	0
		Registered Nurse I		123,508	0	0
		Medical Assistant		120,049	0	0
		Certified Nurse Practitioner I		116,037	0	0
		LPN II		93,751	0	0
		Nursing Unit Coordinator		85,832	0	0
		Patient Services Associate		78,444	0	0
		LPN I		75,928	0	0
		Patient Care Technician		61,214	0	0
		Certified Nursing Assistant		54,877	0	0
	(55)	Medical Ancillary Support	1,714		21	0
		Pharmacy Specialist		241,172	0	0
		Pharmacist III		237,058	0	0
		Pharmacist II		229,380	0	0
		Pharmacist I		199,335	0	0
		Medical Imaging Electrical Engineer		188,360	0	0
		Audiologist		175,947	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Certified Technologist III		152,322	0	0
		Medical Technologist III		151,156	0	0
		Registered Dietitian		150,143	0	0
		Nutritionist		149,395	0	0
		Clinical Laboratory Supv.		139,489	0	0
		Respiratory Therapist Supervisor		130,713	0	0
		Clinical Technician III		130,712	0	0
		X-Ray Technician III		124,826	0	0
		Special Procedures Technician		120,048	0	0
		Certified Procedure Coding Spec.		120,047	0	0
		Medical Technologist II		118,480	0	0
		Certified Technologist II		116,037	0	0
		X-Ray Technician II		111,162	0	0
		Certified Technologist I		108,985	0	0
		Medical Technologist I		108,126	0	0
		Med Lab Technician		104,845	0	0
		Clinical Technician II		102,064	0	0
		X-Ray Technician I		97,490	0	0
		Lab Technician III		80,663	0	0
		Clinical Technician I		79,530	0	0
		Point of Service Coordinator		79,530	0	0
		Health Information Svs. Analyst II		55,240	0	0
		Health Information Svs. Analyst I		48,337	0	0
		Laboratory Assistant		42,025	0	0
	(56)	Rehabilitation Therapy Pool	148		10	0
		Dir. of Rehabilitation Services		187,259	0	0
		Dir. of Occupational Therapy		162,834	0	0
		Dir. of Physical Therapy		162,834	0	0
		Physical Therapist		148,579	0	0
		Occupational Therapist		141,594	0	0
		Speech Therapist		141,594	0	0
		Physical Therapist Assistant		125,119	0	0
	(57)	Psychiatry Pool	165		22	0
		Mental Health Professional II		126,135	0	0
		Mental Health Professional I		118,979	0	0
		Health Services Specialist II		57,071	0	0
		TOTAL	5,661		119	0

TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(58)	Food Service Pool	113		78	0
		Food Preparation Manager		66,767	0	0
		Food Preparation Supervisor		59,355	0	0
		Food Preparation Coordinator		52,766	0	0
		Food Preparation Specialist		45,105	0	0
		Food Preparation Technician		41,702	0	0
		TOTAL	113		78	0
		SUBTOTAL	12,761		1,208	0
		UAMS REYNOLDS CENTER ON AGING				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS			0	0
	(1)	Project/Program Administrator	5		0	0
		Executive Project/Program Director		213,928	0	0
		Exec. Project/Program Manager		186,892	0	0
		Sr. Project/Program Director		172,738	0	0
		Project/Program Director		140,094	0	0
		Project/Program Manager		126,956	0	0
		Executive Assistant		118,680	0	0
		Project/Program Specialist		109,536	0	0
	(2)	Administrative Support Pool	1		0	0
		Administrative Assistant		69,437	0	0
		Administrative Analyst		69,437	0	0
		Administrative Support Supervisor		64,199	0	0
		Administrative Specialist III		61,729	0	0
		Administration Support Specialist		61,729	0	0
		Administrative Specialist II		54,877	0	0
		Administrative Support Specialist		54,877	0	0
		Administrative Specialist I		48,785	0	0
		Extra Help Assistant		40,098	0	0
		TOTAL	6		0	0
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(3)	Faculty Pool	19		0	0
		Professor		251,312	0	0
		Associate Professor		231,911	0	0
		Assistant Professor		218,965	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Instructor		175,946	0	0
	(4)	Education Coordinator	1	180,856	0	0
	(5)	Senior Research Assistant	1	118,978	1	0
		TOTAL	21		1	0
		UAMS BOOZMAN COLLEGE OF PUBLIC HEALTH				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(6)	Dean	1	373,554	0	0
	(7)	Associate Dean	1	252,809	0	0
	(8)	Project/Program Administrator	2		0	0
		Executive Project/Program Director		213,928	0	0
		Exec. Project/Program Manager		186,892	0	0
		Sr. Project/Program Director		172,738	0	0
		Project/Program Director		140,094	0	0
		Project/Program Manager		126,956	0	0
		Executive Assistant		118,680	0	0
		Project/Program Specialist		109,536	0	0
	(9)	Research Technologist	1	81,232	0	0
	(10)	Administrative Support Pool	4		0	0
		Administrative Assistant		69,437	0	0
		Administrative Analyst		69,437	0	0
		Administrative Support Supervisor		64,199	0	0
		Administrative Specialist III		61,729	0	0
		Administration Support Specialist		61,729	0	0
		Administrative Specialist II		54,877	0	0
		Administrative Support Specialist		54,877	0	0
		Administrative Specialist I		48,785	0	0
		Extra Help Assistant		40,098	0	0
		TOTAL	9		0	0
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(11)	Department Chairperson	5	264,266	0	0
	(12)	Faculty Pool	6		0	0
		Professor		251,312	0	0
		Associate Professor		231,911	0	0
		Assistant Professor		218,965	0	0
		TOTAL	11		0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS BIOSCIENCES INSTITUTE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(13)	Director of Biosciences Institute	1	392,879	0	0
	(14)	Research Technologist	6	81,232	5	0
	(15)	Research Technician	4	54,877	4	0
		TOTAL	11		9	0
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(16)	Faculty Pool	24		24	0
		Research Professor		245,440	0	0
		Associate Research Professor		231,909	0	0
		Assistant Research Professor		218,965	0	0
		Research Instructor		150,661	0	0
	(17)	Post Doctoral Fellow	6	151,798	6	0
	(18)	Graduate Assistant	4	59,215	4	0
		TOTAL	34		34	0
		UAMS AREA HEALTH EDUCATION CENTER - HELENA				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(19)	Project/Program Administrator	17		0	0
		Executive Project/Program Director		213,928	0	0
		Exec. Project/Program Manager		186,892	0	0
		Sr. Project/Program Director		172,738	0	0
		Project/Program Director		140,094	0	0
		Project/Program Manager		126,956	0	0
		Executive Assistant		118,680	0	0
		Project/Program Specialist		109,536	0	0
	(20)	Administrative Support Pool	2		0	0
		Administrative Assistant		69,437	0	0
		Administrative Analyst		69,437	0	0
		Administrative Support Supervisor		64,199	0	0
		Administrative Specialist III		61,729	0	0
		Administration Support Specialist		61,729	0	0
		Administrative Specialist II		54,877	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Administrative Support Specialist		54,877	0	0
		Administrative Specialist I		48,785	0	0
		Extra Help Assistant		40,098	0	0
		TOTAL	19		0	0
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(21)	Assistant Professor	1	212,961	0	0
	(22)	Clinic Instructor	1	171,123	0	0
		TOTAL	2		0	0
		SUBTOTAL	113		44	0
		TOTAL UAMS	12,874		1,252	0

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS AT PINE BLUFF														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	300,566	1	300,000	1	300,000	1	307,780	1	315,167	1	307,780	1	315,167
S	(1.01)	Associate Vice Chancellor	1	242,905	0	0	1	170,000	1	248,735	1	254,705	1	248,735	1	254,705
	(2)	Chief of Staff	1	239,531	1	136,000	1	136,000	1	245,280	1	251,167	1	245,280	1	251,167
	(3)	Project/Program Administrator	28						28		28		28		28	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	4	140,094	4	140,094		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	5	126,956	12	126,956		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	12	109,536	12	109,536		112,165		114,857		112,165		114,857
	(4)	Provost	1	207,742	1	170,000	1	170,000	1	212,728	1	217,833	1	212,728	1	217,833
	(5)	IT Pool	20						20		20		20		20	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	1	93,110	1	93,110		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	1	51,830	1	51,830		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	1	53,000	1	53,000		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	1	49,800	1	49,800		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	3	35,000	3	35,000		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	1	30,000	1	30,000		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(6)	Vice Chan. for Finance & Admin.	1	200,539	1	163,200	1	163,200	1	205,352	1	210,280	1	205,352	1	210,280
S	(7)	V-C for Res., Innov. & Econ. Devel.	0	0	1	134,640	0	0	0	0	0	0	0	0	0	0
	(8)	Vice Chancellor for Student Affairs	1	194,516	1	135,862	1	135,862	1	199,184	1	203,965	1	199,184	1	203,965
	(9)	Vice Chan. for Advancement/Dev.	1	194,516	1	153,000	1	153,000	1	199,184	1	203,965	1	199,184	1	203,965
S	(10)	Vice Chan. for Enrollment Mgmt	0	0	1	135,862	0	0	0	0	0	0	0	0	0	0
S	(10.01)	Assistant Vice Chancellor	1	190,812	0	0	1	140,000	1	195,391	1	200,080	1	195,391	1	200,080
S	(10.02)	Director of Alumni Relations	1	180,894	0	0	1	100,000	1	185,235	1	189,681	1	185,235	1	189,681
X	(11)	Dean	7	179,480	5	125,293	5	125,293	7	183,788	7	188,199	7	227,202	7	232,655
	(12)	Dean of Graduate Studies	1	179,480	1	94,860	1	94,860	1	183,787	1	188,198	1	183,787	1	188,198
	(13)	Dir. of Research & Sponsored Prgms.	1	179,017	1	80,800	1	80,800	1	183,313	1	187,713	1	183,313	1	187,713
	(14)	Director of Counseling	1	159,757	1	115,000	1	115,000	1	163,591	1	167,517	1	163,591	1	167,517
N,M	(14.01)	Development/Advancement Admin											1		1	
		Development/Advancement Director												163,523		167,447
		Development/Advancement Manager												130,003		133,123
		Development/Advancement Specialist												112,164		114,856
	(15)	Director of Computer Services	1	150,231	1	110,000	1	110,000	1	153,836	1	157,528	1	153,836	1	157,528
	(16)	Director of Corporate Giving	1	148,886	0	0	0	0	1	152,459	1	156,118	1	152,459	1	156,118
	(17)	Director of Facilities Planning	1	147,464	1	110,000	1	110,000	1	151,003	1	154,627	1	151,003	1	154,627
	(18)	Director of University Relations	1	147,460	0	0	0	0	1	150,999	1	154,623	1	150,999	1	154,623
	(19)	Director of Physical Plant	1	147,288	0	0	0	0	1	150,823	1	154,442	1	150,823	1	154,442
	(20)	Assistant to the Chancellor	1	146,541	1	53,192	1	53,192	1	150,058	1	153,659	1	150,058	1	153,659
X	(21)	Associate Vice Chancellor	3	146,541	1	125,000	1	125,000	3	150,058	3	153,659	3	248,735	3	254,705
	(22)	Business Affairs Administrator	1	146,541	1	51,217	1	51,217	1	150,058	1	153,659	1	150,058	1	153,659
	(23)	Director of International Programs	1	146,541	0	0	0	0	1	150,058	1	153,659	1	150,058	1	153,659
	(24)	Director of Development	2	146,540	2	94,300	2	94,300	2	150,057	2	153,659	2	150,057	2	153,659
	(25)	Controller	1	142,738	1	85,000	1	85,000	1	146,164	1	149,672	1	146,164	1	149,672
S	(26)	Director of Affirmative Action	0	0	1	70,000	0	0	0	0	0	0	0	0	0	0
	(27)	Director of Social Work	1	140,091	0	0	0	0	1	143,453	1	146,896	1	143,453	1	146,896
S	(28)	Dir. of Alumni and Gov. Relations	0	0	1	116,038	0	0	0	0	0	0	0	0	0	0
S	(28.01)	Director of Public Affairs	1	139,777	0	0	1	125,000	1	143,131	1	146,566	1	143,131	1	146,566
	(29)	Director of Institutional Research	1	136,822	0	0	0	0	1	140,105	1	143,468	1	140,105	1	143,468
	(30)	Registrar	1	133,303	1	73,000	1	73,000	1	136,502	1	139,778	1	136,502	1	139,778
S	(30.01)	Director of Academic Advising	1	130,264	0	0	1	95,000	1	133,390	1	136,592	1	133,390	1	136,592
	(31)	Director of Admissions	1	130,264	1	60,924	1	60,924	1	133,390	1	136,592	1	133,390	1	136,592
	(32)	Director of Student Financial Aid	1	130,264	1	75,773	1	75,773	1	133,390	1	136,592	1	133,390	1	136,592
	(33)	Director of Cooperative Education	1	128,007	0	0	0	0	1	131,079	1	134,225	1	131,079	1	134,225
M	(34)	Development/Advancement Manager	1	125,202	1	80,000	1	80,000	1	128,207	1	131,284	0	0	0	0
	(35)	Budget Director	1	124,818	0	0	0	0	1	127,814	1	130,881	1	127,814	1	130,881
	(36)	Director of University Police	1	124,694	1	93,000	1	93,000	1	127,687	1	130,752	1	127,687	1	130,752
	(37)	Dean of Students	2	123,712	2	86,515	2	86,515	2	126,681	2	129,721	2	126,681	2	129,721
	(38)	Director of Administrative Services	1	119,995	1	105,000	1	105,000	1	122,875	1	125,824	1	122,875	1	125,824
	(39)	Assoc. Dean of Students	2	117,036	1	43,645	1	43,645	2	119,845	2	122,722	2	119,845	2	122,722
	(40)	Associate Dean	2	117,036	2	117,300	2	117,300	2	119,845	2	122,722	2	119,845	2	122,722
	(41)	Assistant Dean	1	110,156	1	78,615	1	78,615	1	112,800	1	115,507	1	112,800	1	115,507
	(42)	Dir. of Educational Assessment	1	110,156	0	0	0	0	1	112,800	1	115,507	1	112,800	1	115,507
	(43)	Director of Health Services	1	110,156	1	57,624	1	57,624	1	112,800	1	115,507	1	112,800	1	115,507
S	(44)	Director of Recruitment	0	110,156	1	70,000	0	0	0	0	0	0	0	0	0	0
	(45)	Student Development Specialist	2	103,875	2	59,250	2	59,250	2	106,368	2	108,921	2	106,368	2	108,921
	(46)	Director of Disability Services	1	101,826	1	58,687	1	58,687	1	104,270	1	106,773	1	104,270	1	106,773
	(47)	Associate for Administration	2	96,949	2	50,900	2	50,900	2	99,275	2	101,658	2	99,275	2	101,658
	(48)	Director of Publications	1	96,949	1	40,600	1	40,600	1	99,275	1	101,658	1	99,275	1	101,658
	(49)	Fiscal Support Pool	17						17		17		17		17	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Fiscal Support Manager		95,029	3	55,000	3	55,000		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	45,000	1	45,000		79,981		81,901		79,981		81,901
		Accountant II		75,103	1	41,000	1	41,000		76,906		78,751		76,906		78,751
		Accountant I		72,215	2	54,000	2	54,000		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	3	52,000	3	52,000		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	35,000	2	35,000		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(50)	Public Safety Pool	20						20		20		20		20	
X		HE Public Safety Commander III		93,110	1	69,000	1	69,000		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	2	55,240	2	55,240		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	4	46,000	4	46,000		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	10	43,595	10	43,595		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	1	30,000	1	30,000		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(51)	Asst. Dir. of Continuing Educ.	2	93,020	1	54,745	1	54,745	2	95,252	2	97,538	2	95,252	2	97,538
	(52)	Asst. Dir. of Coop. Education	2	93,020	1	58,000	1	58,000	2	95,252	2	97,538	2	95,252	2	97,538
	(53)	Director of Materials Management	1	93,020	0	0	0	0	1	95,252	1	97,538	1	95,252	1	97,538
	(54)	Grants Manager	1	87,860	0	0	0	0	1	89,969	1	92,128	1	89,969	1	92,128
	(55)	Personnel Manager	1	87,860	1	56,019	1	56,019	1	89,969	1	92,128	1	89,969	1	92,128
	(56)	Television Program Manager	1	87,860	1	50,510	1	50,510	1	89,969	1	92,128	1	89,969	1	92,128
	(57)	Public Information Coordinator	1	84,480	0	0	0	0	1	86,507	1	88,584	1	86,507	1	88,584
	(58)	Campus Maintenance Supervisor	3	81,232	3	59,072	3	59,072	3	83,181	3	85,178	3	83,181	3	85,178
	(59)	Education Counselor	3	81,232	3	43,000	3	43,000	3	83,181	3	85,178	3	83,181	3	85,178
	(60)	Payroll Services Coordinator	1	81,232	1	45,000	1	45,000	1	83,181	1	85,178	1	83,181	1	85,178
	(61)	Research Technologist	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(62)	Admissions Counselor	3	79,654	2	37,734	2	37,734	3	81,565	3	83,523	3	81,565	3	83,523
	(63)	Academic Advisor	5	79,654	2	40,000	2	40,000	5	81,565	5	83,523	5	81,565	5	83,523
	(64)	Transfer Coordinator	1	79,654	1	48,000	1	48,000	1	81,565	1	83,523	1	81,565	1	83,523
	(65)	Skilled Trades Pool	26						26		26		26		26	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	2	37,641	2	37,641		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	5	37,174	5	37,174		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
S	(65.01)	Compliance Officer	1	76,127	0	0	1	85,000	1	77,954	1	79,825	1	77,954	1	79,825
	(66)	Asst. Dir. Financial Aid	1	75,103	1	60,000	1	60,000	1	76,906	1	78,751	1	76,906	1	78,751
	(67)	Budget Specialist	1	75,103	1	44,084	1	44,084	1	76,906	1	78,751	1	76,906	1	78,751
	(68)	Human Resources Analyst	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(69)	Research Project Analyst	4	75,103	2	66,000	2	66,000	4	76,906	4	78,751	4	76,906	4	78,751
	(70)	HEI Program Coordinator	1	72,215	1	45,275	1	45,275	1	73,948	1	75,722	1	73,948	1	75,722
	(71)	Print Shop Manager	1	72,215	0	0	0	0	1	73,948	1	75,722	1	73,948	1	75,722
	(72)	Administrative Support Pool	58						58		58		58		58	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	7	43,164	7	43,164		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	17	40,000	17	40,000		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	20	36,000	20	36,000		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	1	30,000	1	30,000		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(73)	Assistant Registrar	3	69,437	2	45,000	2	45,000	3	71,103	3	72,810	3	71,103	3	72,810
	(74)	Financial Aid Analyst	4	69,437	3	36,645	3	36,645	4	71,103	4	72,810	4	71,103	4	72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(75)	Library Support Pool	11						11		11		11		11	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	5	34,615	5	34,615		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	3	30,000	3	30,000		51,955		53,202		51,955		53,202
	(76)	Payroll Services Specialist	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(77)	Purchasing Specialist	2	69,437	1	30,000	1	30,000	2	71,103	2	72,810	2	71,103	2	72,810
	(78)	Broadcast Production Specialist	1	66,767	0	0	0	0	1	68,369	1	70,010	1	68,369	1	70,010
	(79)	Institutional Printer	2	66,767	1	30,000	1	30,000	2	68,369	2	70,010	2	68,369	2	70,010
	(80)	Warehouse Manager	1	66,767	1	40,000	1	40,000	1	68,369	1	70,010	1	68,369	1	70,010
	(81)	Financial Aid Specialist	3	64,199	0	0	0	0	3	65,739	3	67,317	3	65,739	3	67,317
	(82)	Human Resources Specialist	2	64,199	1	30,000	1	30,000	2	65,739	2	67,317	2	65,739	2	67,317
	(83)	Inventory Control Manager	1	64,199	1	37,500	1	37,500	1	65,739	1	67,317	1	65,739	1	67,317
	(84)	Student Recruitment Specialist	2	64,199	2	34,000	2	34,000	2	65,739	2	67,317	2	65,739	2	67,317
	(85)	Maintenance Specialist	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(86)	Research Assistant	2	61,729	1	30,000	1	30,000	2	63,211	2	64,728	2	63,211	2	64,728
	(87)	Athletic Facility Supervisor	1	59,355	1	42,000	1	42,000	1	60,780	1	62,239	1	60,780	1	62,239
	(88)	Coordinator of Housekeeping	2	59,355	0	0	0	0	2	60,780	2	62,239	2	60,780	2	62,239
	(89)	Storeroom Supervisor	1	59,355	0	0	0	0	1	60,780	1	62,239	1	60,780	1	62,239
	(90)	Human Resources Assistant	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(91)	Laboratory Technician	3	57,071	2	34,568	2	34,568	3	58,441	3	59,844	3	58,441	3	59,844
X	(92)	Institutional Bus Driver	3	54,877	0	0	0	0	3	56,194	3	57,542	3	61,813	3	63,297
	(93)	Research Technician	2	54,877	2	35,568	2	35,568	2	56,194	2	57,542	2	56,194	2	57,542
	(94)	Inventory Control Technician	1	52,766	1	30,000	1	30,000	1	54,032	1	55,329	1	54,032	1	55,329
	(95)	Maintenance Assistant	14	52,766	8	34,445	8	34,445	14	54,032	14	55,329	14	54,032	14	55,329
	(96)	Registrar's Assistant	1	50,737	0	0	0	0	1	51,955	1	53,202	1	51,955	1	53,202
	(97)	Shipping & Receiving Clerk	4	46,909	3	30,000	3	30,000	4	48,035	4	49,188	4	48,035	4	49,188
	(98)	Institutional Services Supervisor	4	45,105	2	35,000	2	35,000	4	46,187	4	47,296	4	46,187	4	47,296
	(99)	Institutional Services Assistant	27	43,370	12	30,000	12	30,000	27	44,411	27	45,476	27	44,411	27	45,476
		TOTAL	365		230		238		365		365		365		365	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(100)	Department Chairperson	16	165,258	13	110,000	13	110,000	16	169,224	16	173,285	16	169,224	16	173,285
S	(101)	Faculty	37						37		37		37		37	
		Professor		158,071	4	71,708	4	71,708		161,865		165,750		161,865		165,750
		Associate Professor		140,094	8	77,676	8	77,676		143,457		146,900		143,457		146,900
		Assistant Professor		129,312	5	71,708	5	71,708		132,416		135,594		132,416		135,594
		Instructor		107,729	14	73,703	14	73,703		110,315		112,962		110,315		112,962
	(102)	Director of Library Services	1	140,094	1	75,900	1	75,900	1	143,457	1	146,900	1	143,457	1	146,900
	(103)	Research Associate	1	137,697	0	0	0	0	1	141,001	1	144,385	1	141,001	1	144,385
	(104)	Assoc. Director of Library	1	134,145	0	0	0	0	1	137,365	1	140,662	1	137,365	1	140,662
	(105)	Associate Librarian	5	113,600	3	54,895	3	54,895	5	116,326	5	119,118	5	116,326	5	119,118
	(106)	Special Instructor	1	107,729	1	46,539	1	46,539	1	110,315	1	112,962	1	110,315	1	112,962
	(107)	Assistant Librarian	2	99,839	0	0	0	0	2	102,235	2	104,688	2	102,235	2	104,688
	(108)	Graduate Assistant	2	35,621	2	18,800	2	18,800	2	36,476	2	37,351	2	36,476	2	37,351
		TOTAL	66		51		51		66		66		66		66	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(109)	Faculty	132						132		132		132		132	
		Distinguished Professor		167,008	0	0	0	0		171,016		175,120		171,016		175,120
		Professor		154,477	8	88,513	8	88,513		158,185		161,981		158,185		161,981
		Associate Professor		136,493	14	85,817	14	85,817		139,769		143,124		139,769		143,124
		Assistant Professor		125,710	21	85,000	21	85,000		128,727		131,816		128,727		131,816
		Instructor		104,137	36	67,422	36	67,422		106,636		109,195		106,636		109,195
	(110)	Special Instructor	2	104,137	0	0	0	0	2	106,636	2	109,195	2	106,636	2	109,195
	(111)	Lecturer	2	77,681	1	59,100	1	59,100	2	79,546	2	81,455	2	79,546	2	81,455
	(112)	Part-Time Faculty	53	57,840	48	6,000	48	6,000	53	59,228	53	60,649	53	59,228	53	60,649
	(113)	Laboratory Assistant	6	41,449	1	36,279	1	36,279	6	42,443	6	43,462	6	42,443	6	43,462
		TOTAL	195		129		129		195		195		195		195	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		TWELVE MONTH AUXILIARY ENTERPRISES														
		POSITIONS														
	(114)	Head Coach	7	202,060	7	110,000	7	110,000	7	206,909	7	211,875	7	206,909	7	211,875
	(115)	Director of Athletics	1	164,962	0	0	0	0	1	168,921	1	172,975	1	168,921	1	172,975
	(116)	Director of Auxiliary Enterprises	1	129,567	0	0	0	0	1	132,676	1	135,861	1	132,676	1	135,861
	(117)	Assistant Director of Athletics	2	126,169	1	80,000	1	80,000	2	129,197	2	132,298	2	129,197	2	132,298
	(118)	Senior Women's Sports Administrator	1	126,169	1	75,000	1	75,000	1	129,197	1	132,298	1	129,197	1	132,298
	(119)	Coach	13	126,152	10	68,000	10	68,000	13	129,180	13	132,280	13	129,180	13	132,280
	(120)	Athletic Compliance Coordinator	1	122,671	1	80,000	1	80,000	1	125,615	1	128,630	1	125,615	1	128,630
	(121)	Assistant Coach	8	118,481	8	85,000	8	85,000	8	121,324	8	124,236	8	121,324	8	124,236
	(122)	Head Athletic Trainer	1	118,480	1	80,000	1	80,000	1	121,323	1	124,235	1	121,323	1	124,235
	(123)	Business Manager	1	102,992	1	66,010	1	66,010	1	105,464	1	107,995	1	105,464	1	107,995
	(124)	Sports Information Director	1	102,991	1	55,000	1	55,000	1	105,463	1	107,994	1	105,463	1	107,994
	(125)	Athletic Facility Manager	1	99,669	1	42,279	1	42,279	1	102,061	1	104,511	1	102,061	1	104,511
	(126)	Eligibility Specialist	1	99,669	1	48,102	1	48,102	1	102,061	1	104,511	1	102,061	1	104,511
	(127)	Registered Nurse	1	84,480	0	0	0	0	1	86,507	1	88,584	1	86,507	1	88,584
	(128)	Education Counselor	3	81,232	1	36,265	1	36,265	3	83,181	3	85,178	3	83,181	3	85,178
	(129)	Director of Student Union	1	78,106	1	50,801	1	50,801	1	79,981	1	81,901	1	79,981	1	81,901
	(130)	UAPB Director of Housing	1	78,106	1	60,085	1	60,085	1	79,981	1	81,901	1	79,981	1	81,901
	(131)	Athletic Ticket Sales Coord.	1	72,215	1	58,140	1	58,140	1	73,948	1	75,722	1	73,948	1	75,722
	(132)	HEI Program Coordinator	2	72,215	1	37,005	1	37,005	2	73,948	2	75,722	2	73,948	2	75,722
	(133)	Administrative Support Pool	2						2		2		2		2	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	35,000	1	35,000		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	32,000	1	32,000		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(134)	Asst. Director Student Union	1	69,437	1	48,000	1	48,000	1	71,103	1	72,810	1	71,103	1	72,810
	(135)	Food Service Pool	1						1		1		1		1	
		Food Preparation Manager		66,767	0	0	0	0		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	1	40,000	1	40,000		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
	(136)	Licensed Practical Nurse	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(137)	Recreation Coordinator	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(138)	Resident Hall Specialist	12	59,355	10	30,000	10	30,000	12	60,780	12	62,239	12	60,780	12	62,239
	(139)	Athletic Trainer	2	57,071	0	0	0	0	2	58,441	2	59,844	2	58,441	2	59,844
	(140)	Inventory Control Technician	1	52,766	0	0	0	0	1	54,032	1	55,329	1	54,032	1	55,329
	(141)	Mail Services Coordinator	1	50,737	1	30,000	1	30,000	1	51,955	1	53,202	1	51,955	1	53,202
	(142)	Mail Services Assistant	2	46,909	1	30,000	1	30,000	2	48,035	2	49,188	2	48,035	2	49,188
	(143)	Institutional Services Assistant	5	43,370	1	30,000	1	30,000	5	44,411	5	45,476	5	44,411	5	45,476
		TOTAL	77		55		55		77		77		77		77	
		AGRICULTURAL EXPERIMENT STATION														
		TWELVE MONTH EDUCATIONAL & GENERAL														
		ADMINISTRATIVE POSITIONS														
	(144)	Dir. of UAPB Agri. Exp. Stat.	1	179,480	0	0	0	0	1	183,788	1	188,199	1	183,788	1	188,199
	(145)	Resident Director	1	109,001	1	86,402	1	86,402	1	111,617	1	114,295	1	111,617	1	114,295
	(146)	Administrative Support Pool	6						6		6		6		6	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	1	45,000	1	45,000		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	2	45,000	2	45,000		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	38,000	1	38,000		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(147)	Research Assistant	3	61,729	3	36,000	3	36,000	3	63,211	3	64,728	3	63,211	3	64,728
	(148)	Landscape Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
		TOTAL	12		8		8		12		12		12		12	
		TWELVE MONTH EDUCATIONAL & GENERAL ACADEMIC POSITIONS														
	(149)	Faculty	37						37		37		37		37	
		Distinguished Professor		167,008	0	0	0	0		171,016		175,120		171,016		175,120
		Professor		158,073	5	99,248	5	99,248		161,867		165,752		161,867		165,752
		Associate Professor		140,094	6	82,041	6	82,041		143,457		146,900		143,457		146,900
		Assistant Professor		129,312	5	75,000	5	75,000		132,416		135,594		132,416		135,594
		Instructor		107,729	1	54,240	1	54,240		110,315		112,962		110,315		112,962
	(150)	Research Associate	12	137,697	10	69,107	10	69,107	12	141,001	12	144,385	12	141,001	12	144,385
	(151)	Research Specialist	7	109,527	0	0	0	0	7	112,156	7	114,847	7	112,156	7	114,847
	(152)	Senior Research Assistant	14	104,137	8	46,500	8	46,500	14	106,636	14	109,195	14	106,636	14	109,195
	(153)	Graduate Assistant	33	59,215	19	22,880	19	22,880	33	60,637	33	62,092	33	60,637	33	62,092
		TOTAL	103		54		54		103		103		103		103	
		UAPB 1890 EXTENSION PROGRAM TWELVE MONTH EDUCATIONAL & GENERAL ADMINISTRATIVE POSITIONS														
	(154)	Project/Program Administrator	2						2		2		2		2	
		Executive Project/Program Director		213,928	0	0	0	0		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	0		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	0		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	1	46,270	1	46,270		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	0	0	0	0		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	0		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	0	0	0	0		112,165		114,857		112,165		114,857
	(155)	UAPB 1890 Extension Administrator	1	179,480	1	116,725	1	116,725	1	183,788	1	188,199	1	183,788	1	188,199
	(156)	Administrative Support Pool	3						3		3		3		3	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	45,000	1	45,000		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	45,000	1	45,000		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	1	30,000	1	30,000		41,061		42,046		41,061		42,046
		TOTAL	6		5		5		6		6		6		6	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(157)	Extension Faculty	35						35		35		35		35	
		Extension Specialist V		250,126	0	0	0	0		256,129		262,276		256,129		262,276
		Extension Specialist IV		231,053	1	94,860	1	94,860		236,598		242,277		236,598		242,277
		Extension Specialist III		197,146	1	88,000	1	88,000		201,878		206,723		201,878		206,723
		Extension Specialist II		186,547	9	87,516	9	87,516		191,024		195,609		191,024		195,609
		Extension Specialist I		132,901	1	55,000	1	55,000		136,091		139,357		136,091		139,357
		Extension Asst. Specialist		117,084	8	66,300	8	66,300		119,894		122,772		119,894		122,772
	(158)	Extension Associate	9	104,144	7	56,100	7	56,100	9	106,643	9	109,203	9	106,643	9	109,203
	(159)	Multi-County Ext. Agent	5	61,007	1	35,568	1	35,568	5	62,471	5	63,970	5	62,471	5	63,970
	(160)	Extension Program Aide	7	58,047	7	45,124	7	45,124	7	59,440	7	60,866	7	59,440	7	60,866
		TOTAL	56		35		35		56		56		56		56	
		TOTAL UAPB	880		567		575		880		880		880		880	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS AT PINE BLUFF				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	300,566		
	(2)	Chief of Staff	1	239,531		
	(3)	Project/Program Administrator	28			
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(4)	Provost	1	207,742	1	
	(5)	IT Pool	20			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(6)	Vice Chan. for Finance & Admin.	1	200,539		
	(7)	V-C for Res., Innov. & Econ. Devel.	1	194,516		
	(8)	Vice Chancellor for Student Affairs	1	194,516		
	(9)	Vice Chan. for Advancement/Dev.	1	194,516		
	(10)	Vice Chan. for Enrollment Mgmt	1	194,516	1	
	(11)	Dean	7	179,480	6	5
	(12)	Dean of Graduate Studies	1	179,480		
	(13)	Dir. of Research & Sponsored Prgms.	1	179,017	1	
	(14)	Director of Counseling	1	159,757		
	(15)	Director of Computer Services	1	150,231		
	(16)	Director of Corporate Giving	1	148,886	1	1
	(17)	Director of Facilities Planning	1	147,464		
	(18)	Director of University Relations	1	147,460		
	(19)	Director of Physical Plant	1	147,288		
	(20)	Assistant to the Chancellor	1	146,541		
	(21)	Associate Vice Chancellor	3	146,541		
	(22)	Business Affairs Administrator	1	146,541		
	(23)	Director of International Programs	1	146,541	1	1
	(24)	Director of Development	2	146,540		
	(25)	Controller	1	142,738		
	(26)	Director of Affirmative Action	1	140,091		
	(27)	Director of Social Work	1	140,091	1	1
	(28)	Dir. of Alumni and Gov. Relations	1	137,859		
	(29)	Director of Institutional Research	1	136,822		
	(30)	Registrar	1	133,303		
	(31)	Director of Admissions	1	130,264		
	(32)	Director of Student Financial Aid	1	130,264	1	
	(33)	Director of Cooperative Education	1	128,007		
	(34)	Development/Advancement Manager	1	125,202		
	(35)	Budget Director	1	124,818	1	1
	(36)	Director of University Police	1	124,694		
	(37)	Dean of Students	2	123,712		
	(38)	Director of Administrative Services	1	119,995		
	(39)	Assoc. Dean of Students	2	117,036	1	1
	(40)	Associate Dean	2	117,036	1	1
	(41)	Assistant Dean	1	110,156	1	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(42)	Dir. of Educational Assessment	1	110,156		
	(43)	Director of Health Services	1	110,156		
	(44)	Director of Recruitment	1	110,156		
	(45)	Student Development Specialist	2	103,875	1	1
	(46)	Director of Disability Services	1	101,826		
	(47)	Associate for Administration	2	96,949		
	(48)	Director of Publications	1	96,949		
	(49)	Fiscal Support Pool	17		7	3
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(50)	Public Safety Pool	20			
		HE Public Safety Commander III		93,110	1	1
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(51)	Asst. Dir. of Continuing Educ.	2	93,020		
	(52)	Asst. Dir. of Coop. Education	2	93,020	1	1
	(53)	Director of Materials Management	1	93,020	1	1
	(54)	Grants Manager	1	87,860	1	1
	(55)	Personnel Manager	1	87,860		
	(56)	Television Program Manager	1	87,860		
	(57)	Public Information Coordinator	1	84,480	1	1
	(58)	Campus Maintenance Supervisor	3	81,232		
	(59)	Education Counselor	3	81,232	2	2

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(60)	Payroll Services Coordinator	1	81,232		
	(61)	Research Technologist	1	81,232	1	1
	(62)	Admissions Counselor	3	79,654		
	(63)	Academic Advisor	5	79,654	4	4
	(64)	Transfer Coordinator	1	79,654		
	(65)	Skilled Trades Pool	26		16	10
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(66)	Asst. Dir. Financial Aid	1	75,103	1	1
	(67)	Budget Specialist	1	75,103		
	(68)	Human Resources Analyst	1	75,103		
	(69)	Research Project Analyst	4	75,103	1	1
	(70)	HEI Program Coordinator	1	72,215		
	(71)	Print Shop Manager	1	72,215	1	1
	(72)	Administrative Support Pool	58		16	2
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(73)	Assistant Registrar	3	69,437	1	1
	(74)	Financial Aid Analyst	4	69,437	1	1
	(75)	Library Support Pool	11		3	1
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(76)	Payroll Services Specialist	1	69,437	1	1
	(77)	Purchasing Specialist	2	69,437		
	(78)	Broadcast Production Specialist	1	66,767	1	1
	(79)	Institutional Printer	2	66,767	1	1
	(80)	Warehouse Manager	1	66,767		
	(81)	Financial Aid Specialist	3	64,199	3	3

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(82)	Human Resources Specialist	2	64,199	1	1
	(83)	Inventory Control Manager	1	64,199		
	(84)	Student Recruitment Specialist	2	64,199		
	(85)	Maintenance Specialist	1	61,729	1	1
	(86)	Research Assistant	2	61,729	1	1
	(87)	Athletic Facility Supervisor	1	59,355	1	1
	(88)	Coordinator of Housekeeping	2	59,355	2	2
	(89)	Storeroom Supervisor	1	59,355	1	1
	(90)	Human Resources Assistant	1	57,071	1	1
	(91)	Laboratory Technician	3	57,071		
	(92)	Institutional Bus Driver	3	54,877	3	1
	(93)	Research Technician	2	54,877		
	(94)	Inventory Control Technician	1	52,766		
	(95)	Maintenance Assistant	14	52,766	7	4
	(96)	Registrar's Assistant	1	50,737	1	1
	(97)	Shipping & Receiving Clerk	4	46,909	3	1
	(98)	Institutional Services Supervisor	4	45,105	1	1
	(99)	Institutional Services Assistant	27	43,370	8	1
		TOTAL	364		114	69
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(100)	Department Chairperson	16	165,258	2	2
	(101)	Faculty	38		16	10
		Professor		158,071		
		Associate Professor		140,094		
		Assistant Professor		129,312		
		Instructor		107,729		
	(102)	Director of Library Services	1	140,094		
	(103)	Research Associate	1	137,697		
	(104)	Assoc. Director of Library	1	134,145		
	(105)	Associate Librarian	5	113,600	2	2
	(106)	Special Instructor	1	107,729		
	(107)	Assistant Librarian	2	99,839	2	2
	(108)	Graduate Assistant	2	35,621	1	1
		TOTAL	67		23	17
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(109)	Faculty	132		39	20

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Distinguished Professor		167,008		
		Professor		154,477		
		Associate Professor		136,493		
		Assistant Professor		125,710		
		Instructor		104,137		
	(110)	Special Instructor	2	104,137	2	2
	(111)	Lecturer	2	77,681	2	2
	(112)	Part-Time Faculty	53	57,840	5	5
	(113)	Laboratory Assistant	6	41,449	5	3
		TOTAL	195		53	32
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(114)	Head Coach	7	202,060		
	(115)	Director of Athletics	1	164,962		
	(116)	Director of Auxiliary Enterprises	1	129,567	1	1
	(117)	Assistant Director of Athletics	2	126,169	1	1
	(118)	Senior Women's Sports Administrator	1	126,169		
	(119)	Coach	13	126,152	1	1
	(120)	Athletic Compliance Coordinator	1	122,671		
	(121)	Assistant Coach	8	118,481		
	(122)	Head Athletic Trainer	1	118,480		
	(123)	Business Manager	1	102,992		
	(124)	Sports Information Director	1	102,991		
	(125)	Athletic Facility Manager	1	99,669		
	(126)	Eligibility Specialist	1	99,669		
	(127)	Registered Nurse	1	84,480	1	1
	(128)	Education Counselor	3	81,232	3	3
	(129)	Director of Student Union	1	78,106		
	(130)	UAPB Director of Housing	1	78,106		
	(131)	Athletic Ticket Sales Coord.	1	72,215		
	(132)	HEI Program Coordinator	2	72,215	1	1
	(133)	Administrative Support Pool	2			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(134)	Asst. Director Student Union	1	69,437		
	(135)	Food Service Pool	1			
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
	(136)	Licensed Practical Nurse	1	64,199	1	1
	(137)	Recreation Coordinator	1	61,729	1	1
	(138)	Resident Hall Specialist	12	59,355		
	(139)	Athletic Trainer	2	57,071	1	1
	(140)	Inventory Control Technician	1	52,766	1	1
	(141)	Mail Services Coordinator	1	50,737		
	(142)	Mail Services Assistant	2	46,909	1	1
	(143)	Institutional Services Assistant	5	43,370	4	2
		TOTAL	77		17	15
		AGRICULTURAL EXPERIMENT STATION TWELVE MONTH EDUCATIONAL & GENERAL ADMINISTRATIVE POSITIONS				
	(144)	Dir. of UAPB Agri. Exp. Stat.	1	179,480	1	1
	(145)	Resident Director	1	109,001		
	(146)	Administrative Support Pool	6		3	3
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(147)	Research Assistant	3	61,729		
	(148)	Landscape Specialist	1	57,071	1	1
		TOTAL	12		5	5
		TWELVE MONTH EDUCATIONAL & GENERAL ACADEMIC POSITIONS				

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(149)	Faculty	37		20	10
		Distinguished Professor		167,008		
		Professor		158,073		
		Associate Professor		140,094		
		Assistant Professor		129,312		
		Instructor		107,729		
	(150)	Research Associate	12	137,697	12	4
	(151)	Research Specialist	7	109,527	1	0
	(152)	Senior Research Assistant	14	104,137	8	4
	(153)	Graduate Assistant	33	59,215	10	
		TOTAL	103		51	18
		UAPB 1890 EXTENSION PROGRAM TWELVE MONTH EDUCATIONAL & GENERAL ADMINISTRATIVE POSITIONS				
	(154)	Project/Program Administrator	2		1	1
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(155)	UAPB 1890 Extension Administrator	1	179,480		
	(156)	Administrative Support Pool	3		1	1
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
		TOTAL	6		2	2
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(157)	Extension Faculty	35		12	12
		Extension Specialist V		250,126		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Extension Specialist IV		231,053		
		Extension Specialist III		197,146		
		Extension Specialist II		186,547		
		Extension Specialist I		132,901		
		Extension Asst. Specialist		117,084		
	(158)	Extension Associate	9	104,144	2	2
	(159)	Multi-County Ext. Agent	5	61,007	4	0
	(160)	Extension Program Aide	7	58,047		
		TOTAL	56		18	14
		TOTAL UAPB	880		283	172

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF CENTRAL ARKANSAS														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, Univ. of Central Ark.	1	365,882	1	385,416	1	365,882	1	374,664	1	383,656	1	374,664	1	383,656
	(2)	Executive VP and Provost	1	277,092	1	239,700	1	277,092	1	283,742	1	290,552	1	283,742	1	290,552
	(3)	Dean, College of Business	1	271,941	1	216,500	1	271,941	1	278,468	1	285,151	1	278,468	1	285,151
	(4)	Dean, Coll. of Health/Behav. Sci.	1	271,941	1	181,849	1	271,941	1	278,468	1	285,151	1	278,468	1	285,151
	(5)	Dean, Coll. of Nat. Sci./Math.	1	271,941	1	178,749	1	271,941	1	278,468	1	285,151	1	278,468	1	285,151
	(6)	Chief of Staff	1	239,531	1	162,365	1	239,531	1	245,280	1	251,167	1	245,280	1	251,167
	(7)	Chief Information Officer	1	238,449	1	189,425	1	238,449	1	244,171	1	250,032	1	244,171	1	250,032
	(8)	Executive Asst. to the President	1	232,470	1	79,086	1	232,470	1	238,049	1	243,762	1	238,049	1	243,762
	(9)	Vice-Pres. for Enrollment Mgmt.	1	232,470	1	176,868	1	232,470	1	238,049	1	243,762	1	238,049	1	243,762
	(10)	Vice-Pres. for Finance & Admin.	1	232,470	1	206,936	1	232,470	1	238,049	1	243,762	1	238,049	1	243,762
	(11)	Vice-Pres. for Univ. & Gov. Rel.	1	228,939	1	142,124	1	228,939	1	234,434	1	240,060	1	234,434	1	240,060
	(12)	Vice-Pres. for Student Services	1	228,939	1	191,017	1	228,939	1	234,434	1	240,060	1	234,434	1	240,060
	(13)	Vice-Pres. for Development	1	228,939	1	189,425	1	228,939	1	234,434	1	240,060	1	234,434	1	240,060
	(14)	Academic Dean	8	221,877	5	177,192	8	221,877	8	227,202	8	232,655	8	227,202	8	232,655
	(15)	Project/Program Administrator	107						107		107		107		107	
		Executive Project/Program Director		213,928	2	105,000	3	213,928		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	186,892		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	172,738		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	21	108,033	23	140,094		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	25	76,500	26	126,956		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	118,680		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	54	94,000	55	109,536		112,165		114,857		112,165		114,857
	(16)	Associate Provost	5	209,036	2	187,364	5	209,036	5	214,053	5	219,190	5	214,053	5	219,190
	(17)	IT Pool	63						63		63		63		63	
		Network Engineer		207,404	0	0	0	207,404		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	133,122		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	132,901		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	126,956		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	125,461		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	125,461		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	123,806		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	123,806		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	122,387		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	112,475		115,174		117,939		115,174		117,939
		Database Administrator		110,019	6	85,999	6	110,019		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	108,925		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	106,894		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	104,736		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	100,790		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	100,708		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	100,708		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	1	61,800	1	100,708		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	2	64,984	3	100,708		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	99,493		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	5	70,727	6	96,834		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	1	64,821	1	96,834		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	95,330		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	95,330		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	93,110		95,345		97,633		95,345		97,633
		Security Analyst		93,110	1	57,897	1	93,110		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	5	68,850	5	93,110		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	91,166		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	89,529		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	4	62,171	4	89,529		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	89,529		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	1	68,979	1	86,085		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	2	51,000	2	86,085		88,151		90,267		88,151		90,267

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		PC Support Specialist		84,480	0	0	0	84,480		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	7	49,297	7	82,775		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	82,775		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	1	45,900	1	79,590		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	79,590		81,501		83,457		81,501		83,457
		Website Developer		79,590	1	51,000	1	79,590		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	2	59,160	2	76,530		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	76,530		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	76,530		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	3	52,020	3	73,587		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	2	47,858	2	73,587		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	72,215		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	7	39,393	7	70,756		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	3	36,676	3	70,756		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	68,035		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	68,035		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	7	41,616	7	68,035		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	64,199		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	60,483		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	58,156		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	52,766		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	48,785		49,956		51,155		49,956		51,155
	(18)	Associate Vice-President	6	201,198	5	173,400	6	201,198	6	206,027	6	210,972	6	206,027	6	210,972
	(19)	Director of Computer Services	3	194,858	3	108,824	3	194,858	3	199,534	3	204,323	3	199,534	3	204,323
	(20)	General Counsel	1	180,186	1	158,573	1	180,186	1	184,511	1	188,939	1	184,511	1	188,939
	(21)	Controller	1	179,480	1	102,000	1	179,480	1	183,788	1	188,199	1	183,788	1	188,199
	(22)	Associate Dean	9	177,814	9	148,713	9	177,814	9	182,081	9	186,451	9	182,081	9	186,451
	(23)	Director of Development	2	175,966	2	94,860	2	175,966	2	180,190	2	184,514	2	180,190	2	184,514
	(24)	Assistant Vice-President	3	170,421	3	95,717	3	170,421	3	174,511	3	178,699	3	174,511	3	178,699
	(25)	Director of Physical Plant	1	168,941	1	150,858	1	168,941	1	172,995	1	177,147	1	172,995	1	177,147
	(26)	Director of University Relations	1	168,616	1	85,000	1	168,616	1	172,663	1	176,807	1	172,663	1	176,807
	(27)	Assistant Provost	2	168,616	2	115,820	2	168,616	2	172,663	2	176,807	2	172,663	2	176,807
	(28)	Registrar	1	161,471	1	84,429	1	161,471	1	165,346	1	169,314	1	165,346	1	169,314
	(29)	Director of Counseling Center	1	159,757	1	96,197	1	159,757	1	163,591	1	167,517	1	163,591	1	167,517
	(30)	Director of Planned Giving	1	159,757	1	108,243	1	159,757	1	163,591	1	167,517	1	163,591	1	167,517
	(31)	Dir. of Corp. & Foundation Rel.	1	159,757	1	73,440	1	159,757	1	163,591	1	167,517	1	163,591	1	167,517
	(32)	Dir. of Grants & Other Spons. Prgm.	1	156,680	1	83,232	1	156,680	1	160,441	1	164,291	1	160,441	1	164,291
	(33)	Director of Engineering Systems	1	152,608	1	83,836	1	152,608	1	156,270	1	160,021	1	156,270	1	160,021
	(34)	Continuing Education Coordinator	1	151,358	1	54,315	1	151,358	1	154,991	1	158,711	1	154,991	1	158,711
	(35)	Dean of Students	1	151,358	1	95,717	1	151,358	1	154,991	1	158,711	1	154,991	1	158,711
	(36)	Director of Public Service	1	151,358	1	108,433	1	151,358	1	154,991	1	158,711	1	154,991	1	158,711
	(37)	Director of Corporate Relations	1	149,561	1	70,359	1	149,561	1	153,150	1	156,826	1	153,150	1	156,826
	(38)	Assoc. Director of Comp. Services	5	149,190	4	87,002	5	149,190	5	152,770	5	156,437	5	152,770	5	156,437
	(39)	Assoc. Director of Development	2	147,976	1	142,800	2	147,976	2	151,528	2	155,164	2	151,528	2	155,164
	(40)	Director of Institutional Research	1	146,632	1	109,835	1	146,632	1	150,151	1	153,754	1	150,151	1	153,754
	(41)	Director of Student Aid	1	145,871	1	104,040	1	145,871	1	149,372	1	152,957	1	149,372	1	152,957
	(42)	Director of Cooperative Education	1	142,024	1	88,861	1	142,024	1	145,432	1	148,923	1	145,432	1	148,923
	(43)	Associate Controller	1	136,608	1	88,485	1	136,608	1	139,887	1	143,244	1	139,887	1	143,244
	(44)	Business Manager	1	136,020	1	105,000	1	136,020	1	139,285	1	142,627	1	139,285	1	142,627
	(45)	Dir. of Admissions	1	135,834	1	83,232	1	135,834	1	139,094	1	142,432	1	139,094	1	142,432
	(46)	Director of Internal Audits	1	133,402	1	119,646	1	133,402	1	136,604	1	139,882	1	136,604	1	139,882
	(47)	UCA Dir. of University Police	1	132,400	1	104,040	1	132,400	1	135,578	1	138,832	1	135,578	1	138,832
	(48)	Project Engineer	1	132,076	1	67,080	1	132,076	1	135,246	1	138,491	1	135,246	1	138,491
	(49)	Director of Major Gifts	1	131,448	0	0	1	131,448	1	134,603	1	137,834	1	134,603	1	137,834
	(50)	Budget Officer	1	130,264	1	98,000	1	130,264	1	133,390	1	136,592	1	133,390	1	136,592
	(51)	Development Officer	12	126,448	11	85,000	12	126,448	12	129,483	12	132,590	12	129,483	12	132,590
	(52)	Director of Alumni	1	117,298	1	78,856	1	117,298	1	120,113	1	122,996	1	120,113	1	122,996
	(53)	Dir. of Pub. & Creative Svcs.	1	116,727	1	61,200	1	116,727	1	119,529	1	122,397	1	119,529	1	122,397
	(54)	Director of Information	1	112,921	0	0	1	112,921	1	115,631	1	118,406	1	115,631	1	118,406
	(55)	Director of Developmental Skills	1	112,207	1	56,438	1	112,207	1	114,900	1	117,657	1	114,900	1	117,657
	(56)	Academic/Student Support	50						50		50		50		50	
		Student Development Specialist		110,019	20	67,626	25	110,019		112,660		115,364		112,660		115,364
		Academic Counselor		97,361	21	46,818	25	97,361		99,698		102,090		99,698		102,090
	(57)	Assistant Dean of Students	14	110,019	13	64,945	14	110,019	14	112,660	14	115,364	14	112,660	14	115,364
	(58)	Director of Disability Services	1	110,019	1	57,943	1	110,019	1	112,660	1	115,364	1	112,660	1	115,364

TC	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(59)	Dir. Env. Health & Safety Prgms.	1	109,713	1	53,060	1	109,713	1	112,346	1	115,043	1	112,346	1	115,043
	(60)	Senior Internal Auditor	1	102,260	1	77,962	1	102,260	1	104,715	1	107,228	1	104,715	1	107,228
	(61)	Associate for Administration	3	101,455	3	76,380	3	101,455	3	103,890	3	106,384	3	103,890	3	106,384
	(62)	Fiscal Support Pool	33						33		33		33		33	
		Fiscal Support Manager		95,029	2	72,420	2	95,029		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	5	53,060	5	78,106		79,981		81,901		79,981		81,901
		Accountant II		75,103	3	52,020	3	75,103		76,906		78,751		76,906		78,751
		Accountant I		72,215	3	45,900	3	72,215		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	18	45,900	18	69,437		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	36,414	2	61,729		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	57,071		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	52,766		54,032		55,329		54,032		55,329
	(63)	Public Safety Pool	35						35		35		35		35	
X		HE Public Safety Commander III		93,110	1	66,586	1	93,110		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	91,374		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	1	89,529		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	1	86,085		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	6	57,222	8	76,530		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	13	51,438	23	73,587		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	68,035		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	1	35,700	1	64,199		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	58,156		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	48,785		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	48,785		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	48,785		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	46,909		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	40,098		41,061		42,046		45,167		46,251
	(64)	Buyer Supervisor	1	81,232	1	53,040	1	81,232	1	83,181	1	85,178	1	83,181	1	85,178
	(65)	Campus Maintenance Supervisor	2	81,232	2	75,000	2	81,232	2	83,181	2	85,178	2	83,181	2	85,178
	(66)	Education Counselor	13	81,232	12	41,918	13	81,232	13	83,181	13	85,178	13	83,181	13	85,178
	(67)	Skilled Trades Pool	56						56		56		56		56	
X		Skilled Trades Foreman		76,530	6	57,222	10	76,530		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	3	53,060	8	73,587		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	19	47,940	23	70,756		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	7	35,000	10	53,769		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	1	31,200	5	47,801		48,948		50,123		53,854		55,146
	(68)	Editor	1	75,103	1	37,142	1	75,103	1	76,906	1	78,751	1	76,906	1	78,751
	(69)	Human Resources Analyst	5	75,103	5	41,616	5	75,103	5	76,906	5	78,751	5	76,906	5	78,751
	(70)	Maintenance Coordinator	4	75,103	2	46,818	4	75,103	4	76,906	4	78,751	4	76,906	4	78,751
	(71)	Staff Development Coordinator	1	75,103	0	0	1	75,103	1	76,906	1	78,751	1	76,906	1	78,751
	(72)	Building and Grounds Coordinator	2	72,215	0	0	2	72,215	2	73,948	2	75,722	2	73,948	2	75,722
	(73)	Buyer	4	72,215	2	47,448	4	72,215	4	73,948	4	75,722	4	73,948	4	75,722
	(74)	Construction Inspector	3	72,215	0	0	3	72,215	3	73,948	3	75,722	3	73,948	3	75,722
	(75)	Construction/Maintenance Coord.	2	72,215	2	48,100	2	72,215	2	73,948	2	75,722	2	73,948	2	75,722
	(76)	Education & Instruction Specialist	1	72,215	0	0	1	72,215	1	73,948	1	75,722	1	73,948	1	75,722
	(77)	Energy Conservation Coordinator	1	72,215	1	57,222	1	72,215	1	73,948	1	75,722	1	73,948	1	75,722
	(78)	Engineer Technician	1	72,215	1	46,818	1	72,215	1	73,948	1	75,722	1	73,948	1	75,722
	(79)	HEI Program Coordinator	33	72,215	31	50,000	33	72,215	33	73,948	33	75,722	33	73,948	33	75,722
	(80)	Human Resources Recruiter	1	72,215	0	0	1	72,215	1	73,948	1	75,722	1	73,948	1	75,722
	(81)	Print Shop Manager	1	72,215	0	0	1	72,215	1	73,948	1	75,722	1	73,948	1	75,722
	(82)	Public Information Specialist	2	72,215	1	39,000	2	72,215	2	73,948	2	75,722	2	73,948	2	75,722
	(83)	Student Applications Specialist	2	72,215	2	40,000	2	72,215	2	73,948	2	75,722	2	73,948	2	75,722
	(84)	Administrative Support Pool	134						134		134		134		134	
		Administrative Assistant		69,437	0	0	0	69,437		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	9	43,860	18	69,437		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	5	46,000	25	64,199		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	55	40,000	75	61,729		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	61,729		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	16	39,478	16	54,877		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	54,877		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	48,785		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	40,098		41,061		42,046		41,061		42,046
	(85)	Asst. Registrar	9	69,437	3	48,003	9	69,437	9	71,103	9	72,810	9	71,103	9	72,810
	(86)	Financial Aid Analyst	5	69,437	5	38,214	5	69,437	5	71,103	5	72,810	5	71,103	5	72,810
	(87)	Library Support Pool	31						31		31		31		31	

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Library Supervisor		69,437	5	50,000	8	69,437		71,103		72,810		71,103		72,810
		Library Specialist		59,355	3	50,000	5	59,355		60,780		62,239		60,780		62,239
		Library Technician		54,877	14	38,000	18	54,877		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	50,737		51,955		53,202		51,955		53,202
	(88)	Maintenance Supervisor	6	69,437	1	50,000	6	69,437	6	71,103	6	72,810	6	71,103	6	72,810
	(89)	Payroll Services Specialist	2	69,437	2	45,900	2	69,437	2	71,103	2	72,810	2	71,103	2	72,810
	(90)	Financial Aid Specialist	3	64,199	3	38,214	3	64,199	3	65,739	3	67,317	3	65,739	3	67,317
	(91)	Human Resources Specialist	2	64,199	2	45,000	2	64,199	2	65,739	2	67,317	2	65,739	2	67,317
	(92)	Inventory Control Manager	1	64,199	0	0	1	64,199	1	65,739	1	67,317	1	65,739	1	67,317
	(93)	Landscape Supervisor	2	64,199	0	0	2	64,199	2	65,739	2	67,317	2	65,739	2	67,317
	(94)	Student Recruitment Specialist	3	64,199	1	37,465	3	64,199	3	65,739	3	67,317	3	65,739	3	67,317
	(95)	Instrumentation Technician	3	61,729	2	40,000	3	61,729	3	63,211	3	64,728	3	63,211	3	64,728
	(96)	Maintenance Specialist	6	61,729	4	31,632	6	61,729	6	63,211	6	64,728	6	63,211	6	64,728
	(97)	Research Assistant	1	61,729	0	0	1	61,729	1	63,211	1	64,728	1	63,211	1	64,728
	(98)	Special Events Coordinator	3	61,729	3	35,374	3	61,729	3	63,211	3	64,728	3	63,211	3	64,728
	(99)	Coordinator of Housekeeping	4	59,355	2	36,414	4	59,355	4	60,780	4	62,239	4	60,780	4	62,239
	(100)	Laboratory Coordinator	2	59,355	2	38,485	2	59,355	2	60,780	2	62,239	2	60,780	2	62,239
	(101)	Equipment Mechanic	1	57,071	0	0	1	57,071	1	58,441	1	59,844	1	58,441	1	59,844
	(102)	Landscape Specialist	2	57,071	1	36,720	2	57,071	2	58,441	2	59,844	2	58,441	2	59,844
	(103)	Warehouse Specialist	1	57,071	1	31,200	1	57,071	1	58,441	1	59,844	1	58,441	1	59,844
	(104)	Duplication Assistant	1	54,877	0	0	1	54,877	1	56,194	1	57,542	1	56,194	1	57,542
	(105)	Heavy Equipment Operator	5	54,877	2	35,374	5	54,877	5	56,194	5	57,542	5	56,194	5	57,542
X	(106)	Institutional Bus Driver	10	54,877	7	46,818	10	54,877	10	56,194	10	57,542	10	61,813	10	63,297
	(107)	Cashier	2	52,766	2	31,200	2	52,766	2	54,032	2	55,329	2	54,032	2	55,329
	(108)	Maintenance Assistant	12	52,766	10	31,200	12	52,766	12	54,032	12	55,329	12	54,032	12	55,329
	(109)	Registrar's Assistant	4	50,737	0	0	4	50,737	4	51,955	4	53,202	4	51,955	4	53,202
	(110)	Warehouse Worker	2	48,785	1	31,200	2	48,785	2	49,956	2	51,155	2	49,956	2	51,155
	(111)	Equipment Operator	15	46,909	6	31,212	15	46,909	15	48,035	15	49,188	15	48,035	15	49,188
	(112)	Institutional Services Supervisor	7	45,105	2	40,000	7	45,105	7	46,187	7	47,296	7	46,187	7	47,296
	(113)	Institutional Services Assistant	54	43,370	28	32,773	54	43,370	54	44,411	54	45,476	54	44,411	54	45,476
		TOTAL	876		660		876		876		876		876		876	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(114)	Faculty	59						59		59		59		59	
		Distinguished Professor		236,338	0	0	0	236,338		242,010		247,818		242,010		247,818
		Professor		204,213	2	148,693	3	204,213		209,114		214,133		209,114		214,133
		Assoc. Professor		190,080	1	88,364	2	190,080		194,641		199,313		194,641		199,313
		Asst. Professor		161,671	1	81,600	12	161,671		165,551		169,524		165,551		169,524
		Instructor		132,901	11	92,007	22	132,901		136,091		139,357		136,091		139,357
		Lecturer		111,330	1	56,244	20	111,330		114,002		116,738		114,002		116,738
	(115)	Department Chairperson	40	207,746	32	161,140	40	207,746	40	212,731	40	217,837	40	212,731	40	217,837
	(116)	Director of Library	1	197,738	1	116,733	1	197,738	1	202,483	1	207,343	1	202,483	1	207,343
	(117)	Research Associate	2	151,222	2	68,193	2	151,222	2	154,851	2	158,567	2	154,851	2	158,567
	(118)	Archivist	1	132,009	1	59,303	1	132,009	1	135,177	1	138,422	1	135,177	1	138,422
	(119)	Assoc. Librarian	2	115,808	0	0	2	115,808	2	118,587	2	121,433	2	118,587	2	121,433
	(120)	Asst. Librarian	11	109,841	7	62,220	11	109,841	11	112,478	11	115,177	11	112,478	11	115,177
	(121)	Research Assistant	2	90,528	1	50,407	2	90,528	2	92,701	2	94,925	2	92,701	2	94,925
		TOTAL	118		60		118		118		118		118		118	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(122)	Faculty	615						615		615		615		615	
		Distinguished Professor		228,748	0	0	0	228,748		234,238		239,859		234,238		239,859
		Professor		200,682	88	138,306	90	200,682		205,499		210,431		205,499		210,431
		Assoc. Professor		175,948	129	131,098	135	175,948		180,170		184,495		180,170		184,495
		Asst. Professor		147,286	126	122,039	131	147,286		150,821		154,440		150,821		154,440
		Instructor		114,924	129	120,000	135	114,924		117,682		120,507		117,682		120,507
		Senior Lecturer		106,439	23	77,916	25	106,439		108,993		111,609		108,993		111,609
		Lecturer II		99,786	17	68,095	20	99,786		102,181		104,633		102,181		104,633
		Lecturer I		92,859	65	80,000	79	92,859		95,088		97,370		95,088		97,370
	(123)	Part-Time Faculty	200	57,840	183	24,930	200	57,840	200	59,228	200	60,649	200	59,228	200	60,649
	(124)	Graduate Assistant	270	36,272	153	20,000	270	36,272	270	37,143	270	38,034	270	37,143	270	38,034
		TOTAL	1,085		913		1,085		1,085		1,085		1,085		1,085	

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(125)	Head Football Coach	1	270,671	1	228,888	1	270,671	1	277,168	1	283,820	1	277,168	1	283,820
	(126)	Senior Physician	1	256,351	0	0	1	256,351	1	262,504	1	268,804	1	262,504	1	268,804
	(127)	Head Coach/Athletic Director	1	228,871	1	178,500	1	228,871	1	234,364	1	239,988	1	234,364	1	239,988
	(128)	Project/Program Administrator	26						26		26		26		26	
		Executive Project/Program Director		213,928	0	0	0	213,928		219,062		224,319		219,062		224,319
		Exec. Project/Program Manager		186,892	0	0	0	186,892		191,378		195,971		191,378		195,971
		Sr. Project/Program Director		172,738	0	0	0	172,738		176,884		181,129		176,884		181,129
		Project/Program Director		140,094	10	90,327	10	140,094		143,457		146,900		143,457		146,900
		Project/Program Manager		126,956	8	72,828	8	126,956		130,003		133,123		130,003		133,123
		Executive Assistant		118,680	0	0	0	118,680		121,528		124,445		121,528		124,445
		Project/Program Specialist		109,536	7	59,533	8	109,536		112,165		114,857		112,165		114,857
X	(129)	Head Basketball Coach	2	213,465	2	300,000	2	213,465	2	263,434	2	269,756	2	269,756	2	276,231
	(130)	IT Pool	3						3		3		3		3	
		Network Engineer		207,404	0	0	0	207,404		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	133,122		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	132,901		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	126,956		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	125,461		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	125,461		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	123,806		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	123,806		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	122,387		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	112,475		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	110,019		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	108,925		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	106,894		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	104,736		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	100,790		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	100,708		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	100,708		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	100,708		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	100,708		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	99,493		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	96,834		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	96,834		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	95,330		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	95,330		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	93,110		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	93,110		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	93,110		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	91,166		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	89,529		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	89,529		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	89,529		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	86,085		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	86,085		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	84,480		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	1	58,140	1	82,775		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	82,775		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	79,590		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	1	45,900	1	79,590		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	79,590		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	76,530		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	76,530		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	1	76,530		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	73,587		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	73,587		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	72,215		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	70,756		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	70,756		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	68,035		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	68,035		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	68,035		69,668		71,340		69,668		71,340

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Multimedia Specialist		64,199	0	0	0	64,199		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	60,483		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	58,156		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	52,766		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	48,785		49,956		51,155		49,956		51,155
	(131)	Associate Vice-President	1	197,446	1	135,304	1	197,446	1	202,185	1	207,037	1	202,185	1	207,037
	(132)	Physician	1	169,756	1	85,680	1	169,756	1	173,830	1	178,002	1	173,830	1	178,002
	(133)	Assoc. Dir. of Athletics	2	159,661	2	70,000	2	159,661	2	163,493	2	167,417	2	163,493	2	167,417
	(134)	Head Coach	12	150,721	11	93,986	12	150,721	12	154,339	12	158,043	12	154,339	12	158,043
	(135)	Dir. of Auxiliary Enterprises	1	144,786	1	100,815	1	144,786	1	148,260	1	151,819	1	148,260	1	151,819
	(136)	Advanced Practice Nurse	3	131,305	3	93,198	3	131,305	3	134,456	3	137,683	3	134,456	3	137,683
	(137)	Compliance Coordinator	1	124,501	0	0	1	124,501	1	127,489	1	130,549	1	127,489	1	130,549
	(138)	Director of Housing	1	119,632	1	77,998	1	119,632	1	122,504	1	125,444	1	122,504	1	125,444
	(139)	Assistant Athletic Director	5	118,481	4	80,000	5	118,481	5	121,324	5	124,236	5	121,324	5	124,236
C	(140)	Assistant Coach	39	118,481	31	102,000	39	118,481	39	121,324	39	124,236	39	121,324	39	124,236
C	(141)	Athletic Trainer	4	118,481	1	50,000	4	118,481	4	121,324	4	124,236	4	121,324	4	124,236
C	(142)	Asst. Strength/Conditioning Coach	2	118,481	2	34,802	2	118,481	2	121,324	2	124,236	2	121,324	2	124,236
	(143)	Assistant Dean of Students	3	110,019	1	32,531	3	110,019	3	112,660	3	115,364	3	112,660	3	115,364
	(144)	Coord. of Intramural Activities	2	106,709	0	0	2	106,709	2	109,270	2	111,892	2	109,270	2	111,892
	(145)	Coordinator of Athletic Facilities	1	99,669	1	47,322	1	99,669	1	102,062	1	104,511	1	102,062	1	104,511
	(146)	Fiscal Support Pool	8						8		8		8		8	
		Fiscal Support Manager		95,029	2	55,000	2	95,029		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	45,900	1	78,106		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	75,103		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	72,215		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	2	38,523	3	69,437		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	41,616	2	61,729		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	57,071		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	52,766		54,032		55,329		54,032		55,329
	(147)	Campus Maintenance Supervisor	1	81,232	0	0	1	81,232	1	83,181	1	85,178	1	83,181	1	85,178
	(148)	Skilled Trades Pool	21						21		21		21		21	
X		Skilled Trades Foreman		76,530	1	47,754	2	76,530		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	2	49,187	3	73,587		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	12	46,818	13	70,756		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	1	31,200	2	53,769		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	1	47,801		48,948		50,123		53,854		55,146
	(149)	UCA Asst. Director of Housing	2	75,103	2	34,907	2	75,103	2	76,906	2	78,751	2	76,906	2	78,751
	(150)	Education and Instruction Spec.	1	72,215	0	0	1	72,215	1	73,948	1	75,722	1	73,948	1	75,722
	(151)	HEI Program Coordinator	8	72,215	8	44,766	8	72,215	8	73,948	8	75,722	8	73,948	8	75,722
	(152)	Campus Equip. & Facilities Spec.	3	69,479	3	45,801	3	69,479	3	71,147	3	72,854	3	71,147	3	72,854
	(153)	Administrative Support Pool	6						6		6		6		6	
		Administrative Assistant		69,437	0	0	0	69,437		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	69,437		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	1	36,081	1	64,199		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	5	35,700	5	61,729		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	61,729		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	54,877		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	54,877		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	48,785		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	40,098		41,061		42,046		41,061		42,046
	(154)	Medical Technologist	2	69,437	2	50,000	2	69,437	2	71,103	2	72,810	2	71,103	2	72,810
	(155)	Food Service Pool	7						7		7		7		7	
		Food Preparation Manager		66,767	1	42,840	1	66,767		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	4	35,006	4	59,355		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	52,766		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	2	31,200	2	45,105		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	41,702		42,702		43,727		42,702		43,727
	(156)	Inventory Control Manager	1	64,199	1	34,017	1	64,199	1	65,739	1	67,317	1	65,739	1	67,317
	(157)	Licensed Practical Nurse	6	64,199	3	42,294	6	64,199	6	65,739	6	67,317	6	65,739	6	67,317
	(158)	Special Events Coordinator	1	61,729	0	0	1	61,729	1	63,211	1	64,728	1	63,211	1	64,728
	(159)	Coordinator of Housekeeping	1	59,355	1	35,700	1	59,355	1	60,780	1	62,239	1	60,780	1	62,239
	(160)	Facility Manager I	1	59,355	0	0	1	59,355	1	60,780	1	62,239	1	60,780	1	62,239
	(161)	Campus Postmaster	1	57,071	1	35,700	1	57,071	1	58,441	1	59,844	1	58,441	1	59,844
	(162)	Health Services Specialist II	1	57,071	1	31,200	1	57,071	1	58,441	1	59,844	1	58,441	1	59,844
X	(163)	Institutional Bus Driver	1	54,877	0	0	1	54,877	1	56,194	1	57,542	1	61,813	1	63,297

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(164)	Maintenance Assistant	1	52,766	1	32,640	1	52,766	1	54,032	1	55,329	1	54,032	1	55,329
	(165)	Institutional Services Shift Supv.	1	50,737	1	40,000	1	50,737	1	51,955	1	53,202	1	51,955	1	53,202
	(166)	Mail Services Coordinator	1	50,737	1	31,200	1	50,737	1	51,955	1	53,202	1	51,955	1	53,202
	(167)	Residential Care Assistant	5	48,785	3	31,200	5	48,785	5	49,956	5	51,155	5	49,956	5	51,155
	(168)	Mail Services Assistant	1	46,909	1	31,200	1	46,909	1	48,035	1	49,188	1	48,035	1	49,188
	(169)	Institutional Services Supervisor	4	45,105	2	33,700	4	45,105	4	46,187	4	47,296	4	46,187	4	47,296
	(170)	Institutional Services Assistant	29	43,370	29	32,773	29	43,370	29	44,411	29	45,476	29	44,411	29	45,476
		TOTAL	226		187		226		226		226		226		226	
		TOTAL UCA	2,305		1,820		2,305		2,305		2,305		2,305		2,305	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF CENTRAL ARKANSAS				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, Univ. of Central Ark.	1	365,882	0	0
	(2)	Executive VP and Provost	1	277,092	0	0
	(3)	Dean, College of Business	1	271,941	0	0
	(4)	Dean, Coll. of Health/Behav. Sci.	1	271,941	0	0
	(5)	Dean, Coll. of Nat. Sci./Math.	1	271,941	0	0
	(6)	Chief of Staff	1	239,531	0	0
	(7)	Chief Information Officer	1	238,449	0	0
	(8)	Executive Asst. to the President	1	232,470	0	0
	(9)	Vice-Pres. for Enrollment Mgmt.	1	232,470	0	0
	(10)	Vice-Pres. for Finance & Admin.	1	232,470	0	0
	(11)	Vice-Pres. for Univ. & Gov. Rel.	1	228,939	0	0
	(12)	Vice-Pres. for Student Services	1	228,939	0	0
	(13)	Vice-Pres. for Development	1	228,939	0	0
	(14)	Academic Dean	8	221,877	3	2
	(15)	Project/Program Administrator	107		5	0
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094		
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(16)	Associate Provost	5	209,036	3	3
	(17)	IT Pool	63			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834	2	2
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(18)	Associate Vice-President	6	201,198	1	0
	(19)	Director of Computer Services	3	194,858	0	0
	(20)	General Counsel	1	180,186	0	0
	(21)	Controller	1	179,480	0	0
	(22)	Associate Dean	9	177,814	0	0
	(23)	Director of Development	2	175,966	0	0
	(24)	Assistant Vice-President	3	170,421	0	0
	(25)	Director of Physical Plant	1	168,941	0	0
	(26)	Director of University Relations	1	168,616	0	0
	(27)	Assistant Provost	2	168,616	0	0
	(28)	Registrar	1	161,471	0	0
	(29)	Director of Counseling Center	1	159,757	0	0
	(30)	Director of Planned Giving	1	159,757	0	0
	(31)	Dir. of Corp. & Foundation Rel.	1	159,757	0	0
	(32)	Dir. of Grants & Other Spons. Prgm.	1	156,680	0	0
	(33)	Director of Engineering Systems	1	152,608	0	0
	(34)	Continuing Education Coordinator	1	151,358	0	0
	(35)	Dean of Students	1	151,358	0	0
	(36)	Director of Public Service	1	151,358	0	0
	(37)	Director of Corporate Relations	1	149,561	0	0
	(38)	Assoc. Director of Comp. Services	5	149,190	1	1
	(39)	Assoc. Director of Development	2	147,976	1	1
	(40)	Director of Institutional Research	1	146,632	0	0
	(41)	Director of Student Aid	1	145,871	0	0
	(42)	Director of Cooperative Education	1	142,024	0	0
	(43)	Associate Controller	1	136,608	0	0
	(44)	Business Manager	1	136,020	0	0
	(45)	Dir. of Admissions	1	135,834	0	0
	(46)	Director of Internal Audits	1	133,402	0	0
	(47)	UCA Dir. of University Police	1	132,400	0	0
	(48)	Project Engineer	1	132,076	0	0
	(49)	Director of Major Gifts	1	131,448	1	1
	(50)	Budget Officer	1	130,264	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(51)	Development Officer	12	126,448	1	1
	(52)	Director of Alumni	1	117,298	0	0
	(53)	Dir. of Pub. & Creative Svcs.	1	116,727	0	0
	(54)	Director of Information	1	112,921	1	1
	(55)	Director of Developmental Skills	1	112,207	0	0
	(56)	Academic/Student Support	50			
		Student Development Specialist		110,019	9	7
		Academic Counselor		97,361		
	(57)	Assistant Dean of Students	14	110,019	1	1
	(58)	Director of Disability Services	1	110,019	0	0
	(59)	Dir. Env. Health & Safety Prgms.	1	109,713	0	0
	(60)	Senior Internal Auditor	1	102,260	0	0
	(61)	Associate for Administration	3	101,455	0	0
	(62)	Fiscal Support Pool	33		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(63)	Public Safety Pool	35			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529	1	1
		HE Public Safety Commander I		86,085	2	2
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587	3	3
		Public Safety Officer II		68,035	1	1
		Security Officer Supervisor		64,199	7	7
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(64)	Buyer Supervisor	1	81,232	0	0
	(65)	Campus Maintenance Supervisor	2	81,232	0	0
	(66)	Education Counselor	13	81,232	1	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(67)	Skilled Trades Pool	56			
		Skilled Trades Foreman		76,530	1	1
		Skilled Trades Supervisor		73,587	6	4
		Skilled Tradesman		70,756	7	7
		Skilled Trades Helper		53,769	2	1
		Apprentice Tradesman		47,801	4	4
	(68)	Editor	1	75,103	0	0
	(69)	Human Resources Analyst	5	75,103	0	0
	(70)	Maintenance Coordinator	4	75,103	2	2
	(71)	Staff Development Coordinator	1	75,103	1	1
	(72)	Building and Grounds Coordinator	2	72,215	2	2
	(73)	Buyer	4	72,215	2	2
	(74)	Construction Inspector	3	72,215	3	2
	(75)	Construction/Maintenance Coord.	2	72,215	0	0
	(76)	Education & Instruction Specialist	1	72,215	1	1
	(77)	Energy Conservation Coordinator	1	72,215	0	0
	(78)	Engineer Technician	1	72,215	0	0
	(79)	HEI Program Coordinator	33	72,215	2	1
	(80)	Human Resources Recruiter	1	72,215	1	1
	(81)	Print Shop Manager	1	72,215	1	1
	(82)	Public Information Specialist	2	72,215	1	1
	(83)	Student Applications Specialist	2	72,215	0	0
	(84)	Administrative Support Pool	134			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437	6	6
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877	43	38
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(85)	Asst. Registrar	9	69,437	6	5
	(86)	Financial Aid Analyst	5	69,437	0	0
	(87)	Library Support Pool	31			
		Library Supervisor		69,437	1	1
		Library Specialist		59,355	8	4
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(88)	Maintenance Supervisor	6	69,437	5	4

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(89)	Payroll Services Specialist	2	69,437	0	0
	(90)	Financial Aid Specialist	3	64,199	0	0
	(91)	Human Resources Specialist	2	64,199	0	0
	(92)	Inventory Control Manager	1	64,199	1	0
	(93)	Landscape Supervisor	2	64,199	2	2
	(94)	Student Recruitment Specialist	3	64,199	2	2
	(95)	Instrumentation Technician	3	61,729	1	1
	(96)	Maintenance Specialist	6	61,729	2	2
	(97)	Research Assistant	1	61,729	1	1
	(98)	Special Events Coordinator	3	61,729	0	0
	(99)	Coordinator of Housekeeping	4	59,355	2	2
	(100)	Laboratory Coordinator	2	59,355	0	0
	(101)	Equipment Mechanic	1	57,071	1	1
	(102)	Landscape Specialist	2	57,071	1	0
	(103)	Warehouse Specialist	1	57,071	0	0
	(104)	Duplication Assistant	1	54,877	1	1
	(105)	Heavy Equipment Operator	5	54,877	3	3
	(106)	Institutional Bus Driver	10	54,877	3	3
	(107)	Cashier	2	52,766	0	0
	(108)	Maintenance Assistant	12	52,766	2	1
	(109)	Registrar's Assistant	4	50,737	4	4
	(110)	Warehouse Worker	2	48,785	1	1
	(111)	Equipment Operator	15	46,909	9	9
	(112)	Institutional Services Supervisor	7	45,105	5	5
	(113)	Institutional Services Assistant	54	43,370	26	23
		TOTAL	876		216	185
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(114)	Faculty	59			
		Distinguished Professor		236,338	1	1
		Professor		204,213	4	4
		Assoc. Professor		190,080		
		Asst. Professor		161,671	4	1
		Instructor		132,901	32	31
		Lecturer		111,330	2	2
	(115)	Department Chairperson	40	207,746	8	8
	(116)	Director of Library	1	197,738	0	0
	(117)	Research Associate	2	151,222	0	0
	(118)	Archivist	1	132,009	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(119)	Assoc. Librarian	2	115,808	2	2
	(120)	Asst. Librarian	11	109,841	4	4
	(121)	Research Assistant	2	90,528	1	1
		TOTAL	118		58	54
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(122)	Faculty	615			0
		Distinguished Professor		228,748	3	
		Professor		200,682	10	
		Assoc. Professor		175,948	16	
		Asst. Professor		147,286	9	
		Instructor		114,924		
		Senior Lecturer		106,439		
		Lecturer II		99,786		
		Lecturer I		92,859		
	(123)	Part-Time Faculty	200	57,840	17	0
	(124)	Graduate Assistant	270	36,272	117	0
		TOTAL	1,085		172	0
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(125)	Head Football Coach	1	270,671	0	0
	(126)	Senior Physician	1	256,351	1	0
	(127)	Head Coach/Athletic Director	1	228,871	0	0
	(128)	Project/Program Administrator	26			0
		Executive Project/Program Director		213,928		
		Exec. Project/Program Manager		186,892		
		Sr. Project/Program Director		172,738		
		Project/Program Director		140,094	1	
		Project/Program Manager		126,956		
		Executive Assistant		118,680		
		Project/Program Specialist		109,536		
	(129)	Head Basketball Coach	2	213,465	0	0
	(130)	IT Pool	3			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708	1	1
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(131)	Associate Vice-President	1	197,446	0	0
	(132)	Physician	1	169,756	0	0
	(133)	Assoc. Dir. of Athletics	2	159,661	0	0
	(134)	Head Coach	12	150,721	1	0
	(135)	Dir. of Auxiliary Enterprises	1	144,786	0	0
	(136)	Advanced Practice Nurse	3	131,305	0	0
	(137)	Compliance Coordinator	1	124,501	1	0
	(138)	Director of Housing	1	119,632	0	0
	(139)	Assistant Athletic Director	5	118,481	1	1
C	(140)	Assistant Coach	39	118,481	8	0
C	(141)	Athletic Trainer	4	118,481	3	0
C	(142)	Asst. Strength/Conditioning Coach	2	118,481	0	0
	(143)	Assistant Dean of Students	3	110,019	2	0
	(144)	Coord. of Intramural Activities	2	106,709	2	0
	(145)	Coordinator of Athletic Facilities	1	99,669	0	0
	(146)	Fiscal Support Pool	8			
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437	1	1
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(147)	Campus Maintenance Supervisor	1	81,232	1	1
	(148)	Skilled Trades Pool	21			
		Skilled Trades Foreman		76,530	2	1
		Skilled Trades Supervisor		73,587	2	2
		Skilled Tradesman		70,756	1	1
		Skilled Trades Helper		53,769		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Apprentice Tradesman		47,801		
	(149)	UCA Asst. Director of Housing	2	75,103	0	0
	(150)	Education and Instruction Spec.	1	72,215	1	1
	(151)	HEI Program Coordinator	8	72,215	0	0
	(152)	Campus Equip. & Facilities Spec.	3	69,479	0	0
	(153)	Administrative Support Pool	6		0	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(154)	Medical Technologist	2	69,437	0	0
	(155)	Food Service Pool	7		0	0
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
	(156)	Inventory Control Manager	1	64,199	0	0
	(157)	Licensed Practical Nurse	6	64,199	3	3
	(158)	Special Events Coordinator	1	61,729	1	1
	(159)	Coordinator of Housekeeping	1	59,355	0	0
	(160)	Facility Manager I	1	59,355	1	0
	(161)	Campus Postmaster	1	57,071	0	0
	(162)	Health Services Specialist II	1	57,071	0	0
	(163)	Institutional Bus Driver	1	54,877	1	1
	(164)	Maintenance Assistant	1	52,766	0	0
	(165)	Institutional Services Shift Supv.	1	50,737	0	0
	(166)	Mail Services Coordinator	1	50,737	0	0
	(167)	Residential Care Assistant	5	48,785	2	2
	(168)	Mail Services Assistant	1	46,909	0	0
	(169)	Institutional Services Supervisor	4	45,105	2	2
	(170)	Institutional Services Assistant	29	43,370	0	0
		TOTAL	226		39	18
		TOTAL UCA	2,305		485	257

THIS PAGE INTENTIONALLY LEFT BLANK

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ARKANSAS NORTHEASTERN COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, ANC	1	214,799	1	213,000	1	217,260	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	2						2		2		2		2	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	2	39,268	2	40,053		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Executive Vice President	1	179,859	1	53,140	1	54,203	1	184,176	1	188,596	1	184,176	1	188,596
	(4)	Chief Academic Officer	1	172,403	1	122,400	1	124,848	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Chief Planning & Assess. Officer	1	161,671	1	130,606	1	133,218	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Chief Student Life Officer	1	161,671	1	107,100	1	109,242	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Vice President for Student Affairs	1	161,671	1	119,646	1	122,039	1	165,551	1	169,524	1	165,551	1	169,524
	(8)	Chief Fiscal Officer	1	161,671	1	102,000	1	104,040	1	165,551	1	169,524	1	165,551	1	169,524
	(9)	Director of Comm./Cont. Education	1	152,685	1	41,600	1	42,432	1	156,349	1	160,101	1	156,349	1	160,101
	(10)	Controller	1	140,171	1	66,300	1	67,626	1	143,535	1	146,980	1	143,535	1	146,980
	(11)	Director of Workforce Development	1	140,171	1	102,000	1	104,040	1	143,535	1	146,980	1	143,535	1	146,980
	(12)	Director of Counseling	1	136,981	1	63,240	1	64,505	1	140,268	1	143,635	1	140,268	1	143,635
	(13)	Director of Human Resources/Svcs.	1	136,980	1	84,000	1	85,680	1	140,268	1	143,634	1	140,268	1	143,634
	(14)	Director of Institutional Dev.	1	136,454	1	102,456	1	104,505	1	139,729	1	143,083	1	139,729	1	143,083
	(15)	Industrial Relations Coordinator	1	131,611	1	62,539	1	63,790	1	134,769	1	138,004	1	134,769	1	138,004
	(16)	Counselor	9	131,589	9	58,166	9	59,329	9	134,747	9	137,981	9	134,747	9	137,981
N	(16.01)	Student Recruitment							2	134,747	2	137,981	0	0	0	0
N	(16.02)	Coord. of Student Recruitment											2	114,927	2	117,685
	(17)	Registrar	1	126,161	1	65,025	1	66,326	1	129,189	1	132,289	1	129,189	1	132,289
	(18)	Director of Student Aid	1	125,910	1	67,424	1	68,772	1	128,931	1	132,026	1	128,931	1	132,026
	(19)	Director of Planning & Assessment	1	124,785	0	0	0	0	1	127,780	1	130,847	1	127,780	1	130,847
	(20)	Director of Academic Computing	2	123,806	2	85,000	2	86,700	2	126,777	2	129,820	2	126,777	2	129,820
	(21)	Dir. of Administrative Computing	1	123,806	1	78,030	1	79,591	1	126,777	1	129,820	1	126,777	1	129,820
D	(22)	Business Manager	1	119,852	0	0	0	0	0	122,728	0	125,674	0	0	0	0
	(23)	Director of Off-Campus Operations	1	119,852	1	63,747	1	65,022	1	122,728	1	125,674	1	122,728	1	125,674
	(24)	Director of Physical Plant	1	116,722	1	88,000	1	89,760	1	119,523	1	122,392	1	119,523	1	122,392
	(25)	Administrator of Grants & Contracts	1	109,103	0	0	0	0	1	111,722	1	114,403	1	111,722	1	114,403
	(26)	Coord. Info. & Comm. Relations	1	108,488	1	74,109	1	75,591	1	111,092	1	113,758	1	111,092	1	113,758
	(27)	Special Projects Coordinator	1	107,800	1	90,000	1	91,800	1	110,387	1	113,036	1	110,387	1	113,036
	(28)	Coordinator of Career Services	1	107,799	1	49,169	1	50,152	1	110,386	1	113,036	1	110,386	1	113,036
	(29)	Asst. to the President	1	107,799	1	53,040	1	54,101	1	110,386	1	113,036	1	110,386	1	113,036
	(30)	Project Coordinator	2	98,700		67,626	2	68,979	2	101,069	2	103,495	2	101,069	2	103,495
	(31)	Workforce Specialist	1	96,033		57,010	1	58,150	1	98,338	1	100,698	1	98,338	1	100,698
	(32)	Fiscal Support Pool	5						5		5		5		5	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	38,262	2	39,027		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(33)	Public Safety Pool	8						8		8		8		8	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	1	50,000	1	51,000		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	7	32,089	5	32,731		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(34)	Academic Advisor	3	89,629	3	70,582	3	71,994	3	91,780	3	93,983	3	91,780	3	93,983
	(35)	Student Development Specialist	1	86,127	1	15,892	0	0	1	88,194	1	90,311	1	88,194	1	90,311
	(36)	Skilled Trades Pool	1						1		1		1		1	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	1	52,020	1	53,060		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(37)	Administrative Support Pool	15						15		15		15		15	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	2	44,096	2	44,978		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	11,253	0	0		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	5	35,040	5	35,741		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	3	41,806	2	42,642		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(38)	Library Support Pool	1						1		1		1		1	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	38,000	1	38,760		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(39)	Maintenance Supervisor	1	69,437	1	49,920	1	40,000	1	71,103	1	72,810	1	71,103	1	72,810
	(40)	Payroll Services Specialist	1	69,437	1	45,760	1	46,675	1	71,103	1	72,810	1	71,103	1	72,810
	(41)	Maintenance Technician	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(42)	Human Resources Assistant	1	57,071	1	36,920	1	37,658	1	58,441	1	59,844	1	58,441	1	59,844
	(43)	Maintenance Assistant	8	52,766	5	30,124	5	30,726	8	54,032	8	55,329	8	54,032	8	55,329
D	(44)	Institutional Services Supervisor	1	45,105	1	26,000	1	26,520	0	46,187	0	47,296	0	0	0	0
	(45)	Institutional Services Assistant	7	43,370	7	26,936	7	27,475	7	44,411	7	45,476	7	44,411	7	45,476
		TOTAL	96		79		77		96		96		96		96	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(46)	IT Pool	1						1		1		1		1	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	1	59,290	1	60,476		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Information Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(47)	Division Chairperson	4	150,880	2	118,671	3	121,044	4	154,501	4	158,209	4	154,501	4	158,209
	(48)	Division Chairperson/Dean	2	150,880	2	91,800	2	93,636	2	154,501	2	158,209	2	154,501	2	158,209
	(49)	Director of Nursing & Allied Health	1	149,280	1	106,484	1	108,614	1	152,863	1	156,532	1	152,863	1	156,532
	(50)	Librarian	1	136,981	1	61,522	1	62,752	1	140,268	1	143,635	1	140,268	1	143,635
	(51)	Special Instructor	30	114,926	20	96,900	20	98,838	30	117,684	30	120,508	30	117,684	30	120,508
	(52)	Coord. of Learning Assist Center	1	96,409	1	42,432	1	43,281	1	98,722	1	101,092	1	98,722	1	101,092
	(53)	Lab Supervisor	1	71,619	0	0	1	30,000	1	73,338	1	75,098	1	73,338	1	75,098
		TOTAL	41		28		30		41		41		41		41	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(54)	Faculty	57	114,926	15	65,316	15	70,622	57	117,684	57	120,508	57	117,684	57	120,508
	(55)	Part-Time Faculty	60	57,840	11	15,500	11	30,000	60	59,228	60	60,649	60	59,228	60	60,649
		TOTAL	117		26		26		117		117		117		117	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(56)	Director of Food Service	1	109,027	1	29,120	1	29,702	1	111,644	1	114,323	1	111,644	1	114,323
		TOTAL	1		1		1		1		1		1		1	
		TOTAL ANC	255		134		134		255		255		255		255	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS NORTHEASTERN COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, ANC	1	214,799	0	0
	(2)	IT Pool	2			
		Network Engineer		207,404	0	0
		Information Systems Manager		133,122	0	0
		Computer Network Coordinator		132,901	0	0
		Technical Support Staff		126,956	0	0
		Coordinator, Academic Computing		125,461	0	0
		Coord., Administrative Computing		125,461	0	0
		Coordinator of Information Tech.		123,806	0	0
		Website Developer/Programmer		123,806	0	0
		System Programmer/Web Developer		122,387	0	0
		Computer Systems Mgr.		112,475	0	0
		Database Administrator		110,019	0	0
		Systems Administrator		108,925	0	0
		Information Systems Security Spec.		106,894	0	0
		Institution Information Tech Coord		104,736	0	0
		Assistant Database Administrator		100,790	0	0
		Computer Support Manager		100,708	0	0
		Information Systems Coordinator		100,708	0	0
		Senior Software Support Specialist		100,708	0	0
		Systems Specialist		100,708	0	0
		Information Technology Manager		99,493	0	0
		Network Support Specialist		96,834	0	0
		Senior Software Support Analyst		96,834	0	0
		Tech Support/Systems Admin.		95,330	0	0
		Tech Support/Applications Support		95,330	0	0
		Information Systems Business Mgr.		93,110	0	0
		Security Analyst		93,110	0	0
		Systems Analyst		93,110	0	0

ANC Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Specialist		91,166	0	0
		Computer Support Coordinator		89,529	0	0
		Software Support Analyst		89,529	0	0
		Systems Applications Supervisor		89,529	0	0
		Computer Operations Coordinator		86,085	0	0
		Systems Coordination Analyst		86,085	0	0
		PC Support Specialist		84,480	0	0
		Computer Support Specialist		82,775	0	0
		Database Analyst		82,775	0	0
		Digital Broadcast Specialist		79,590	0	0
		Network Support Analyst		79,590	0	0
		Website Developer		79,590	0	0
		Information Systems Analyst		76,530	0	0
		Info Systems Security Analyst		76,530	0	0
		Computer Support Analyst		76,530	0	0
		Software Support Specialist		73,587	0	0
		Telecommunications Supervisor		73,587	0	0
		Media Specialist		72,215	0	0
		Computer Support Technician		70,756	0	0
		Help Desk Specialist		70,756	0	0
		Computer Operator		68,035	0	0
		Network Analyst		68,035	0	0
		Telecommunications Specialist		68,035	0	0
		Multimedia Specialist		64,199	0	0
		Information Technology Assistant		60,483	0	0
		Computer Lab Technician		58,156	0	0
		Multimedia Technician		52,766	0	0
		Audiovisual Laboratory Assistant		48,785	0	0
	(3)	Executive Vice President	1	179,859	0	0
	(4)	Chief Academic Officer	1	172,403	0	0
	(5)	Chief Planning & Assess. Officer	1	161,671	0	0
	(6)	Chief Student Life Officer	1	161,671	0	0
	(7)	Vice President for Student Affairs	1	161,671	0	0
	(8)	Chief Fiscal Officer	1	161,671	0	0
	(9)	Director of Comm./Cont. Education	1	152,685	0	0
	(10)	Controller	1	140,171	0	0
	(11)	Director of Workforce Development	1	140,171	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(12)	Director of Counseling	1	136,981	0	0
	(13)	Director of Human Resources/Svcs.	1	136,980	0	0
	(14)	Director of Institutional Dev.	1	136,454	0	0
	(15)	Industrial Relations Coordinator	1	131,611	0	0
	(16)	Counselor	9	131,589	0	0
	(17)	Registrar	1	126,161	0	0
	(18)	Director of Student Aid	1	125,910	0	0
	(19)	Director of Planning & Assessment	1	124,785	1	1
	(20)	Director of Academic Computing	2	123,806	0	0
	(21)	Dir. of Administrative Computing	1	123,806	0	0
	(22)	Business Manager	1	119,852	1	1
	(23)	Director of Off-Campus Operations	1	119,852	0	0
	(24)	Director of Physical Plant	1	116,722	0	0
	(25)	Administrator of Grants & Contracts	1	109,103	1	1
	(26)	Coord. Info. & Comm. Relations	1	108,488	0	0
	(27)	Special Projects Coordinator	1	107,800	0	0
	(28)	Coordinator of Career Services	1	107,799	0	0
	(29)	Asst. to the President	1	107,799	0	0
	(30)	Project Coordinator	2	98,700	0	0
	(31)	Workforce Specialist	1	96,033	0	0
	(32)	Fiscal Support Pool	5			
		Fiscal Support Manager		95,029	0	0
		Fiscal Support Supervisor		78,106	0	0
		Accountant II		75,103	0	0
		Accountant I		72,215	0	0
		Fiscal Support Analyst		69,437	0	0
		Fiscal Support Specialist		61,729	3	3
		Accounting Technician		57,071	0	0
		Fiscal Support Technician		52,766	0	0
	(33)	Public Safety Pool	8			
		HE Public Safety Commander III		93,110	0	0
		Director Public Safety I		91,374	0	0
		HE Public Safety Commander II		89,529	0	0
		HE Public Safety Commander I		86,085	0	0
		HE Public Safety Supervisor		76,530	0	0
		Public Safety Officer		73,587	0	0
		Public Safety Officer II		68,035	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Security Officer Supervisor		64,199	0	0
		Public Safety/Security Officer		58,156	0	0
		HE Public Safety Dispatcher		48,785	0	0
		Parking Control Supv.		48,785	0	0
		Security Officer		48,785	0	0
		Parking Control Officer		46,909	0	0
		Watchman		40,098	0	0
	(34)	Academic Advisor	3	89,629	0	0
	(35)	Student Development Specialist	1	86,127	0	0
	(36)	Skilled Trades Pool	1			
		Skilled Trades Foreman		76,530	0	0
		Skilled Trades Supervisor		73,587	0	0
		Skilled Tradesman		70,756	0	0
		Skilled Trades Helper		53,769	0	0
		Apprentice Tradesman		47,801	0	0
	(37)	Administrative Support Pool	15			
		Administrative Assistant		69,437	0	0
		Administrative Analyst		69,437	0	0
		Administrative Support Supervisor		64,199	0	0
		Administrative Specialist III		61,729	0	0
		Administration Support Specialist		61,729	0	0
		Administrative Specialist II		54,877	0	0
		Administrative Support Specialist		54,877	0	0
		Administrative Specialist I		48,785	0	0
		Extra Help Assistant		40,098	0	0
	(38)	Library Support Pool	1			
		Library Supervisor		69,437	0	0
		Library Specialist		59,355	0	0
		Library Technician		54,877	0	0
		Library Support Assistant		50,737	0	0
	(39)	Maintenance Supervisor	1	69,437	0	0
	(40)	Payroll Services Specialist	1	69,437	0	0
	(41)	Maintenance Technician	1	64,199	0	0
	(42)	Human Resources Assistant	1	57,071	0	0
	(43)	Maintenance Assistant	8	52,766	3	3
	(44)	Institutional Services Supervisor	1	45,105	0	0
	(45)	Institutional Services Assistant	7	43,370	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TOTAL	96		9	9
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(46)	IT Pool	1			
		Network Engineer		207,404	0	0
		Information Systems Manager		133,122	0	0
		Computer Network Coordinator		132,901	0	0
		Technical Support Staff		126,956	0	0
		Coordinator, Academic Computing		125,461	0	0
		Coord., Administrative Computing		125,461	0	0
		Coordinator of Information Tech.		123,806	0	0
		Website Developer/Programmer		123,806	0	0
		System Programmer/Web Developer		122,387	0	0
		Computer Systems Mgr.		112,475	0	0
		Database Administrator		110,019	0	0
		Systems Administrator		108,925	0	0
		Information Systems Security Spec.		106,894	0	0
		Institution Information Tech Coord		104,736	0	0
		Assistant Database Administrator		100,790	0	0
		Computer Support Manager		100,708	0	0
		Information Systems Coordinator		100,708	0	0
		Senior Software Support Specialist		100,708	0	0
		Systems Specialist		100,708	0	0
		Information Technology Manager		99,493	0	0
		Network Support Specialist		96,834	0	0
		Senior Software Support Analyst		96,834	0	0
		Tech Support/Systems Admin.		95,330	0	0
		Tech Support/Applications Support		95,330	0	0
		Information Systems Business Mgr.		93,110	0	0
		Security Analyst		93,110	0	0
		Systems Analyst		93,110	0	0
		Information Technology Specialist		91,166	0	0
		Computer Support Coordinator		89,529	0	0
		Software Support Analyst		89,529	0	0
		Systems Applications Supervisor		89,529	0	0
		Computer Operations Coordinator		86,085	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Systems Coordination Analyst		86,085	0	0
		PC Support Specialist		84,480	0	0
		Computer Support Specialist		82,775	0	0
		Database Analyst		82,775	0	0
		Digital Broadcast Specialist		79,590	0	0
		Network Support Analyst		79,590	0	0
		Website Developer		79,590	0	0
		Information Systems Analyst		76,530	0	0
		Information Systems Security Analyst		76,530	0	0
		Computer Support Analyst		76,530	0	0
		Software Support Specialist		73,587	0	0
		Telecommunications Supervisor		73,587	0	0
		Media Specialist		72,215	0	0
		Computer Support Technician		70,756	0	0
		Help Desk Specialist		70,756	0	0
		Computer Operator		68,035	0	0
		Network Analyst		68,035	0	0
		Telecommunications Specialist		68,035	0	0
		Multimedia Specialist		64,199	0	0
		Information Technology Assistant		60,483	0	0
		Computer Lab Technician		58,156	0	0
		Multimedia Technician		52,766	0	0
		Audiovisual Laboratory Assistant		48,785	0	0
	(47)	Division Chairperson	4	150,880	2	2
	(48)	Division Chairperson/Dean	2	150,880	0	0
	(49)	Director of Nursing & Allied Health	1	149,280	0	0
	(50)	Librarian	1	136,981	0	0
	(51)	Special Instructor	30	114,926	0	0
	(52)	Coord. of Learning Assist Center	1	96,409	0	0
	(53)	Lab Supervisor	1	71,619	1	0
		TOTAL	41		3	2
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(54)	Faculty	57	114,926	0	0
	(55)	Part-Time Faculty	60	57,840	0	0
		TOTAL	117		0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(56)	Director of Food Service	1	109,027	0	0
		TOTAL	1		0	0
		TOTAL ANC	255		12	11

THIS PAGE INTENTIONALLY LEFT BLANK

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ARKANSAS STATE UNIVERSITY - BEEBE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor, ASUB	1	214,799		224,211	1	226,453	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	9						11		11		10		10	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
M		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
M		Director of Computer Services		123,806	0	0	0	0		126,777		129,820	0	0	0	0
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	3	51,051	3	52,583		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	1	45,738	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	1	39,091	1	40,264		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	2	38,073	1	39,215		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	1	28,172	2	29,017		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	1	37,376	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice Chanc. for Academic Affairs	1	172,403	1	120,000	1	123,600	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice Chanc. for Development	1	161,671	1	81,600	1	84,048	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Vice Chanc. for Finance & Admin.	1	161,671	1	120,000	1	123,600	1	165,551	1	169,524	1	165,551	1	169,524

TC	ITEM #	POSITION TITLE	AUTHORIZED 2026-27 #	AUTHORIZED 2026-27 ANNUAL SAL	PAID 2025-26 #	PAID 2025-26 ANNUAL SAL	BUDGETED 2026-27 #	BUDGETED 2026-27 ANNUAL SAL	REQUESTED 2027-28 #	REQUESTED 2027-28 ANNUAL SAL	REQUESTED 2028-29 #	REQUESTED 2028-29 ANNUAL SAL	AHECB RECOMMENDED 2027-28 #	AHECB RECOMMENDED 2027-28 ANNUAL SAL	AHECB RECOMMENDED 2028-29 #	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(6)	Vice Chanc. for Ext. & Adv. Prog	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Vice Chanc. for Student Services	1	161,671	1	120,000	1	123,600	1	165,551	1	169,524	1	165,551	1	169,524
	(8)	Vice Chanc. for Information Tech.	1	161,671	1	120,000	1	123,600	1	165,551	1	169,524	1	165,551	1	169,524
	(9)	Director of Campus Operations	3	148,275	2	73,187	2	75,383	3	151,834	3	155,478	3	151,834	3	155,478
	(10)	Director of Human Resources/Svcs.	1	136,981	1	89,250	1	91,928	1	140,268	1	143,635	1	140,268	1	143,635
	(11)	Dir. of Institutional Research	1	136,981	1	92,455	1	95,229	1	140,268	1	143,635	1	140,268	1	143,635
	(12)	Counselor	8	131,589	7	61,200	6	61,200	8	134,747	8	137,981	8	134,747	8	137,981
M	(13)	Information Systems Manager	1	131,484	0	0	0	0	0	134,640	0	137,871	0	0	0	0
	(14)	Registrar	1	126,161	1	67,075	1	69,087	1	129,189	1	132,289	1	129,189	1	132,289
	(15)	Dir. of Public Rel. & Marketing	1	126,161	0	0	0	0	1	129,188	1	132,289	1	129,188	1	132,289
	(16)	Dir. of Student Financial Aid	1	125,910	1	67,075	1	69,087	1	128,931	1	132,026	1	128,931	1	132,026
	(17)	Dean of Students	1	125,372	1	68,386	1	72,938	1	128,381	1	131,462	1	128,381	1	131,462
	(18)	Project/Program Administrator	28						28		28		28		28	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	6	58,752	6	65,515		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	16	55,000	16	56,650		96,597		98,915		96,597		98,915
	(19)	Director of Academic Affairs	1	123,806	0	0	0	0	1	126,777	1	129,820	1	126,777	1	129,820
M	(20)	Director of Computer Services	1	123,806	1	55,000	1	56,650	0	126,777	0	129,820	1	126,777	1	129,820
	(21)	Associate Vice Chancellor	3	123,717	0	0	0	0	3	126,687	3	129,727	3	126,687	3	129,727
	(22)	Director of Distance Learning	1	123,717	1	47,700	1	49,203	1	126,686	1	129,727	1	126,686	1	129,727
	(23)	Business Manager	2	120,931	2	73,957	2	76,176	2	123,834	2	126,806	2	123,834	2	126,806
	(24)	Controller	1	120,931	1	77,301	1	79,620	1	123,834	1	126,806	1	123,834	1	126,806
	(25)	Director of Fiscal Affairs	1	120,930	1	39,968	1	41,167	1	123,832	1	126,804	1	123,832	1	126,804
	(26)	Director of Advancement/Cont. Ed.	1	118,655	1	66,300	1	68,289	1	121,503	1	124,419	1	121,503	1	124,419
	(27)	Director of Continuing Education	1	118,655	1	60,000	1	61,800	1	121,503	1	124,419	1	121,503	1	124,419
	(28)	Director of Student Affairs	1	118,655	0	0	0	0	1	121,503	1	124,419	1	121,503	1	124,419
	(29)	Director of Physical Plant	1	116,722	1	63,852	1	65,768	1	119,523	1	122,392	1	119,523	1	122,392
	(30)	Assessment and Planning Coordinator	1	115,338	0	0	0	0	1	118,106	1	120,940	1	118,106	1	120,940
	(31)	Director of Admissions	1	115,020	1	61,200	1	63,036	1	117,780	1	120,607	1	117,780	1	120,607
	(32)	Coord. of Student Recruitment	2	114,926	2	48,382	2	49,833	2	117,684	2	120,508	2	117,684	2	120,508
	(33)	Industrial Relations Coordinator	1	111,527	1	38,000	1	39,140	1	114,203	1	116,944	1	114,203	1	116,944
	(34)	Administrator of Grants & Contracts	1	109,103	1	47,482	1	48,906	1	111,722	1	114,403	1	111,722	1	114,403
	(35)	Coordinator of Community Relations	1	108,488	0	0	0	0	1	111,092	1	113,758	1	111,092	1	113,758
	(36)	Job Placement Coordinator	1	107,799	1	39,000	1	40,170	1	110,386	1	113,036	1	110,386	1	113,036
	(37)	Registrar/Coordinator of Admissions	1	101,811	1	36,160	1	37,245	1	104,254	1	106,756	1	104,254	1	106,756
	(38)	Fiscal Support Pool	7						7		7		7		7	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	43,678	1	44,988		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	39,744	1	40,936		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	35,764	1	36,837		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(39)	Director of Disability Services	1	94,189	1	54,786	1	56,430	1	96,449	1	98,764	1	96,449	1	98,764
	(40)	Public Safety Pool	5						5		5		5		5	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	56,100	1	57,783		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	4	40,978	5	42,207		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
N	(40.01)	Instructional Designer							2	92,701	2	94,925	2	112,107	2	114,797
	(41)	Director of Admin. Support Services	1	84,080	1	79,158	1	81,533	1	86,098	1	88,164	1	86,098	1	88,164
	(42)	Benefits Coordinator	1	81,232	1	45,739	1	47,111	1	83,181	1	85,178	1	83,181	1	85,178
	(43)	Skilled Trades Pool	11						11		11		11		11	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	2	42,609	2	43,887		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	7	45,850	7	47,226		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(44)	Buyer	1	72,215	1	42,934	1	44,222	1	73,948	1	75,722	1	73,948	1	75,722
	(45)	HEI Program Coordinator	3	72,215	2	41,770	1	39,552	3	73,948	3	75,722	3	73,948	3	75,722
	(46)	Public Information Specialist	1	72,215	1	46,000	1	47,380	1	73,948	1	75,722	1	73,948	1	75,722
D	(47)	Administrative Support Pool	27						24		24		24		24	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	3	35,500	3	36,565		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	4	34,990	5	36,040		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	12	31,556	11	32,513		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	2	30,229	2	31,136		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098						41,061		42,046		41,061		42,046
	(48)	Financial Aid Analyst	3	69,437	3	35,064	3	36,116	3	71,103	3	72,810	3	71,103	3	72,810
	(49)	Library Support Pool	5						5		5		5		5	
		Library Supervisor		69,437	1	43,379	1	44,680		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	4	312,325	4	32,172		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(50)	Purchasing Specialist	1	69,437	1	39,149	1	42,323	1	71,103	1	72,810	1	71,103	1	72,810
	(51)	Student Accounts Officer	1	69,437	1	38,268	1	39,416	1	71,103	1	72,810	1	71,103	1	72,810
	(52)	Human Resources Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(53)	Landscape Supervisor	1	64,199	1	37,428	1	38,551	1	65,739	1	67,317	1	65,739	1	67,317
	(54)	Records Management Analyst	1	64,199	1	33,512	1	34,517	1	65,739	1	67,317	1	65,739	1	67,317
	(55)	Farm Foreman - Institution	1	61,729	1	34,157	1	35,182	1	63,211	1	64,728	1	63,211	1	64,728
	(56)	Purchasing Technician	1	61,729	1	28,577	1	29,434	1	63,211	1	64,728	1	63,211	1	64,728
	(57)	Laboratory Coordinator	1	59,355	1	31,192	1	32,128	1	60,780	1	62,239	1	60,780	1	62,239
	(58)	Equipment Mechanic	1	57,071	1	28,500	1	29,355	1	58,441	1	59,844	1	58,441	1	59,844
	(59)	Laboratory Technician	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(60)	Student Accounts Specialist	3	57,071	1	31,369	1	32,310	3	58,441	3	59,844	3	58,441	3	59,844
	(61)	Maintenance Assistant	4	52,766	3	30,574	3	31,491	4	54,032	4	55,329	4	54,032	4	55,329
	(62)	Shipping & Receiving Clerk	1	46,909	0	0	0	0	1	48,035	1	49,188	1	48,035	1	49,188
		TOTAL	169		131		129		168		168		168		168	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(63)	Faculty	34						34		34		34		34	
		Professor/Master Instructor		165,256	2	87,176	2	91,176		169,222		173,284		169,222		173,284
		Assoc. Professor/Senior Instructor		142,608	3	60,698	3	64,698		146,031		149,536		146,031		149,536
		Asst. Professor/Advanced Instructor		124,524	6	102,000	8	105,060		127,512		130,572		127,512		130,572
		Instructor		108,808	15	61,200	13	65,200		111,419		114,093		111,419		114,093
	(64)	Dir. of Adv. Tech. & Allied Health	1	158,572	0	0	0	0	1	162,378	1	166,275	1	162,378	1	166,275
	(65)	Division Chairperson	4	150,880	3	91,319	4	94,059	4	154,501	4	158,209	4	154,501	4	158,209
	(66)	Head Librarian	1	136,981	1	81,414	1	83,856	1	140,268	1	143,635	1	140,268	1	143,635
	(67)	Special Instructor	2	114,926	1	91,319	2	94,059	2	117,684	2	120,508	2	117,684	2	120,508
	(68)	Director of Learning Center	1	100,471	1	47,482	1	48,906	1	102,882	1	105,351	1	102,882	1	105,351
	(69)	Dir. of Resource Center	1	100,471	0	0	0	0	1	102,882	1	105,351	1	102,882	1	105,351
	(70)	Student Development Specialist	10	86,127	6	56,979	6	58,688	10	88,194	10	90,311	10	88,194	10	90,311
	(71)	Asst. Librarian	1	85,309	1	57,270	1	58,988	1	87,356	1	89,453	1	87,356	1	89,453
		TOTAL	55		39		41		55		55		55		55	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(72)	Faculty	78						78		78		78		78	
		Professor/Master Instructor		123,315	5	77,244	4	77,764		126,275		129,305		126,275		129,305
		Assoc. Professor/Senior Instructor		116,264	13	68,666	20	72,666		119,054		121,912		119,054		121,912
		Asst. Professor/Advanced Instructor		102,874	26	72,118	20	76,118		105,343		107,871		105,343		107,871
		Instructor		89,629	14	76,593	12	80,593		91,780		93,983		91,780		93,983
	(73)	Part-Time Faculty	196	70,821	100	23,400	100	23,400	196	72,521	196	74,262	196	72,521	196	74,262
		TOTAL	274		158		156		274		274		274		274	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
A	(74)	Project/Program Administrator	2						3		3		3		3	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	41,000	0	42,230		96,597		98,915		96,597		98,915

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
D	(75)	Student Union Night Manager	1	66,767	0	0	0	0	0	68,369	0	70,010	0	0	0	0
	(76)	Special Events Coordinator	1	61,729	1	32,623	1	33,602	1	63,211	1	64,728	1	63,211	1	64,728
		TOTAL	4		1		1		4		4		4		4	
		TOTAL ASUB	502		329		327		501		501		501		501	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS STATE UNIVERSITY - BEEBE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor, ASUB	1	214,799	0	0
	(2)	IT Pool	9		0	0
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		

ASUB Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice Chanc. for Academic Affairs	1	172,403	0	0
	(4)	Vice Chanc. for Development	1	161,671	0	0
	(5)	Vice Chanc. for Finance & Admin.	1	161,671	0	0
	(6)	Vice Chanc. for Ext. & Adv. Prog	1	161,671	1	1
	(7)	Vice Chanc. for Student Services	1	161,671	0	0
	(8)	Vice Chanc. for Information Tech.	1	161,671	0	0
	(9)	Director of Campus Operations	3	148,275	1	1
	(10)	Director of Human Resources/Svcs.	1	136,981	0	0
	(11)	Dir. of Institutional Research	1	136,981	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(12)	Counselor	8	131,589	1	1
	(13)	Information Systems Manager	1	131,484	1	1
	(14)	Registrar	1	126,161	0	0
	(15)	Dir. of Public Rel. & Marketing	1	126,161	1	1
	(16)	Dir. of Student Financial Aid	1	125,910	0	0
	(17)	Dean of Students	1	125,372	0	0
	(18)	Project/Program Administrator	28		6	6
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(19)	Director of Academic Affairs	1	123,806	1	1
	(20)	Director of Computer Services	1	123,806	0	0
	(21)	Associate Vice Chancellor	3	123,717	3	2
	(22)	Director of Distance Learning	1	123,717	0	0
	(23)	Business Manager	2	120,931	0	0
	(24)	Controller	1	120,931	0	0
	(25)	Director of Fiscal Affairs	1	120,930	0	0
	(26)	Director of Advancement/Cont. Ed.	1	118,655	0	0
	(27)	Director of Continuing Education	1	118,655	0	0
	(28)	Director of Student Affairs	1	118,655	1	1
	(29)	Director of Physical Plant	1	116,722	0	0
	(30)	Assessment and Planning Coordinator	1	115,338	1	1
	(31)	Director of Admissions	1	115,020	0	0
	(32)	Coord. of Student Recruitment	2	114,926	0	0
	(33)	Industrial Relations Coordinator	1	111,527	0	0
	(34)	Administrator of Grants & Contracts	1	109,103	0	0
	(35)	Coordinator of Community Relations	1	108,488	1	1
	(36)	Job Placement Coordinator	1	107,799	0	0
	(37)	Registrar/Coordinator of Admissions	1	101,811	0	0
	(38)	Fiscal Support Pool	7		4	4
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Fiscal Support Technician		52,766		
	(39)	Director of Disability Services	1	94,189	0	0
	(40)	Public Safety Pool	5		0	0
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(41)	Director of Admin. Support Services	1	84,080	0	0
	(42)	Benefits Coordinator	1	81,232	0	0
	(43)	Skilled Trades Pool	11		2	0
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(44)	Buyer	1	72,215	0	0
	(45)	HEI Program Coordinator	3	72,215	1	1
	(46)	Public Information Specialist	1	72,215	0	0
	(47)	Administrative Support Pool	27		7	7
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Extra Help Assistant		40,098		
	(48)	Financial Aid Analyst	3	69,437	0	0
	(49)	Library Support Pool	5		0	0
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(50)	Purchasing Specialist	1	69,437	0	0
	(51)	Student Accounts Officer	1	69,437	0	0
	(52)	Human Resources Specialist	1	64,199	1	1
	(53)	Landscape Supervisor	1	64,199	0	0
	(54)	Records Management Analyst	1	64,199	0	0
	(55)	Farm Foreman - Institution	1	61,729	0	0
	(56)	Purchasing Technician	1	61,729	0	0
	(57)	Laboratory Coordinator	1	59,355	0	0
	(58)	Equipment Mechanic	1	57,071	0	0
	(59)	Laboratory Technician	1	57,071	1	1
	(60)	Student Accounts Specialist	3	57,071	2	2
	(61)	Maintenance Assistant	4	52,766	1	1
	(62)	Shipping & Receiving Clerk	1	46,909	1	1
		TOTAL	169		38	35
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(63)	Faculty	34		8	7
		Professor/Master Instructor		165,256		
		Assoc. Professor/Senior Instructor		142,608		
		Asst. Professor/Advanced Instructor		124,524		
		Instructor		108,808		
	(64)	Dir. of Adv. Tech. & Allied Health	1	158,572	1	1
	(65)	Division Chairperson	4	150,880	1	1
	(66)	Head Librarian	1	136,981	0	0
	(67)	Special Instructor	2	114,926	1	0
	(68)	Director of Learning Center	1	100,471	0	0
	(69)	Dir. of Resource Center	1	100,471	1	1
	(70)	Student Development Specialist	10	86,127	4	4
	(71)	Asst. Librarian	1	85,309	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TOTAL	55		16	14
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(72)	Faculty	78		20	18
		Professor/Master Instructor		123,315		
		Assoc. Professor/Senior Instructor		116,264		
		Asst. Professor/Advanced Instructor		102,874		
		Instructor		89,629		
	(73)	Part-Time Faculty	196	70,821	96	96
		TOTAL	274		116	114
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(74)	Project/Program Administrator	2		2	0
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(75)	Student Union Night Manager	1	66,767	1	0
	(76)	Special Events Coordinator	1	61,729	0	0
		TOTAL	4		3	0
		TOTAL ASUB	502		173	163

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ARKANSAS STATE UNIVERSITY - MOUNTAIN HOME														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor, ASUMH	1	214,799	1	207,590	1	207,590	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	7						7		7		7		7	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord.		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	1	63,547	1	63,547		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	1	45,450	1	45,450		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	31,310	1	31,310		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice Chan. for Academic Affairs	1	172,403	1	125,000	1	125,000	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice Chan. for Finance & Admin.	1	161,671	1	106,050	1	106,050	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Vice Chan. for Advancement/Dev.	1	161,671	1	95,950	1	95,950	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Vice Chancellor for Student Affairs	1	161,671	1	106,050	1	106,050	1	165,551	1	169,524	1	165,551	1	169,524

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(7)	Director of Human Resources/Svcs.	1	136,981	1	43,935	1	43,935	1	140,268	1	143,635	1	140,268	1	143,635
	(8)	Director of Institutional Research	1	136,981	1	50,796	1	50,796	1	140,268	1	143,635	1	140,268	1	143,635
	(9)	Counselor	4	131,589	2	47,371	2	47,371	4	134,747	4	137,981	4	134,747	4	137,981
	(10)	Dir. Cont. Ed./Business Outreach	1	126,161	1	43,780	1	43,780	1	129,189	1	132,289	1	129,189	1	132,289
	(11)	Dir. of Public Relations/Marketing	1	126,161	1	48,000	1	48,000	1	129,189	1	132,289	1	129,189	1	132,289
	(12)	Registrar	1	126,161	1	50,000	1	50,000	1	129,189	1	132,289	1	129,189	1	132,289
	(13)	Director of Student Financial Aid	1	125,910	1	47,000	1	52,000	1	128,931	1	132,026	1	128,931	1	132,026
	(14)	Dean of Students	1	125,373	1	70,000	1	70,000	1	128,382	1	131,463	1	128,382	1	131,463
	(15)	Project/Program Administrator	7						7		7		7		7	
		Project/Program Director		124,789	0	0	1	60,000		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	2	45,475	2	45,475		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	2	45,000	2	45,000		96,597		98,915		96,597		98,915
	(16)	Director of Computer Services	1	123,806	1	81,147	1	81,147	1	126,777	1	129,820	1	126,777	1	129,820
	(17)	Controller	1	120,931	1	70,535	1	70,535	1	123,834	1	126,806	1	123,834	1	126,806
	(18)	Director of Development	1	117,086	1	45,000	1	45,000	1	119,896	1	122,774	1	119,896	1	122,774
	(19)	Director of Physical Plant	1	116,722	1	74,188	1	74,188	1	119,523	1	122,392	1	119,523	1	122,392
	(20)	Assistant to the Chancellor	1	107,799	1	39,188	1	39,188	1	110,386	1	113,036	1	110,386	1	113,036
	(21)	Fiscal Support Pool	3						3		3		3		3	
		Fiscal Support Manager		95,029	1	58,118	1	58,118		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	35,350	2	35,350		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(22)	Public Safety Pool	2						2		2		2		2	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	0	0	1	47,941		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	2	42,941	1	42,016		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(23)	Skilled Trades Pool	4						4		4		4		4	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	50,406	1	50,406		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	3	38,598	3	38,598		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(24)	Assistant Director of Financial Aid	1	75,103	1	49,203	1	49,203	1	76,906	1	78,751	1	76,906	1	78,751
	(25)	Administrative Support Pool	12						12		12		12		12	
		Administrative Assistant		69,437	0					71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	10	36,665	9	36,665		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(26)	Assistant Registrar	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(27)	Library Support Pool	2						2		2		2		2	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	2	36,664	2	36,664		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(28)	Maintenance Supervisor	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(29)	Food Service Pool	1						1		1		1		1	
		Food Preparation Manager		66,767	0	0	1	24,164		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
	(30)	Financial Aid Specialist	1	64,199	1	28,361	1	28,361	1	65,739	1	67,317	1	65,739	1	67,317
	(31)	Payroll Technician	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(32)	Purchasing Technician	1	61,729	1	29,361	1	29,361	1	63,211	1	64,728	1	63,211	1	64,728
	(33)	Admissions Analyst Supervisor	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(34)	Equipment Mechanic	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(35)	Admissions Analyst	1	54,877	0	0	0	0	1	56,194	1	57,542	1	56,194	1	57,542
	(36)	Maintenance Assistant	1	52,766	0	0	0	0	1	54,032	1	55,329	1	54,032	1	55,329
	(37)	Institutional Services Shift Supv.	1	50,737	0	0	0	0	1	51,955	1	53,202	1	51,955	1	53,202
	(38)	Institutional Services Assistant	8	43,370	5	28,361	6	28,361	8	44,411	8	45,476	8	44,411	8	45,476
		TOTAL	78		55		57		78		78		78		78	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(39)	Division Chair	3	150,879	2	75,000	2	75,000	3	154,500	3	158,208	3	154,500	3	158,208
	(40)	Faculty	4	143,798	4	64,808	4	64,808	4	147,250	4	150,784	4	147,250	4	150,784
	(41)	Librarian	1	136,981	1	57,978	1	57,978	1	140,268	1	143,635	1	140,268	1	143,635
	(42)	Assistant Librarian	1	85,309	0	0	0	0	1	87,356	1	89,453	1	87,356	1	89,453
		TOTAL	9		7		7		9		9		9		9	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(43)	Faculty	51	114,926	31	72,216	32	72,216	51	117,684	51	120,508	51	117,684	51	120,508
	(44)	Part-Time Faculty	60	57,840	50	14,175	55	14,175	60	59,228	60	60,649	60	59,228	60	60,649
		TOTAL	111		81		87		111		111		111		111	
		TOTAL ASUMH	198		143		151		198		198		198		198	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS STATE UNIVERSITY - MOUNTAIN HOME				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor, ASUMH	1	214,799	0	
	(2)	IT Pool	7		4	3
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord.		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		

ASUMH Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice Chan. for Academic Affairs	1	172,403	0	0
	(4)	Vice Chan. for Finance & Admin.	1	161,671	0	0
	(5)	Vice Chan. for Advancement/Dev.	1	161,671	0	0
	(6)	Vice Chancellor for Student Affairs	1	161,671	0	0
	(7)	Director of Human Resources/Svcs.	1	136,981	0	0
	(8)	Director of Institutional Research	1	136,981	0	0
	(9)	Counselor	4	131,589	2	2
	(10)	Dir. Cont. Ed./Business Outreach	1	126,161	0	0
	(11)	Dir. of Public Relations/Marketing	1	126,161	0	0
	(12)	Registrar	1	126,161	0	0
	(13)	Director of Student Financial Aid	1	125,910	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(14)	Dean of Students	1	125,373	0	0
	(15)	Project/Program Administrator	7		3	2
		Project/Program Director		124,789	0	
		Project/Program Manager		104,496	0	
		Project/Program Specialist		94,333	0	
	(16)	Director of Computer Services	1	123,806	0	0
	(17)	Controller	1	120,931	0	0
	(18)	Director of Development	1	117,086	0	0
	(19)	Director of Physical Plant	1	116,722	0	0
	(20)	Assistant to the Chancellor	1	107,799	0	0
	(21)	Fiscal Support Pool	3		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(22)	Public Safety Pool	2		0	0
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(23)	Skilled Trades Pool	4		0	0
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(24)	Assistant Director of Financial Aid	1	75,103	0	0
	(25)	Administrative Support Pool	12		2	1
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(26)	Assistant Registrar	1	69,437	1	1
	(27)	Library Support Pool	2		0	0
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(28)	Maintenance Supervisor	1	69,437	1	1
	(29)	Food Service Pool	1		1	0
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
	(30)	Financial Aid Specialist	1	64,199	0	0
	(31)	Payroll Technician	1	61,729	1	1
	(32)	Purchasing Technician	1	61,729	0	0
	(33)	Admissions Analyst Supervisor	1	57,071	1	1
	(34)	Equipment Mechanic	1	57,071	1	1
	(35)	Admissions Analyst	1	54,877	1	1
	(36)	Maintenance Assistant	1	52,766	1	1
	(37)	Institutional Services Shift Supv.	1	50,737	1	1
	(38)	Institutional Services Assistant	8	43,370	3	2
		TOTAL	78		23	18

TWELVE MONTH EDUCATIONAL AND GENERAL

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ACADEMIC POSITIONS				
	(39)	Division Chair	3	150,879	1	0
	(40)	Faculty	4	143,798	0	0
	(41)	Librarian	1	136,981	0	0
	(42)	Assistant Librarian	1	85,309	1	1
		TOTAL	9		2	1
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(43)	Faculty	51	114,926	20	10
	(44)	Part-Time Faculty	60	57,840	10	2
		TOTAL	111		30	12
		TOTAL ASUMH	198		55	31

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ARKANSAS STATE UNIVERSITY MID-SOUTH														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor, ASUMS	1	214,799	1	192,928	1	197,751	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	7						7		7		7		7	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	1	73,642	1	63,550		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	1	52,541	1	46,125		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord.		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	1	34,000	1	34,000		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice Chancellor for Administration	1	191,681	0	0	0	0	1	196,282	1	200,992	1	196,282	1	200,992
	(4)	Vice Chan. for Academic Affairs	1	172,403	1	107,182	1	109,862	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Vice Chancellor for Finance	1	161,671	1	107,182	1	109,862	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Vice Chan. for Technical Education	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(7)	Vice Chan. for Student Services	1	161,671	1	107,182	1	109,862	1	165,551	1	169,524	1	165,551	1	169,524
	(8)	Chief Information Officer	1	160,055	0	0	0	0	1	163,896	1	167,829	1	163,896	1	167,829
	(9)	Vice Chancellor for Development	1	156,962	0	0	1	109,862	1	160,729	1	164,586	1	160,729	1	164,586
	(10)	Dir., Occupational and Tech. Ed.	1	140,171	0	0	0	0	1	143,535	1	146,980	1	143,535	1	146,980
	(11)	Director of Human Resources/Svcs.	1	136,981	1	71,400	1	73,185	1	140,268	1	143,635	1	140,268	1	143,635
	(12)	Director of Institutional Research	1	136,981	1	99,826	1	102,323	1	140,268	1	143,635	1	140,268	1	143,635
	(13)	Director of Admin. Services	1	135,012	0	0	1	73,185	1	138,252	1	141,570	1	138,252	1	141,570
	(14)	Dir. of Workforce Development	1	133,980	0	0	1	90,000	1	137,195	1	140,488	1	137,195	1	140,488
	(15)	Counselor	4	131,589	0	0	1	39,206	4	134,747	4	137,981	4	134,747	4	137,981
	(16)	Director of Learning Center	1	131,589	1	71,400	1	62,546	1	134,747	1	137,981	1	134,747	1	137,981
	(17)	Controller	1	130,889	1	72,114	1	73,917	1	134,030	1	137,247	1	134,030	1	137,247
	(18)	Dir. of PR & Marketing	1	126,161	1	76,500	1	82,500	1	129,189	1	132,289	1	129,189	1	132,289
	(19)	Registrar	1	126,161	1	61,812	1	63,357	1	129,189	1	132,289	1	129,189	1	132,289
	(20)	Director of Financial Aid	1	125,910	1	60,000	1	61,500	1	128,931	1	132,026	1	128,931	1	132,026
	(21)	Dean of Students	1	125,372	0	0	0	0	1	128,381	1	131,462	1	128,381	1	131,462
	(22)	Project/Program Administrator	1						1		1		1		1	
		Project/Program Director		124,789	1	44,370	1	45,479		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
	(23)	Dir. of Planning & Assessment	1	124,788	1	96,900	0	0	1	127,783	1	130,850	1	127,783	1	130,850
	(24)	Director of Computer Services	1	123,806	1	45,000	1	46,125	1	126,777	1	129,820	1	126,777	1	129,820
	(25)	Business Manager	1	120,931	1	51,000	1	52,275	1	123,834	1	126,806	1	123,834	1	126,806
	(26)	Director of Development	1	117,086	0	0	1	80,000	1	119,896	1	122,774	1	119,896	1	122,774
	(27)	Director of Physical Plant	1	116,722	1	72,883	1	74,705	1	119,523	1	122,392	1	119,523	1	122,392
	(28)	Dir. of Sys Prog. & Database Svcs.	1	115,338	0	0	0	0	1	118,106	1	120,940	1	118,106	1	120,940
	(29)	Director of Enrollment Management	1	115,020	1	69,539	1	71,277	1	117,780	1	120,607	1	117,780	1	120,607
	(30)	Dir. of Pub. & Creative Svcs.	1	114,663	1	48,000	1	49,200	1	117,415	1	120,233	1	117,415	1	120,233
	(31)	Coordinator for Student Recruitment	1	111,578	1	54,086	1	55,438	1	114,256	1	116,998	1	114,256	1	116,998
	(32)	Director of Academic Advising	1	111,578	0	0	0	0	1	114,256	1	116,998	1	114,256	1	116,998
	(33)	Coord., Information & Comm. Rel.	1	110,173	1	56,100	1	57,503	1	112,817	1	115,525	1	112,817	1	115,525
	(34)	Administrator of Grants & Contracts	1	109,103	0	0	1	50,000	1	111,722	1	114,403	1	111,722	1	114,403
	(35)	Dir. Env., Health & Safety Prog.	1	108,398	1	54,601	1	55,966	1	110,999	1	113,663	1	110,999	1	113,663
	(36)	Coordinator of Career Services	1	107,799	1	53,570	1	54,909	1	110,386	1	113,036	1	110,386	1	113,036
	(37)	Assistant Director	2	107,774	2	51,510	2	52,798	2	110,360	2	113,009	2	110,360	2	113,009
	(38)	Director of Student Activities	1	106,899	0	0	0	0	1	109,465	1	112,092	1	109,465	1	112,092
	(39)	Assistant to the President	1	103,703	0	0	1	53,550	1	106,192	1	108,741	1	106,192	1	108,741
	(40)	Workforce Specialist	2	96,033	1	61,812	1	63,357	2	98,337	2	100,698	2	98,337	2	100,698
	(41)	Director of Disability Services	1	95,900	0	0	0	0	1	98,202	1	100,559	1	98,202	1	100,559
	(42)	Fiscal Support Pool	10						10		10		10		10	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	4	31,200	4	31,980		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(43)	Maintenance Manager	2	87,860	2	45,000	2	46,125	2	89,969	2	92,128	2	89,969	2	92,128
	(44)	Budget Analyst	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(45)	Human Resources Analyst	1	75,103	1	37,740	1	38,684	1	76,906	1	78,751	1	76,906	1	78,751
	(46)	Maintenance Coordinator	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(47)	ASU Payroll Services Manager	1	72,215	1	37,000	1	37,925	1	73,948	1	75,722	1	73,948	1	75,722
	(48)	Administrative Support Pool	10						10		10		10		10	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	1	31,344	2	35,000		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	3	31,200	4	31,980		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(49)	Assistant Registrar	1	69,437	1	45,000	1	46,125	1	71,103	1	72,810	1	71,103	1	72,810
	(50)	Financial Aid Analyst	2	69,437	2	35,700	2	36,593	2	71,103	2	72,810	2	71,103	2	72,810
	(51)	Library Support Pool	1						1		1		1		1	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	1	31,200	1	31,980		51,955		53,202		51,955		53,202
	(52)	Purchasing Specialist	1	69,437	1	31,824	1	32,620	1	71,103	1	72,810	1	71,103	1	72,810
	(53)	Financial Aid Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(54)	Human Resources Specialist	2	64,199	0	0	0	0	2	65,739	2	67,317	2	65,739	2	67,317
	(55)	Maintenance Technician	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(56)	Maintenance Specialist	3	61,729	2	31,200	2	31,980	3	63,211	3	64,728	3	63,211	3	64,728
	(57)	Equipment Mechanic	2	57,071	0	0	0	0	2	58,441	2	59,844	2	58,441	2	59,844
	(58)	Landscape Specialist	2	57,071	2	31,200	2	31,980	2	58,441	2	59,844	2	58,441	2	59,844
	(59)	Warehouse Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(60)	Maintenance Assistant	2	52,766	1	31,200	1	31,980	2	54,032	2	55,329	2	54,032	2	55,329
		TOTAL	97		50		58		97		97		97		97	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(61)	Faculty	25						25		25		25		25	
		Professor/Master Instructor		165,256	0	0	0	0		169,222		173,284		169,222		173,284
		Assoc. Professor/Senior Instructor		142,608	0	0	0	0		146,031		149,535		146,031		149,535
		Asst. Professor/Advanced Instructor		124,523	0	0	0	0		127,512		130,572		127,512		130,572
		Instructor		108,808	15	67,800	16	75,000		111,419		114,093		111,419		114,093
	(62)	Division Chairperson	7	150,880	4	93,248	3	75,000	7	154,501	7	158,209	7	154,501	7	158,209
	(63)	Librarian	1	136,981	1	48,767	1	56,267	1	140,268	1	143,635	1	140,268	1	143,635
	(64)	Director of Allied Health	1	132,703	0	0	0	0	1	135,888	1	139,149	1	135,888	1	139,149
	(65)	Director of Adult Education	1	131,590	1	67,756	1	69,450	1	134,749	1	137,982	1	134,749	1	137,982
	(66)	Instructor - Nursing/Resp. Therapy	3	124,154	0	0	0	0	3	127,134	3	130,185	3	127,134	3	130,185
	(67)	University Center Media Specialist	1	91,507	0	0	0	0	1	93,703	1	95,952	1	93,703	1	95,952
	(68)	Special Instructor/Trainer	7	87,019	1	27,064	1	27,741	7	89,108	7	91,246	7	89,108	7	91,246
		TOTAL	46		22		22		46		46		46		46	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(69)	Faculty	52						52		52		52		52	
		Professor/Master Instructor		123,316	0	0	0	0		126,275		129,306		126,275		129,306
		Assoc. Professor/Senior Instructor		116,264	0	0	0	0		119,054		121,912		119,054		121,912
		Asst. Professor/Advanced Instructor		102,874	0	0	0	0		105,343		107,871		105,343		107,871
		Instructor		89,629	18	57,901	17	59,349		91,780		93,983		91,780		93,983
	(70)	Part-Time Faculty	100	57,839	31	14,400	60	14,400	100	59,228	100	60,649	100	59,228	100	60,649
		TOTAL	152		49		77		152		152		152		152	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(71)	Director of Food Services	1	109,027	0	0	0	0	1	111,644	1	114,323	1	111,644	1	114,323
	(72)	Athletic Admin. & Support Pool	3						3		3		3		3	
		Coach		108,248	0	0	0	0		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	0	0	0	0		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
	(73)	Food Service Pool	1						1		1		1		1	
		Food Preparation Manager		66,767	0	0	0	0		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	1	31,200	1	31,980		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
		TOTAL	5		1		1		5		5		5		5	
		TOTAL ASUMS	300		122		158		300		300		300		300	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS STATE UNIVERSITY MID-SOUTH				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor, ASUMS	1	214,799		
	(2)	IT Pool	7			
		Network Engineer		207,404	1	1
		Information Systems Manager		133,122	1	1
		Computer Network Coordinator		132,901	1	1
		Technical Support Staff		126,956	1	1
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord.		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		

ASUMS Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice Chancellor for Administration	1	191,681	1	1
	(4)	Vice Chan. for Academic Affairs	1	172,403		
	(5)	Vice Chancellor for Finance	1	161,671		
	(6)	Vice Chan. for Technical Education	1	161,671	1	1
	(7)	Vice Chan. for Student Services	1	161,671		
	(8)	Chief Information Officer	1	160,055	1	1
	(9)	Vice Chancellor for Development	1	156,962	1	1
	(10)	Dir., Occupational and Tech. Ed.	1	140,171	1	1
	(11)	Director of Human Resources/Svcs.	1	136,981		
	(12)	Director of Institutional Research	1	136,981		
	(13)	Director of Admin. Services	1	135,012	1	1
	(14)	Dir. of Workforce Development	1	133,980	1	1
	(15)	Counselor	4	131,589	4	4

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(16)	Director of Learning Center	1	131,589		
	(17)	Controller	1	130,889		
	(18)	Dir. of PR & Marketing	1	126,161		
	(19)	Registrar	1	126,161		
	(20)	Director of Financial Aid	1	125,910		
	(21)	Dean of Students	1	125,372	1	1
	(22)	Project/Program Administrator	1			
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(23)	Dir. of Planning & Assessment	1	124,788		
	(24)	Director of Computer Services	1	123,806		
	(25)	Business Manager	1	120,931		
	(26)	Director of Development	1	117,086	1	1
	(27)	Director of Physical Plant	1	116,722		
	(28)	Dir. of Sys Prog. & Database Svcs.	1	115,338	1	1
	(29)	Director of Enrollment Management	1	115,020		
	(30)	Dir. of Pub. & Creative Svcs.	1	114,663		
	(31)	Coordinator for Student Recruitment	1	111,578		
	(32)	Director of Academic Advising	1	111,578	1	1
	(33)	Coord., Information & Comm. Rel.	1	110,173		
	(34)	Administrator of Grants & Contracts	1	109,103	1	1
	(35)	Dir. Env., Health & Safety Prog.	1	108,398		
	(36)	Coordinator of Career Services	1	107,799		
	(37)	Assistant Director	2	107,774		
	(38)	Director of Student Activities	1	106,899	1	1
	(39)	Assistant to the President	1	103,703	1	
	(40)	Workforce Specialist	2	96,033		
	(41)	Director of Disability Services	1	95,900	1	1
	(42)	Fiscal Support Pool	10			
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729	6	6

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(43)	Maintenance Manager	2	87,860		
	(44)	Budget Analyst	1	81,232	1	1
	(45)	Human Resources Analyst	1	75,103		
	(46)	Maintenance Coordinator	1	75,103	1	1
	(47)	ASU Payroll Services Manager	1	72,215		
	(48)	Administrative Support Pool	10			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729	6	6
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(49)	Assistant Registrar	1	69,437		
	(50)	Financial Aid Analyst	2	69,437		
	(51)	Library Support Pool	1			
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(52)	Purchasing Specialist	1	69,437		
	(53)	Financial Aid Specialist	1	64,199	1	1
	(54)	Human Resources Specialist	2	64,199	2	2
	(55)	Maintenance Technician	1	64,199	1	1
	(56)	Maintenance Specialist	3	61,729	1	1
	(57)	Equipment Mechanic	2	57,071	2	2
	(58)	Landscape Specialist	2	57,071		
	(59)	Warehouse Specialist	1	57,071	1	1
	(60)	Maintenance Assistant	2	52,766	1	1
		TOTAL	97		46	45

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(61)	Faculty	25			
		Professor/Master Instructor		165,256		
		Assoc. Professor/Senior Instructor		142,608		
		Asst. Professor/Advanced Instructor		124,523		
		Instructor		108,808	10	10
	(62)	Division Chairperson	7	150,880	3	3
	(63)	Librarian	1	136,981		
	(64)	Director of Allied Health	1	132,703	1	1
	(65)	Director of Adult Education	1	131,590		
	(66)	Instructor - Nursing/Resp. Therapy	3	124,154	3	3
	(67)	University Center Media Specialist	1	91,507	1	1
	(68)	Special Instructor/Trainer	7	87,019		
		TOTAL	46		18	18
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(69)	Faculty	52			
		Professor/Master Instructor		123,316		
		Assoc. Professor/Senior Instructor		116,264		
		Asst. Professor/Advanced Instructor		102,874		
		Instructor		89,629	34	28
	(70)	Part-Time Faculty	100	57,839	69	61
		TOTAL	152		103	89
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(71)	Director of Food Services	1	109,027	1	1
	(72)	Athletic Admin. & Support Pool	3			
		Coach		108,248	1	1
		Asst. Coach		57,839	1	1
		Athletic Trainer		43,298	1	1
	(73)	Food Service Pool	1			
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TOTAL	5		4	4
		TOTAL ASUMS	300		171	156

THIS PAGE INTENTIONALLY LEFT BLANK

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ARKANSAS STATE UNIVERSITY - NEWPORT														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor, ASUN	1	214,799	1	165,000	1	165,000	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	6						6		6		6		6	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	4	67,533	3	67,533		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	2	37,000	2	37,000		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice Chancellor for Acad. Affairs	1	172,403	1	145,000	1	145,000	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice Chanc., ASUN Jonesboro Campus	1	163,609	1	92,727	1	92,727	1	167,536	1	171,556	1	167,536	1	171,556
	(5)	Vice Chanc., ASUN Marked Tree Camp.	1	163,609	1	99,940	1	99,940	1	167,536	1	171,556	1	167,536	1	171,556
	(6)	Vice Chancellor for Fiscal Affairs	1	161,671	1	142,182	1	125,000	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Vice Chancellor for Student Affairs	1	161,671	1	90,667	1	90,667	1	165,551	1	169,524	1	165,551	1	169,524

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Director of Institutional Research	1	136,981	1	92,000	1	92,000	1	140,268	1	143,635	1	140,268	1	143,635
	(9)	Director of Human Resources	1	136,980	1	77,273	1	77,273	1	140,268	1	143,634	1	140,268	1	143,634
X	(10)	Dean	2	136,980	1	71,407	1	71,407	2	140,268	2	143,634	2	152,861	2	156,530
	(11)	Director of Institutional Devel.	1	136,454	1	71,407	0	0	1	139,729	1	143,083	1	139,729	1	143,083
	(12)	Counselor	2	131,589	2	62,620	2	62,620	2	134,747	2	137,981	2	134,747	2	137,981
	(13)	Director of Admissions/Registrar	1	126,161	1	71,743	1	71,743	1	129,189	1	132,289	1	129,189	1	132,289
	(14)	Dir. of Cont. Ed./Business Outreach	1	126,161	1	60,600	1	60,600	1	129,189	1	132,289	1	129,189	1	132,289
	(15)	Director of Student Financial Aid	1	125,910	1	69,367	1	69,367	1	128,931	1	132,026	1	128,931	1	132,026
M	(16)	Project/Program Administrator	14						16		16		16		16	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	4	78,818	4	78,818		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	8	60,000	8	60,000		96,597		98,915		96,597		98,915
	(17)	Director of Computer Services	1	123,806	1	70,700	1	70,700	1	126,777	1	129,820	1	126,777	1	129,820
	(18)	Controller	1	120,931	1	77,179	1	77,179	1	123,833	1	126,805	1	123,833	1	126,805
	(19)	Director of Physical Plant	1	116,722	1	77,273	1	77,273	1	119,523	1	122,392	1	119,523	1	122,392
A,X	(20)	Director	5	111,120	4	67,533	4	67,533	6	113,787	6	116,518	6	144,538	6	148,007
	(21)	Assistant to the Chancellor	1	107,799	1	66,307	1	66,307	1	110,386	1	113,036	1	110,386	1	113,036
	(22)	Dir. of Public Info. & Comm. Rel.	1	104,497	1	50,000	1	50,000	1	107,005	1	109,573	1	107,005	1	109,573
	(23)	Fiscal Support Pool	6						6		6		6		6	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	1	35,350	1	35,350		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	44,504	1	44,504		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	38,000	1	38,000		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(24)	Assoc. Dir. of Fin. Aid & Stu. Aff.	1	94,332	1	45,905	1	45,905	1	96,596	1	98,914	1	96,596	1	98,914
	(25)	Public Safety Pool	4						4		4		4		4	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	55,550	1	55,550		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	2	45,905	2	45,905		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(26)	Skilled Trades Pool	6						6		6		6		6	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	40,000	1	40,000		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	4	36,050	4	36,050		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(27)	Administrative Support Pool	16						16		16		16		16	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	4	44,024	4	44,024		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	7	33,000	7	33,000		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(28)	Assistant Registrar	1	69,437	1	38,000	1	38,000	1	71,103	1	72,810	1	71,103	1	72,810
	(29)	Financial Aid Analyst	1	69,437	1	0	1	60,000	1	71,103	1	72,810	1	71,103	1	72,810
	(30)	Library Support Pool	2						2		2		2		2	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	30,844	1	30,844		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(31)	Maintenance Supervisor	1	69,437	1	46,547	1	40,000	1	71,103	1	72,810	1	71,103	1	72,810
	(32)	Financial Aid Specialist	2	64,199	1	33,000	1	33,000	2	65,739	2	67,317	2	65,739	2	67,317
	(33)	Human Resources Specialist	1	64,199	1	36,360	1	36,360	1	65,739	1	67,317	1	65,739	1	67,317
	(34)	Landscape Supervisor	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(35)	Maintenance Technician	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(36)	Maintenance Specialist	2	61,729	0	0	0	0	2	63,211	2	64,728	2	63,211	2	64,728
	(37)	Payroll Technician	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(38)	Landscape Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(39)	Maintenance Assistant	3	52,766	1	30,000	1	30,000	3	54,032	3	55,329	3	54,032	3	55,329
	(40)	Institutional Services Assistant	9	43,370	8	27,000	8	27,000	9	44,411	9	45,476	9	44,411	9	45,476
		TOTAL	105		80		78		108		108		108		108	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(41)	Division Chair	3	150,880	3	83,729	3	83,729	3	154,501	3	158,209	3	154,501	3	158,209
	(42)	Librarian	1	136,981	0	0	0	0	1	140,268	1	143,635	1	140,268	1	143,635
	(43)	Director - Technical Programs	3	124,154	3	77,273	3	77,273	3	127,134	3	130,185	3	127,134	3	130,185
A	(44)	Special Instructor	21	114,926	21	80,800	21	80,800	23	117,684	23	120,508	23	117,684	23	120,508
	(45)	Student Development Specialist	1	86,127	1	49,484	1	49,484	1	88,194	1	90,311	1	88,194	1	90,311
		TOTAL	29		28		28		31		31		31		31	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(46)	Faculty	75						75		75		75		75	
		Professor/Master Instructor		123,315	2	59,104	1	59,104		126,275		129,305		126,275		129,305
		Assoc. Professor/Senior Instructor		116,264	3	53337	3	53,337		119,054		121,912		119,054		121,912
		Asst. Professor/Advanced Instructor		102,874	13	58,033	13	58,033		105,343		107,871		105,343		107,871
		Instructor		89,629	23	62,000	23	62,000		91,780		93,983		91,780		93,983
	(47)	Part-Time Faculty	125	70,821	76	11,936	76	11,936	125	72,521	125	74,262	125	72,521	125	74,262
		TOTAL	200		117		116		200		200		200		200	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
D	(48)	Athletic Director	1	124,789	0	0	0	0	0	127,784	0	130,851	0	0	0	0
M	(49)	Project/Program Administrator	2		0	0	0	0	0		0		0		0	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		0		0
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		0		0
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		0		0
	(50)	Director of Bookstore Operations	1	111,120	1	55,000	1	55,000	1	113,787	1	116,517	1	113,787	1	116,517
D	(51)	Director of Food Service	1	109,027	0	0	0	0	0	111,644	0	114,323	0	0	0	0
D	(52)	Athletic Admin. & Support Pool	1						0		0		0		0	
		Coach		108,248	0	0	0	0		110,845		113,506		0		0
		Asst. Coach		57,839	1	55,000	1	55,000		59,228		60,649		0		0
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		0		0
	(53)	Food Service Pool	1						1		1		1		1	
		Food Preparation Manager		66,767	0	0	0	0	0	68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0	0	0	0	0	60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0	0	54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0	0	46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0	0	42,702		43,727		42,702		43,727
		TOTAL	7		2		2		2		2		2		2	
		TOTAL ASUN	341		227		224		341		341		341		341	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS STATE UNIVERSITY - NEWPORT				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor, ASUN	1	214,799	0	
	(2)	IT Pool	6		0	
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		

ASUN Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice Chancellor for Acad. Affairs	1	172,403	0	
	(4)	Vice Chanc., ASUN Jonesboro Campus	1	163,609	0	
	(5)	Vice Chanc., ASUN Marked Tree Camp.	1	163,609	0	
	(6)	Vice Chancellor for Fiscal Affairs	1	161,671	0	
	(7)	Vice Chancellor for Student Affairs	1	161,671	0	
	(8)	Director of Institutional Research	1	136,981	0	
	(9)	Director of Human Resources	1	136,980	0	
	(10)	Dean	2	136,980	0	
	(11)	Director of Institutional Devel.	1	136,454	0	
	(12)	Counselor	2	131,589	0	
	(13)	Director of Admissions/Registrar	1	126,161	0	
	(14)	Dir. of Cont. Ed./Business Outreach	1	126,161	0	
	(15)	Director of Student Financial Aid	1	125,910	0	

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(16)	Project/Program Administrator	14		2	2
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(17)	Director of Computer Services	1	123,806	0	
	(18)	Controller	1	120,931	0	
	(19)	Director of Physical Plant	1	116,722	0	
	(20)	Director	5	111,120	1	
	(21)	Assistant to the Chancellor	1	107,799	0	
	(22)	Dir. of Public Info. & Comm. Rel.	1	104,497	0	
	(23)	Fiscal Support Pool	6			3
		Fiscal Support Manager		95,029	0	
		Fiscal Support Supervisor		78,106	0	
		Accountant II		75,103	0	
		Accountant I		72,215	0	
		Fiscal Support Analyst		69,437	0	
		Fiscal Support Specialist		61,729	0	
		Accounting Technician		57,071	0	
		Fiscal Support Technician		52,766	0	
	(24)	Assoc. Dir. of Fin. Aid & Stu. Aff.	1	94,332	0	
	(25)	Public Safety Pool	4		0	1
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(26)	Skilled Trades Pool	6		0	1
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(27)	Administrative Support Pool	16		0	4
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(28)	Assistant Registrar	1	69,437	0	
	(29)	Financial Aid Analyst	1	69,437	0	
	(30)	Library Support Pool	2		0	1
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(31)	Maintenance Supervisor	1	69,437	1	0
	(32)	Financial Aid Specialist	2	64,199	1	1
	(33)	Human Resources Specialist	1	64,199	0	0
	(34)	Landscape Supervisor	1	64,199	0	1
	(35)	Maintenance Technician	1	64,199	0	1
	(36)	Maintenance Specialist	2	61,729	0	2
	(37)	Payroll Technician	1	61,729	0	1
	(38)	Landscape Specialist	1	57,071	0	1
	(39)	Maintenance Assistant	3	52,766	0	2
	(40)	Institutional Services Assistant	9	43,370	0	1
		TOTAL	105		5	22
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(41)	Division Chair	3	150,880	0	
	(42)	Librarian	1	136,981	0	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE	
	(43)	Director - Technical Programs	3	124,154	0		
	(44)	Special Instructor	21	114,926	0		
	(45)	Student Development Specialist	1	86,127	0		
		TOTAL	29		0	1	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS					
	(46)	Faculty	75		1	35	
		Professor/Master Instructor		123,315			
		Assoc. Professor/Senior Instructor		116,264			
		Asst. Professor/Advanced Instructor		102,874			
		Instructor		89,629			
	(47)	Part-Time Faculty	125	70,821	15	25	
		TOTAL	200		16	60	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS					
	(48)	Athletic Director	1	124,789	0		
	(49)	Project/Program Administrator	2		0		
		Project/Program Director		124,789			
		Project/Program Manager		104,496			
		Project/Program Specialist		94,333			
	(50)	Director of Bookstore Operations	1	111,120	0		
	(51)	Director of Food Service	1	109,027	0		1
	(52)	Athletic Admin. & Support Pool	1		0		
		Coach		108,248			
		Asst. Coach		57,839			
		Athletic Trainer		43,298			
	(53)	Food Service Pool	1		0	1	
		Food Preparation Manager		66,767			
		Food Preparation Supervisor		59,355			
		Food Preparation Coordinator		52,766			
		Food Preparation Specialist		45,105			
		Food Preparation Technician		41,702			
		TOTAL	7		0	2	
		TOTAL ASUN	341		21	85	

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ARKANSAS STATE UNIVERSITY - THREE RIVERS														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor, ASUTR	1	214,799	1	183,600	1	183,600	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	8						8		8		8		8	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	1	56,100	1	56,100		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	1	45,000	1	45,000		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	4	57,807	3	57,807		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice Chancellor for Acad. Affairs	1	172,403	1	99,772	1	99,772	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice Chanc. for Finance & Admin.	1	161,671	1	97,000	1	97,000	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Vice Chancellor for Student Affairs	1	161,671	1	95,705	1	95,705	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Dir. of Human Resources/Services	1	136,980	1	50,000	0	0	1	140,268	1	143,634	1	140,268	1	143,634
	(7)	Registrar	1	126,161	1	56,802	0	0	1	129,189	1	132,289	1	129,189	1	132,289

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Director of Financial Aid	1	125,910	1	55,000	1	55,000	1	128,931	1	132,026	1	128,931	1	132,026
	(9)	Director of Planning & Assessment	1	124,788	0	0	0	0	1	127,783	1	130,850	1	127,783	1	130,850
	(10)	Project/Program Administrator	4						4		4		4		4	
		Project/Program Director		124,789	1	63,200	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	1	60,000	1	60,000		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	1	57,807		96,597		98,915		96,597		98,915
	(11)	Director of Computer Services	1	123,806	1	68,000	1	68,000	1	126,777	1	129,820	1	126,777	1	129,820
	(12)	Controller	1	120,931	1	60,000	1	60,000	1	123,833	1	126,805	1	123,833	1	126,805
	(13)	Director of Fiscal Affairs	1	120,930	1	49,688	1	49,688	1	123,832	1	126,804	1	123,832	1	126,804
	(14)	Director of Development	1	117,086	1	72,480	0	0	1	119,896	1	122,774	1	119,896	1	122,774
	(15)	Director of Student Retention	1	114,925	1	80,800	1	80,800	1	117,684	1	120,508	1	117,684	1	120,508
	(16)	Director of Physical Plant	1	113,322	1	60,000	1	60,000	1	116,041	1	118,826	1	116,041	1	118,826
	(17)	Assistant to the Chancellor	1	107,799	1	39,000	1	39,000	1	110,386	1	113,036	1	110,386	1	113,036
	(18)	Fiscal Support Pool	5						5		5		5		5	
		Fiscal Support Manager		95,029	1	47,900	1	47,900		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	40,170	1	40,170		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	35,700	1	35,700		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(19)	Public Safety Pool	2						2		2		2		2	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(20)	Maintenance Manager	1	87,860	0	0	0	0	1	89,969	1	92,128	1	89,969	1	92,128
	(21)	Education Counselor	1	84,480	0	0	0	0	1	86,507	1	88,584	1	86,507	1	88,584
	(22)	Skilled Trades Pool	5						5		5		5		5	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	2	40,000	2	40,000		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(23)	Asst. Dir. of Financial Aid	1	75,103	1	45,000	1	45,000	1	76,906	1	78,751	1	76,906	1	78,751
	(24)	Grants Analyst	1	75,103	1	38,585	1	38,585	1	76,906	1	78,751	1	76,906	1	78,751
	(25)	HEI Program Coordinator	1	72,215	1	31,000	1	31,000	1	73,948	1	75,722	1	73,948	1	75,722
	(26)	Public Information Specialist	1	72,215	1	40,800	1	40,800	1	73,948	1	75,722	1	73,948	1	75,722
	(27)	Student Applications Specialist	1	72,215	1	31,954	1	31,954	1	73,948	1	75,722	1	73,948	1	75,722
	(28)	Administrative Support Pool	16						16		16		16		16	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	2	37,000	1	37,000		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	5	40,000	5	40,000		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	1	35,000	1	35,000		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	24,845	1	24,845		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(29)	Assistant Registrar	1	69,437	1	38,580	1	38,580	1	71,103	1	72,810	1	71,103	1	72,810
	(30)	Financial Aid Analyst	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(31)	Library Support Pool	2						2		2		2		2	
		Library Supervisor		69,437	1	32,240	1	32,240		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	0	0	0	0		56,194		57,542		56,194		57,542

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(32)	Payroll Services Specialist	1	69,437	1	33,660	1	33,660	1	71,103	1	72,810	1	71,103	1	72,810
	(33)	Financial Aid Specialist	1	64,199	1	34,000	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(34)	Maintenance Technician	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(35)	Maintenance Specialist	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(36)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
	(37)	Institutional Services Assistant	7	43,370	0	0	0	0	7	44,411	7	45,476	7	44,411	7	45,476
		TOTAL	78		46		39		78		78		78		78	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(38)	Division Chairperson	2	150,880	0	0	0	0	2	154,501	2	158,209	2	154,501	2	158,209
	(39)	Dean	1	149,279	1	86,909	1	86,909	1	152,861	1	156,530	1	152,861	1	156,530
	(40)	Librarian	1	136,981	1	60,000	1	61,000	1	140,268	1	143,635	1	140,268	1	143,635
	(41)	Dean of Learning	1	133,979	1	86,701	1	86,701	1	137,195	1	140,487	1	137,195	1	140,487
	(42)	Dean of Workforce Development	1	133,979	1	73,500	1	73,500	1	137,195	1	140,487	1	137,195	1	140,487
	(43)	Director of Career Center	2	131,591	2	95,000	2	95,000	2	134,749	2	137,983	2	134,749	2	137,983
	(44)	Director of Concurrent Enrollment	1	131,591	0	0	0	0	1	134,749	1	137,983	1	134,749	1	137,983
	(45)	Director of Adult Education	1	131,590	1	60,000	1	60,000	1	134,749	1	137,982	1	134,749	1	137,982
	(46)	Instructor - Nursing/Resp. Therapy	12	124,154	9	77,089	12	77,809	12	127,134	12	130,185	12	127,134	12	130,185
	(47)	Assistant Director	1	124,154	1	69,000	1	69,000	1	127,134	1	130,185	1	127,134	1	130,185
		TOTAL	23		17		20		23		23		23		23	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(48)	Faculty	52	114,926	42	69,472	37	69,472	52	117,684	52	120,508	52	117,684	52	120,508
	(49)	Part-Time Faculty	96	57,840	47	44,200	47	44,200	96	59,228	96	60,649	96	59,228	96	60,649
		TOTAL	148		89		84		148		148		148		148	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(50)	Project/Program Administrator	2						2		2		2		2	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
	(51)	Director of Food Service	1	109,027	0	0	0	0	1	111,644	1	114,323	1	111,644	1	114,323
	(52)	Campus Store Manager	1	108,249	1	44,000	1	44,000	1	110,847	1	113,507	1	110,847	1	113,507
	(53)	Athletic Admin. & Support Pool	4						4		4		4		4	
		Coach		108,248	2	65,000	2	65,000		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	2	25,000	2	25,000		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
	(54)	Food Service Pool	1						1		1		1		1	
		Food Preparation Manager		66,767	0	0	0	0		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	1	24,174	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
	(55)	Resident Hall Specialist	1	59,355	0	0	0	0	1	60,780	1	62,239	1	60,780	1	62,239
	(56)	Bookstore Office Manager	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(57)	Retail Specialist	1	54,877	1	24,845	1	24,845	1	56,194	1	57,542	1	56,194	1	57,542
		TOTAL	12		7		6		12		12		12		12	
		TOTAL ASUTR	261		159		149		261		261		261		261	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		ARKANSAS STATE UNIVERSITY - THREE RIVERS				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor, ASUTR	1	214,799	0	0
	(2)	IT Pool	8		2	0
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		

ASUTR Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice Chancellor for Acad. Affairs	1	172,403	0	0
	(4)	Vice Chanc. for Finance & Admin.	1	161,671	0	0
	(5)	Vice Chancellor for Student Affairs	1	161,671	0	0
	(6)	Dir. of Human Resources/Services	1	136,980	0	0
	(7)	Registrar	1	126,161	0	0
	(8)	Director of Financial Aid	1	125,910	0	0
	(9)	Director of Planning & Assessment	1	124,788	1	1
	(10)	Project/Program Administrator	4		2	2
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(11)	Director of Computer Services	1	123,806	0	0
	(12)	Controller	1	120,931	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(13)	Director of Fiscal Affairs	1	120,930	0	0
	(14)	Director of Development	1	117,086	0	0
	(15)	Director of Student Retention	1	114,925	0	0
	(16)	Director of Physical Plant	1	113,322	0	0
	(17)	Assistant to the Chancellor	1	107,799	0	0
	(18)	Fiscal Support Pool	5		1	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(19)	Public Safety Pool	2		2	2
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(20)	Maintenance Manager	1	87,860	1	1
	(21)	Education Counselor	1	84,480	1	1
	(22)	Skilled Trades Pool	5		3	1
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(23)	Asst. Dir. of Financial Aid	1	75,103	0	0
	(24)	Grants Analyst	1	75,103	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(25)	HEI Program Coordinator	1	72,215	0	0
	(26)	Public Information Specialist	1	72,215	0	0
	(27)	Student Applications Specialist	1	72,215	0	0
	(28)	Administrative Support Pool	16		7	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(29)	Assistant Registrar	1	69,437	0	0
	(30)	Financial Aid Analyst	1	69,437	1	0
	(31)	Library Support Pool	2		1	1
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(32)	Payroll Services Specialist	1	69,437	0	0
	(33)	Financial Aid Specialist	1	64,199	0	0
	(34)	Maintenance Technician	1	64,199	1	1
	(35)	Maintenance Specialist	1	61,729	1	1
	(36)	Institutional Services Supervisor	1	45,105	1	1
	(37)	Institutional Services Assistant	7	43,370	7	7
		TOTAL	78		32	19
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(38)	Division Chairperson	2	150,880	2	2
	(39)	Dean	1	149,279	0	0
	(40)	Librarian	1	136,981	0	0
	(41)	Dean of Learning	1	133,979	0	0
	(42)	Dean of Workforce Development	1	133,979	0	0
	(43)	Director of Career Center	2	131,591	0	0
	(44)	Director of Concurrent Enrollment	1	131,591	1	1
	(45)	Director of Adult Education	1	131,590	0	0
	(46)	Instructor - Nursing/Resp. Therapy	12	124,154	3	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(47)	Assistant Director	1	124,154		
		TOTAL	23		6	3
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(48)	Faculty	52	114,926	10	0
	(49)	Part-Time Faculty	96	57,840	49	0
		TOTAL	148		59	0
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(50)	Project/Program Administrator	2		2	2
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(51)	Director of Food Service	1	109,027	1	1
	(52)	Campus Store Manager	1	108,249	0	0
	(53)	Athletic Admin. & Support Pool	4		0	0
		Coach		108,248		
		Asst. Coach		57,839		
		Athletic Trainer		43,298		
	(54)	Food Service Pool	1		0	0
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
	(55)	Resident Hall Specialist	1	59,355	1	1
	(56)	Bookstore Office Manager	1	57,071	1	1
	(57)	Retail Specialist	1	54,877		
		TOTAL	12		5	5
		TOTAL ASUTR	261		102	27

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		BLACK RIVER TECHNICAL COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, BRTC	1	214,799	1	212,721	1	217,476	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	5						5		5		5		5	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	1	55,673	1	57,286		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	1	45,368	1	46,775		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	2	34,000	2	35,180		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice President for Academic Affairs	1	172,403	1	108,712	1	111,386	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice President for Student Affairs	1	161,671	1	105,717	1	108,331	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Vice President of Finance & Admin.	1	161,671	1	105,717	1	108,331	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Vice Pres. of Inst. Advancement	1	161,670	1	105,717	1	108,331	1	165,550	1	169,524	1	165,550	1	169,524
	(7)	Director of Human Resources	1	136,980	1	64,312	1	66,098	1	140,268	1	143,634	1	140,268	1	143,634

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Academic/Student Support	4						4		4		4		4	
		Counselor		131,589	0	0	0	0		134,747		137,981		134,747		137,981
		Academic Counselor		97,361	4	38,152	4	39,415		99,697		102,090		99,697		102,090
		Student Development Specialist		86,127	0	0	0	0		88,194		90,311		88,194		90,311
	(9)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	0	0	0	0	1	129,189	1	132,289	1	129,189	1	132,289
	(10)	Director of Law Enforcement Trng.	1	126,161	1	72,129	1	74,072	1	129,189	1	132,289	1	129,189	1	132,289
	(11)	Registrar	1	126,161	1	62,763	1	64,518	1	129,189	1	132,289	1	129,189	1	132,289
	(12)	Director of Financial Aid	1	125,910	1	63,999	1	65,779	1	128,932	1	132,026	1	128,932	1	132,026
	(13)	Default Management Coordinator	1	125,910	0	0	0	0	1	128,931	1	132,026	1	128,931	1	132,026
	(14)	Dean of Students	1	125,371	1	56,703	1	58,337	1	128,380	1	131,461	1	128,380	1	131,461
	(15)	Project/Program Administrator Pool	8						8		8		8		8	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	1	53,377	1	54,945		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	6	46,601	6	48,033		96,597		98,915		96,597		98,915
	(16)	Director of Computer Services	1	123,806	1	86,968	1	89,207	1	126,777	1	129,820	1	126,777	1	129,820
	(17)	Director of Off-Campus Operations	1	123,717	1	83,004	1	85,164	1	126,686	1	129,727	1	126,686	1	129,727
	(18)	Controller	1	120,931	1	71,368	1	73,295	1	123,834	1	126,806	1	123,834	1	126,806
	(19)	Director of Student Affairs	1	118,655	0	0	0	0	1	121,503	1	124,419	1	121,503	1	124,419
	(20)	Director of Physical Plant	1	116,722	1	66,495	1	68,325	1	119,523	1	122,392	1	119,523	1	122,392
	(21)	Director of Admissions	1	115,020	1	58,794	1	60,470	1	117,780	1	120,607	1	117,780	1	120,607
	(22)	Institutional Research Coordinator	1	114,925	1	68,686	1	70,560	1	117,683	1	120,508	1	117,683	1	120,508
	(23)	Associate Registrar	1	109,563	1	32,846	1	34,003	1	112,193	1	114,885	1	112,193	1	114,885
	(24)	Assistant Director	1	107,774	1	43,594	1	44,966	1	110,360	1	113,009	1	110,360	1	113,009
	(25)	Fiscal Support Pool	5						5		5		5		5	
		Fiscal Support Manager		95,029	1	38,789	1	40,065		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	2	37,985	2	39,245		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	31,785	2	32,921		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(26)	Public Safety Pool	5						5		5		5		5	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	1	49,000	1	50,480		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	1	36,607	3	37,839		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(27)	Admissions Counselor	1	79,654	1	32,619	1	33,771	1	81,565	1	83,523	1	81,565	1	83,523
	(28)	Academic Advisor	1	79,653	1	41,018	1	42,338	1	81,565	1	83,522	1	81,565	1	83,522
	(29)	Skilled Trades Pool	5						5		5		5		5	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	3	42,390	3	43,738		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	2	34,141	2	35,324		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(30)	HEI Program Coordinator	2	72,215	0	0	0	0	2	73,948	2	75,722	2	73,948	2	75,722
	(31)	Administrative Support Pool	14						14		14		14		14	
		Administrative Assistant		69,437	1	31,100	1	32,222		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	2	30,704	2	31,818		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	2	30,141	2	31,244		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	3	25,000	3	26,000		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(32)	Bookstore Manager	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(33)	Financial Aid Analyst	2	69,437	2	35,000	2	36,200	2	71,103	2	72,810	2	71,103	2	72,810
	(34)	Library Support Pool	1						1		1		1		1	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	1	29,219	1	30,303		60,780		62,239		60,780		62,239
		Library Technician		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(35)	Payroll Services Specialist	1	69,437	1	31,610	1	32,742	1	71,103	1	72,810	1	71,103	1	72,810
	(36)	Purchasing Specialist	1	69,437	1	26,000	1	27,020	1	71,103	1	72,810	1	71,103	1	72,810
	(37)	Bookstore Office Manager	1	57,071	1	28,581	1	29,652	1	58,441	1	59,844	1	58,441	1	59,844
	(38)	Human Resources Assistant	1	57,071	1	32,000	1	33,140	1	58,441	1	59,844	1	58,441	1	59,844
	(39)	Cashier	2	52,766	1	26,754	1	27,789	2	54,032	2	55,329	2	54,032	2	55,329
	(40)	Maintenance Assistant	6	52,766	5	30,000	5	31,100	6	54,032	6	55,329	6	54,032	6	55,329
N	(40.01)	Institutional Services Supervisor							1	46,187	1	47,295	1	46,187	1	47,296
N	(40.02)	Institutional Services Assistant							1	44,411	1	45,477	1	44,411	1	45,476
		TOTAL	87		68		70		89		89		89		89	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(41)	Director of Distance Education	1	150,880	1	72,709	1	74,663	1	154,501	1	158,209	1	154,501	1	158,209
	(42)	Division Chairperson	4	150,880	3	78,303	3	80,369	4	154,501	4	158,209	4	154,501	4	158,209
	(43)	Faculty	3	139,340	3	68,740	3	70,615	3	142,684	3	146,109	3	142,684	3	146,109
	(44)	Librarian	1	136,981	1	59,461	1	61,151	1	140,268	1	143,635	1	140,268	1	143,635
D	(45)	Director of Adult Education	1	131,590	0	0	0	0	0	134,749	0	137,982	0	0	0	0
	(46)	Director of Nursing	1	124,154	1	78,750	1	80,825	1	127,134	1	130,185	1	127,134	1	130,185
	(47)	Director of Respiratory Care	2	124,154	1	72,782	1	74,738	2	127,134	2	130,185	2	127,134	2	130,185
	(48)	Inst./Coord Nursing & Allied Health	1	124,154	1	65,682	1	67,496	1	127,134	1	130,185	1	127,134	1	130,185
	(49)	Instructor - Nursing/Resp. Therapy	15	124,154	15	65,515	15	67,325	15	127,134	15	130,185	15	127,134	15	130,185
		TOTAL	29		26		26		28		28		28		28	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
D	(50)	Faculty	47	114,926	32	65,136	32	66,939	46	117,684	46	120,508	46	117,684	46	120,508
	(51)	Part-Time Faculty	55	57,840	55	57,840	55	59,497	55	59,228	55	60,649	55	59,228	55	60,649
		TOTAL	102		87		87		101		101		101		101	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(52)	Food Service Pool	4						4		4		4		4	
		Food Preparation Manager		66,767	0	0	0	0		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	1	30,129	1	31,232		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	1	26,648	1	27,681		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
		TOTAL	4		2		2		4		4		4		4	
		TOTAL BRTC	222		183		185		222		222		222		222	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		BLACK RIVER TECHNICAL COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, BRTC	1	214,799	0	0
	(2)	IT Pool				
		Network Engineer	5	207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756	1	1
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice President for Academic Affairs	1	172,403	0	0
	(4)	Vice President for Student Affairs	1	161,671	0	0
	(5)	Vice President of Finance & Admin.	1	161,671	0	0
	(6)	Vice Pres. of Inst. Advancement	1	161,670	0	0
	(7)	Director of Human Resources	1	136,980	0	0
	(8)	Academic/Student Support	4		0	0
		Counselor		131,589		
		Academic Counselor		97,361		
		Student Development Specialist		86,127		
	(9)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	1	0
	(10)	Director of Law Enforcement Trng.	1	126,161	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(11)	Registrar	1	126,161	0	0
	(12)	Director of Financial Aid	1	125,910	0	0
	(13)	Default Management Coordinator	1	125,910	1	1
	(14)	Dean of Students	1	125,371	0	0
	(15)	Project/Program Administrator Pool	8			
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333	1	0
	(16)	Director of Computer Services	1	123,806	0	0
	(17)	Director of Off-Campus Operations	1	123,717	0	0
	(18)	Controller	1	120,931	0	0
	(19)	Director of Student Affairs	1	118,655	1	1
	(20)	Director of Physical Plant	1	116,722	0	0
	(21)	Director of Admissions	1	115,020	0	0
	(22)	Institutional Research Coordinator	1	114,925	0	0
	(23)	Associate Registrar	1	109,563	0	0
	(24)	Assistant Director	1	107,774	0	0
	(25)	Fiscal Support Pool	5		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(26)	Public Safety Pool	5			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587	3	1
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(27)	Admissions Counselor	1	79,654	0	0
	(28)	Academic Advisor	1	79,653	0	0
	(29)	Skilled Trades Pool	5			
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756	1	0
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(30)	HEI Program Coordinator	2	72,215	2	2
	(31)	Administrative Support Pool	14			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785	6	6
		Extra Help Assistant		40,098		
	(32)	Bookstore Manager	1	69,437	1	1
	(33)	Financial Aid Analyst	2	69,437	0	0
	(34)	Library Support Pool	1			
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(35)	Payroll Services Specialist	1	69,437	0	0
	(36)	Purchasing Specialist	1	69,437	0	0
	(37)	Bookstore Office Manager	1	57,071	0	0
	(38)	Human Resources Assistant	1	57,071	0	0
	(39)	Cashier	2	52,766	1	1
	(40)	Maintenance Assistant	6	52,766	1	1
	(40.01)	Institutional Services Supervisor	0			
	(40.02)	Institutional Services Assistant				
		TOTAL	87		20	15

BRTC Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(41)	Director of Distance Education	1	150,880	0	0
	(42)	Division Chairperson	4	150,880	1	0
	(43)	Faculty	3	139,340	0	0
	(44)	Librarian	1	136,981	0	0
	(45)	Director of Adult Education	1	131,590	1	0
	(46)	Director of Nursing	1	124,154	0	0
	(47)	Director of Respiratory Care	2	124,154	0	0
	(48)	Inst./Coord Nursing & Allied Health	1	124,154	0	0
	(49)	Instructor - Nursing/Resp. Therapy	15	124,154	0	0
		TOTAL	29		2	0
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(50)	Faculty	47	114,926	14	14
	(51)	Part-Time Faculty	55	57,840	0	0
		TOTAL	102		14	14
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(52)	Food Service Pool	4			
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105	2	2
		Food Preparation Technician		41,702		
		TOTAL	4		2	2
		TOTAL BRTC	222		38	31

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	214,799	1	224,356	1	228,843	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	4						4		4		4		4	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	1	82,796	1	84,453		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info. Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	3	36,251	3	36,977		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice Chancellor	1	172,403	0	0	0	0	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Provost	1	172,403	1	115,083	1	117,835	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Vice Chancellor for Finance	1	161,671	1	112,158	1	115,509	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Vice Chancellor for Student Affairs	1	161,671	1	57,216	1	58,361	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Director of Human Resources	1	136,980	1	59,527	1	61,718	1	140,268	1	143,634	1	140,268	1	143,634

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Director of Workforce Development	1	133,980	1	66,485	1	67,815	1	137,195	1	140,488	1	137,195	1	140,488
	(9)	Coord. of Cont. Educ. & Bus. Out.	1	126,161	1	41,616	1	42,448	1	129,189	1	132,290	1	129,189	1	132,290
	(10)	Registrar	1	126,161	1	37,885	1	38,643	1	129,189	1	132,290	1	129,189	1	132,290
	(11)	Dir. of Public Rel. & Marketing	1	126,161	0	0	0	0	1	129,189	1	132,290	1	129,189	1	132,290
	(12)	Program Manager	1	126,161	1	40,800	1	41,616	1	129,189	1	132,290	1	129,189	1	132,290
	(13)	Director of Financial Aid	1	125,910	1	50,807	1	51,824	1	128,931	1	132,026	1	128,931	1	132,026
	(14)	Project/Program Administrator	2						2		2		2		2	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	2	55,183	2	56,287		96,597		98,915		96,597		98,915
	(15)	Director of Off-Campus Operations	1	123,717	1	63,037	1	64,298	1	126,686	1	129,727	1	126,686	1	129,727
	(16)	Institutional Research Coordinator	1	114,925	1	55,197	1	56,301	1	117,683	1	120,508	1	117,683	1	120,508
	(17)	Fiscal Support Pool	3						3		3		3		3	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	34,930	1	35,629		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	2	33,622	2	34,295		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(18)	Public Safety Pool	3						3		3		3		3	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	3	40,639	3	41,452		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(19)	Academic Advisor	5	89,629	5	32,220	5	32,865	5	91,780	5	93,983	5	91,780	5	93,983
	(20)	Assessment Coordinator	1	89,629	0	0	0	0	1	91,780	1	93,983	1	91,780	1	93,983
	(21)	Coordinator of Admissions	1	89,629	1	30,810	1	31,427	1	91,780	1	93,983	1	91,780	1	93,983
	(22)	Coord. of Info. & Comm. Relations	1	89,629	1	42,840	1	43,697	1	91,780	1	93,983	1	91,780	1	93,983
	(23)	Academic Tutor	2	79,654	2	30,386	2	30,994	2	81,565	2	83,523	2	81,565	2	83,523
	(24)	Skilled Trades Pool	2						2		2		2		2	
X		Skilled Trades Foreman		76,530	1	39,585	1	40,377		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	1	31,836	1	32,473		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(25)	Administrative Support Pool	13						13		13		13		13	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	5	34,826	5	35,526		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	4	28,215	4	28,780		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	4	26,161	4	26,685		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(26)	Assistant Registrar	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(27)	Financial Aid Analyst	1	69,437	1	28,000	1	28,560	1	71,103	1	72,810	1	71,103	1	72,810
	(28)	Library Support Pool	1						1		1		1		1	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(29)	Maintenance Supervisor	1	69,437	1	37,361	1	38,109	1	71,103	1	72,810	1	71,103	1	72,810
	(30)	Payroll Services Specialist	1	69,437	1	39,522	1	40,313	1	71,103	1	72,810	1	71,103	1	72,810
	(31)	Purchasing Specialist	1	69,437	1	30,433	1	31,042	1	71,103	1	72,810	1	71,103	1	72,810
	(32)	Student Accounts Officer	1	69,437	1	30,433	1	31,042	1	71,103	1	72,810	1	71,103	1	72,810
	(33)	Financial Aid Specialist	3	64,199	3	34,472	3	35,437	3	65,739	3	67,317	3	65,739	3	67,317

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(34)	Human Resources Specialist	1	64,199	1	29,292	1	29,878	1	65,739	1	67,317	1	65,739	1	67,317
	(35)	Cashier	1	52,766	0	0	0	0	1	54,032	1	55,329	1	54,032	1	55,329
	(36)	Maintenance Assistant	3	52,766	2	26,440	2	26,969	3	54,032	3	55,329	3	54,032	3	55,329
	(37)	Institutional Services Assistant	8	43,370	6	26,708	6	27,243	8	44,411	8	45,476	8	44,411	8	45,476
		TOTAL	74		65		65		74		74		74		74	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(38)	Division Chairperson	4	150,880	3	72,411	3	73,860	4	154,501	4	158,209	4	154,501	4	158,209
	(39)	Director of Nursing	1	149,280	1	66,300	1	68,626	1	152,863	1	156,532	1	152,863	1	156,532
	(40)	Faculty	16	143,798	10	120,360	10	122,768	16	147,250	16	150,784	16	147,250	16	150,784
	(41)	Instructor - Nursing & Allied Health	4	124,154	4	59,558	4	60,750	4	127,134	4	130,185	4	127,134	4	130,185
	(42)	Learning Center Coordinator	1	96,409	1	59,527	1	60,718	1	98,722	1	101,092	1	98,722	1	101,092
	(43)	Special Instructor/Trainer	5	87,019	4	55,197	4	56,301	5	89,108	5	91,246	5	89,108	5	91,246
		TOTAL	31		23		23		31		31		31		31	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(44)	Faculty	31	114,926	24	69,114	24	70,495	31	117,684	31	120,508	31	117,684	31	120,508
	(45)	Part-Time Faculty	60	57,840	49	6,300	49	6,426	60	59,228	60	60,649	60	59,228	60	60,649
		TOTAL	91		73		73		91		91		91		91	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(46)	Athletic Director	1	124,789	1	85,803	1	87,519	1	127,784	1	130,850	1	127,784	1	130,850
	(47)	Director of Food Service	1	109,027	0	0	0	0	1	111,644	1	114,323	1	111,644	1	114,323
	(48)	Athletic Admin. & Support Pool	3						3		3		3		3	
		Coach		108,248	1	73,048	1	74,509		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	0	0	0	0		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
	(49)	Food Service Pool	3						3		3		3		3	
		Food Preparation Manager		66,767	2	36,000	2	36,702		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	1	25,000	1	25,500		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
		TOTAL	8		5		5		8		8		8		8	
		TOTAL CCCUA	204		166		166		204		204		204		204	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS						
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	214,799		
	(2)	IT Pool	4			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info. Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice Chancellor	1	172,403		
	(4)	Provost	1	172,403		
	(5)	Vice Chancellor for Finance	1	161,671		
	(6)	Vice Chancellor for Student Affairs	1	161,671		
	(7)	Director of Human Resources	1	136,980		
	(8)	Director of Workforce Development	1	133,980		
	(9)	Coord. of Cont. Educ. & Bus. Out.	1	126,161		
	(10)	Registrar	1	126,161		
	(11)	Dir. of Public Rel. & Marketing	1	126,161	1	1
	(12)	Program Manager	1	126,161		
	(13)	Director of Financial Aid	1	125,910		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(14)	Project/Program Administrator	2			
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(15)	Director of Off-Campus Operations	1	123,717		
	(16)	Institutional Research Coordinator	1	114,925		
	(17)	Fiscal Support Pool	3			
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(18)	Public Safety Pool	3			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(19)	Academic Advisor	5	89,629		
	(20)	Assessment Coordinator	1	89,629	1	1
	(21)	Coordinator of Admissions	1	89,629		
	(22)	Coord. of Info. & Comm. Relations	1	89,629		
	(23)	Academic Tutor	2	79,654		
	(24)	Skilled Trades Pool	2			
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(25)	Administrative Support Pool	13			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(26)	Assistant Registrar	1	69,437		
	(27)	Financial Aid Analyst	1	69,437		
	(28)	Library Support Pool	1			
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(29)	Maintenance Supervisor	1	69,437		
	(30)	Payroll Services Specialist	1	69,437		
	(31)	Purchasing Specialist	1	69,437		
	(32)	Student Accounts Officer	1	69,437		
	(33)	Financial Aid Specialist	3	64,199		
	(34)	Human Resources Specialist	1	64,199		
	(35)	Cashier	1	52,766	1	1
	(36)	Maintenance Assistant	3	52,766	1	1
	(37)	Institutional Services Assistant	8	43,370	2	2
		TOTAL	74		6	6
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(38)	Division Chairperson	4	150,880	1	
	(39)	Director of Nursing	1	149,280		
	(40)	Faculty	16	143,798	5	5
	(41)	Instructor - Nursing & Allied Health	4	124,154		
	(42)	Learning Center Coordinator	1	96,409		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(43)	Special Instructor/Trainer	5	87,019		
		TOTAL	31		6	5
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(44)	Faculty	31	114,926	5	5
	(45)	Part-Time Faculty	60	57,840	7	7
		TOTAL	91		12	12
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(46)	Athletic Director	1	124,789		
	(47)	Director of Food Service	1	109,027		
	(48)	Athletic Admin. & Support Pool	3			
		Coach		108,248		
		Asst. Coach		57,839		
		Athletic Trainer		43,298		
	(49)	Food Service Pool	3			
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
		TOTAL	8		0	0
		TOTAL CCCUA	204		24	23

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		NORTH ARKANSAS COLLEGE OF THE UNIVERSITY OF ARKANSAS														
		TWELVE MONTH EDUCATIONAL AND GENERAL														
		ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	214,799	1	193,872	1	199,688	1	219,954	1	225,233	1	219,954	1	225,233
S,A	(2)	IT Pool	8						10		10		10		10	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	1	83,176	1	84,008		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech. Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	1	51,706	1	52,223		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	2	47,787	2	48,265		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	1	41,575	1	41,991		81,501		83,457		81,501		83,457
		Website Developer		79,590	1	42,032	1	42,452		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info. Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	40,167	1	40,567		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	1	31,824	1	32,142		49,956		51,155		49,956		51,155
	(3)	Chief Academic Officer	1	172,403	1	116,261	1	117,424	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Chief Fiscal Officer	1	161,671	1	127,417	1	135,559	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Chief Planning & Dev. Officer	1	161,671	1	106,713	1	107,780	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Chief Student Life Officer	1	161,671	1	100,237	1	101,239	1	165,551	1	169,524	1	165,551	1	169,524
S	(6.01)	Chief Workforce Development Officer	1	161,671	1	0	1	110,000	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Director of Institutional Research	1	136,981	1	66,020	1	66,680	1	140,268	1	143,635	1	140,268	1	143,635
	(8)	Director Human Resources	1	136,980	1	55,000	1	65,000	1	140,268	1	143,634	1	140,268	1	143,634

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
S	(9)	Counselor	0	131,589	0	0	0	0	0	134,747	0	137,981	0	0	0	0
	(10)	Controller	1	130,889	1	84,048	1	84,888	1	134,030	1	137,247	1	134,030	1	137,247
	(11)	Dir. Public Relations and Marketing	1	126,161	1	70,266	1	70,969	1	129,189	1	132,290	1	129,189	1	132,290
	(12)	Registrar	1	126,161	1	61,945	1	62,564	1	129,189	1	132,289	1	129,189	1	132,289
	(13)	Director of Student Financial Aid	1	125,910	1	64,124	1	64,765	1	128,931	1	132,026	1	128,931	1	132,026
	(14)	Project/Program Administrator	5						5		5		5		5	
		Project/Program Director		124,789	2	63,036	2	63,666		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	2	40,800	2	41,208		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	1	36,000	1	36,360		96,597		98,915		96,597		98,915
	(15)	Director of Administrative Computing	1	123,806	1	63,036	1	63,666	1	126,777	1	129,820	1	126,777	1	129,820
	(16)	Dir. of Occupational & Tech. Educ.	1	123,717	1	61,200	1	61,812	1	126,686	1	129,727	1	126,686	1	129,727
	(17)	Business Manager	1	120,931	1	54,366	1	54,910	1	123,833	1	126,805	1	123,833	1	126,805
	(18)	Director of Student Affairs	1	118,655	1	60,143	1	60,744	1	121,503	1	124,419	1	121,503	1	124,419
S	(18.01)	Director of Police & Public Safety	1	116,723	1	71,500	1	72,215	1	119,524	1	122,392	1	119,524	1	122,392
	(19)	Director of Physical Plant	1	116,722	1	80,753	1	92,753	1	119,523	1	122,392	1	119,523	1	122,392
	(20)	Assistant to the President	1	107,800	1	0	1	0	1	110,387	1	113,036	0	0	0	0
	(20.01)	Assistant to the Chancellor											1	110,387	1	113,036
S	(21)	Fiscal Support Pool	6						6		6		6		6	
		Fiscal Support Manager		95,029	1	75,000	1	75,750		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	37,664	1	38,041		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	32,320	1	32,643		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	1	32,000	1	32,320		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
S	(22)	Public Safety Pool	3						3		3		3		3	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	1	55,000	1	55,550		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	50,000	1	50,500		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
S	(22.01)	Payroll Services Coordinator	1	81,232	1	38,760	1	39,148	1	83,181	1	85,178	1	83,181	1	85,178
	(23)	Procurement Coordinator	1	81,232	1	40,800	1	41,208	1	83,181	1	85,178	1	83,181	1	85,178
	(24)	Benefits Coordinator	1	81,232	1	34,170	1	36,000	1	83,181	1	85,178	1	83,181	1	85,178
	(25)	Academic Advisor	4	79,654	4	42,024	4	42,444	4	81,565	4	83,523	4	81,565	4	83,523
	(26)	Executive Assistant to the Director	1	78,106	1	40,800	1	41,208	1	79,981	1	81,901	1	79,981	1	81,901
	(27)	Skilled Trades Pool	3						3		3		3		3	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	42,500	1	42,925		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	1	39,334	1	39,727		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(28)	Assistant Director of Financial Aid	1	75,103	1	40,921	1	41,330	1	76,906	1	78,751	1	76,906	1	78,751
	(29)	HEI Program Coordinator	3	72,215	1	39,866	1	40,264	3	73,948	3	75,722	3	73,948	3	75,722
	(30)	Student Applications Specialist	2	72,215	2	32,000	2	32,320	2	73,948	2	75,722	2	73,948	2	75,722
	(31)	Construction/Maintenance Coord.	1	72,215	1	46,226	1	46,668	1	73,948	1	75,722	1	73,948	1	75,722
	(32)	Building and Grounds Coordinator	1	72,215	1	44,000	1	44,440	1	73,948	1	75,722	1	73,948	1	75,722
	(33)	Administrative Support Pool	11						11		11		11		11	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	2	34,000	2	34,340		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	2	28,011	2	28,291		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	4	27,040	4	27,310		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(34)	Assistant Registrar	1	69,437	1	32,912	1	33,241	1	71,103	1	72,810	1	71,103	1	72,810
S	(35)	Financial Aid Analyst	1	69,437	1	34,000	1	34,340	1	71,103	1	72,810	1	71,103	1	72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(36)	Library Support Pool	2						2		2		2		2	
		Library Supervisor		69,437						71,103		72,810		71,103		72,810
		Library Specialist		59,355	1	33,000	1	33,330		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	25,607	1	25,863		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(37)	Maintenance Supervisor	1	69,437	1	46,226	1	46,688	1	71,103	1	72,810	1	71,103	1	72,810
	(38)	Payroll Services Specialist	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(39)	Student Accounts Officer	1	69,437	1	42,340	1	42,763	1	71,103	1	72,810	1	71,103	1	72,810
	(40)	Maintenance Technician	2	64,199	2	35,195	2	35,547	2	65,739	2	67,317	2	65,739	2	67,317
	(41)	Landscape Supervisor	1	64,199	1	36,000	1	36,360	1	65,739	1	67,317	1	65,739	1	67,317
S	(41.01)	Student Recruitment Specialist	2	64,199	2	37,742	2	38,119	2	65,739	2	67,317	2	65,739	2	67,317
	(42)	Purchasing Technician	1	61,729	1	32,000	1	32,320	1	63,211	1	64,728	1	63,211	1	64,728
	(43)	Maintenance Assistant	1	52,766	1	29,260	1	29,553	1	54,032	1	55,329	1	54,032	1	55,329
	(44)	Institutional Services Shift Supv.	1	50,737	1	29,018	1	29,308	1	51,955	1	53,202	1	51,955	1	53,202
	(45)	Institutional Services Supervisor	1	45,105	1	27,481	1	0	1	46,187	1	47,296	1	46,187	1	47,296
	(46)	Institutional Services Assistant	6	43,370	6	25,801	6	26,059	6	44,411	6	45,476	6	44,411	6	45,476
		TOTAL	93		83		83		95		95		95		95	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(47)	Division Chairperson	5	150,880	5	79,314	5	80,107	5	154,501	5	158,209	5	154,501	5	158,209
	(48)	Director Learning Center	1	129,488	1	62,408	1	63,032	1	132,596	1	135,778	1	132,596	1	135,778
	(49)	Project/Program Administrator	1						1		1		1		1	
		Project/Program Director		124,788	0	0	0	0		127,783		130,850		127,783		130,850
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	1	36,017	1	36,377		96,597		98,915		96,597		98,915
	(50)	Special Instructor	2	114,926	2	39,866	2	40,265	2	117,684	2	120,508	2	117,684	2	120,508
	(51)	Assistant Librarian	1	85,309	1	46,201	1	46,664	1	87,356	1	89,453	1	87,356	1	89,453
		TOTAL	10		10		10		10		10		10		10	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(52)	Project/Program Administrator	1						1		1		1		1	
		Project/Program Director		124,788	0	0	0	0		127,783		130,850		127,783		130,850
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	1	39,474	1	39,869		96,597		98,915		96,597		98,915
A	(53)	Faculty	67	114,926	67	53,208	67	53,740	80	117,684	80	120,508	80	117,684	80	120,508
	(54)	Clinical Instructor	1	82,166	0	0	0	0	1	84,138	1	86,157	1	84,138	1	86,157
D	(55)	Part-Time Faculty	200	57,840	200	6,900	200	6,900	185	59,228	185	60,649	185	59,228	185	60,649
		TOTAL	269		268		268		267		267		267		267	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(56)	Campus Store Director	1	124,789	1	64,130	1	64,771	1	127,784	1	130,851	1	127,784	1	130,851
	(57)	Athletic Admin. & Support Pool	4						4		4		4		4	
		Coach		108,248	0	0	0	0		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	0	0	0	0		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
	(58)	Food Service Pool	2						2		2		2		2	
		Food Preparation Manager		66,767	1	32,912	1	33,241		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
	(59)	Residential Life Coordinator	1	59,719	1	25500	1	25,755	1	61,153	1	62,620	1	61,153	1	62,620
	(60)	Bookstore Office Manager	1	57,071	1	31,320	1	31,366	1	58,441	1	59,844	1	58,441	1	59,844
		TOTAL	9		4		4		9		9		9		9	
		TOTAL NACUA	381		365		365		381		381		381		381	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
NORTH ARKANSAS COLLEGE OF THE UNIVERSITY OF ARKANSAS						
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	214,799		
S	(2)	IT Pool	8			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech. Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info. Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Chief Academic Officer	1	172,403		
	(4)	Chief Fiscal Officer	1	161,671		
	(5)	Chief Planning & Dev. Officer	1	161,671		
	(6)	Chief Student Life Officer	1	161,671		
S	(6.01)	Chief Workforce Development Officer	1	161,671		
	(7)	Director of Institutional Research	1	136,981		
	(8)	Director Human Resources	1	136,980		
S	(9)	Counselor	0	131,589		
	(10)	Controller	1	130,889		
	(11)	Dir. Public Relations and Marketing	1	126,161		
	(12)	Registrar	1	126,161		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(13)	Director of Student Financial Aid	1	125,910		
	(14)	Project/Program Administrator	5		1	0
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(15)	Director of Administrative Computing	1	123,806		
	(16)	Dir. of Occupational & Tech. Educ.	1	123,717		
	(17)	Business Manager	1	120,931		
	(18)	Director of Student Affairs	1	118,655		
S	(18.01)	Director of Police & Public Safety	1	116,723		
	(19)	Director of Physical Plant	1	116,722		
	(20)	Assistant to the President	1	107,800	1	1
S	(21)	Fiscal Support Pool	6		2	1
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
S	(22)	Public Safety Pool	3			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
S	(22.01)	Payroll Services Coordinator	1	81,232		
	(23)	Procurement Coordinator	1	81,232		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(24)	Benefits Coordinator	1	81,232		
	(25)	Academic Advisor	4	79,654		
	(26)	Executive Assistant to the Director	1	78,106		
	(27)	Skilled Trades Pool	3		1	1
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(28)	Assistant Director of Financial Aid	1	75,103		
	(29)	HEI Program Coordinator	3	72,215		
	(30)	Student Applications Specialist	2	72,215		
	(31)	Construction/Maintenance Coord.	1	72,215		
	(32)	Building and Grounds Coordinator	1	72,215		
	(33)	Administrative Support Pool	11		3	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(34)	Assistant Registrar	1	69,437		
S	(35)	Financial Aid Analyst	1	69,437		
	(36)	Library Support Pool	2			
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(37)	Maintenance Supervisor	1	69,437		
	(38)	Payroll Services Specialist	1	69,437		
	(39)	Student Accounts Officer	1	69,437		
	(40)	Maintenance Technician	2	64,199		
	(41)	Landscape Supervisor	1	64,199		
S	(41.01)	Student Recruitment Specialist	2	64,199		
	(42)	Purchasing Technician	1	61,729		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(43)	Maintenance Assistant	1	52,766		
	(44)	Institutional Services Shift Supv.	1	50,737		
	(45)	Institutional Services Supervisor	1	45,105		
	(46)	Institutional Services Assistant	6	43,370	2	2
		TOTAL	93		10	5
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(47)	Division Chairperson	5	150,880		
	(48)	Director Learning Center	1	129,488		
	(49)	Project/Program Administrator	1			
		Project/Program Director		124,788		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(50)	Special Instructor	2	114,926		
	(51)	Assistant Librarian	1	85,309		
		TOTAL	10		0	0
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(52)	Project/Program Administrator	1			
		Project/Program Director		124,788		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(53)	Faculty	67	114,926		
	(54)	Clinical Instructor	1	82,166	1	1
	(55)	Part-Time Faculty	200	57,840		
		TOTAL	269		1	1
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(56)	Campus Store Director	1	124,789		
	(57)	Athletic Admin. & Support Pool	4			
		Coach		108,248		
		Asst. Coach		57,839		
		Athletic Trainer		43,298		
	(58)	Food Service Pool	2		1	1
		Food Preparation Manager		66,767		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
	(59)	Residential Life Coordinator	1	59,719		
	(60)	Bookstore Office Manager	1	57,071		
		TOTAL	9		1	1
		TOTAL NACUA	381		12	7

THIS PAGE INTENTIONALLY LEFT BLANK

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		NATIONAL PARK COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, NPC	1	214,799	1	192,400	1	200,000	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	15						15		15		15		15	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	1	61,522	1	63,228		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	2	67,752	2	68,930		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	2	50,266	2	51,444		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	1	52,401	1	54,107		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	1	45,000	1	45,000		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	1	43,552	1	45,258		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	2	56,548	2	58,254		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	3	41,148	3	41,867		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Chief Academic Officer	1	172,403	1	115,494	1	117,530	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Chief of External and Adv. Programs	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Chief Fiscal Officer	1	161,671	1	127,787	1	129,823	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Chief Information Officer	1	161,671	1	100,824	1	102,859	1	165,551	1	169,524	1	165,551	1	169,524

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(7)	Chief Workforce Development Officer	1	161,671	1	105,251	1	107,287	1	165,551	1	169,524	1	165,551	1	169,524
	(8)	Chief Student Life Officer	1	161,671	1	120,787	1	122,193	1	165,551	1	169,524	1	165,551	1	169,524
	(9)	Director of Human Resources	1	136,980	1	71,330	1	73,366	1	140,268	1	143,634	1	140,268	1	143,634
	(10)	Director of Institutional Research	1	136,980	0	0	0	0	1	140,268	1	143,634	1	140,268	1	143,634
	(11)	Counselor	2	131,589	2	69,330	2	70,736	2	134,747	2	137,981	2	134,747	2	137,981
	(12)	Dir. of Marketing and Public Rel.	1	126,161	1	67,000	1	68,406	1	129,189	1	132,289	1	129,189	1	132,289
	(13)	Registrar	1	126,161	1	71,590	1	72,997	1	129,189	1	132,289	1	129,189	1	132,289
	(14)	Director of Financial Aid	1	126,062	1	67,872	1	69,907	1	129,087	1	132,185	1	129,087	1	132,185
	(15)	Dean of Students	1	125,373	1	89,183	1	91,219	1	128,382	1	131,463	1	128,382	1	131,463
	(16)	Director of Major Gifts	1	125,287	0	0	1	77,935	1	128,294	1	131,373	1	128,294	1	131,373
M	(17)	Project/Program Administrator	20						19		19		19		19	
		Project/Program Director		124,788	5	77,361	6	79,397		127,783		130,850		127,783		130,850
		Project/Program Manager		104,496	7	73,085	6	62,188		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	2	58,568	2	60,274		96,597		98,915		96,597		98,915
D	(18)	Business Manager	1	120,931	0	0	0	0	0	123,834	0	126,806	0	0	0	0
	(19)	Controller	1	120,931	1	81,925	1	83,961	1	123,834	1	126,806	1	123,834	1	126,806
	(20)	Director of Development	1	117,086	1	75,899	0	0	1	119,896	1	122,774	1	119,896	1	122,774
	(21)	Director of Physical Plant	1	116,722	1	87,031	1	89,067	1	119,523	1	122,392	1	119,523	1	122,392
	(22)	Assistant to the President	1	107,800	1	57,238	1	59,274	1	110,387	1	113,036	1	110,387	1	113,036
	(23)	Workforce Specialist	2	96,033	2	51,093	2	52,271	2	98,337	2	100,698	2	98,337	2	100,698
	(24)	Fiscal Support Pool	7						7		7		7		7	
		Fiscal Support Manager		95,029	0	0	1	73,942		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	46,199	1	47,377		79,981		81,901		79,981		81,901
		Accountant II		75,103	1	60,845	1	62,551		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	37,000	1	37,000		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	37,038	1	38,216		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	1	36,000		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(25)	Accounting Coordinator	1	87,860	1	52,307	1	54,013	1	89,969	1	92,128	1	89,969	1	92,128
	(26)	Maintenance Manager	1	87,860	1	55,233	1	56,939	1	89,969	1	92,128	1	89,969	1	92,128
	(27)	Benefits Coordinator	1	81,232	1	48,852	1	50,558	1	83,181	1	85,178	1	83,181	1	85,178
	(28)	Grants Coordinator	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(29)	Payroll Services Coordinator	1	81,232	1	52,549	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(30)	Academic Advisor	4	81,223	2	44,561	2	45,740	4	83,173	4	85,169	4	83,173	4	85,169
	(31)	Academic Tutor	1	79,654	0	0	0	0	1	81,565	1	83,523	1	81,565	1	83,523
	(32)	Student Service Representative	14	79,654	7	58,700	7	59,388	14	81,565	14	83,523	14	81,565	14	83,523
	(33)	Maintenance Coordinator	1	75,103	1	39,995	1	41,701	1	76,906	1	78,751	1	76,906	1	78,751
	(34)	HEI Program Coordinator	6	72,215	3	47,038	4	48,216	6	73,948	6	75,722	6	73,948	6	75,722
	(35)	Administrative Support Pool	10						10		10		10		10	
		Administrative Assistant		69,437						71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	1	42,000	1	42,718		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	3	43,613	3	45,319		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	4	38,120	3	39,826		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	1	35,318	1	36,036		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(36)	Assistant Registrar	1	69,437	1	44,632	1	45,810	1	71,103	1	72,810	1	71,103	1	72,810
	(37)	Financial Aid Analyst	4	69,437	2	46,552	2	48,258	4	71,103	4	72,810	4	71,103	4	72,810
D	(38)	Library Support Pool	2						1		1		1		1	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	31,000	1	31,718		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(39)	Maintenance Supervisor	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(40)	Purchasing Specialist	1	69,437	1	42,647	1	43,365	1	71,103	1	72,810	1	71,103	1	72,810
	(41)	Student Recruitment Specialist	1	64,199	1	36,500	1	36,500	1	65,739	1	67,317	1	65,739	1	67,317
	(42)	Maintenance Specialist	3	61,729	2	37,141	3	38,847	3	63,211	3	64,728	3	63,211	3	64,728
	(43)	Maintenance Assistant	5	52,766	3	31,200	3	31,918	5	54,032	5	55,329	5	54,032	5	55,329
	(44)	Institutional Services Supervisor	1	45,105	1	40,050	1	41,229	1	46,187	1	47,296	1	46,187	1	47,296
	(45)	Institutional Services Assistant	11	43,370	7	36,600	8	37,778	11	44,411	11	45,476	11	44,411	11	45,476
		TOTAL	136		95		98		133		133		133		133	

TWELVE MONTH EDUCATIONAL AND GENERAL

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		ACADEMIC POSITIONS														
	(46)	Division Chairperson	3	150,880	0	0	0	0	3	154,501	3	158,209	3	154,501	3	158,209
	(47)	Division Chairperson/Dean	3	150,880	3	91,996	3	94,032	3	154,501	3	158,209	3	154,501	3	158,209
	(48)	Librarian	1	136,981	1	61,065	1	62,471	1	140,268	1	143,635	1	140,268	1	143,635
	(49)	Director of Adult Education	1	131,590	1	66,330	1	67,736	1	134,749	1	137,982	1	134,749	1	137,982
D	(50)	Assistant Librarian	2	83,800	1	45,606	1	46,785	1	85,811	1	87,871	1	85,811	1	87,871
	(51)	Lab Supervisor	3	70,353	3	51,214	3	52,392	3	72,042	3	73,771	3	72,042	3	73,771
		TOTAL	13		9		9		12		12		12		12	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(52)	Faculty	115	114,926	87	82,615	115	76,234	115	117,684	115	120,508	115	117,684	115	120,508
	(53)	Part-Time Faculty	110	57,840	53	57,840	110	57,840	110	59,228	110	60,649	110	59,228	110	60,649
		TOTAL	225		140		225		225		225		225		225	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(54)	Athletic Director	1	124,789	1	89,891	1	65,000	1	127,784	1	130,850	1	127,784	1	130,850
M,A	(54.01)	Project/Program Administrator							4		4		4		4	
		Project/Program Director								127,783		130,850		127,783		130,850
		Project/Program Manager								107,004		109,572		107,004		109,572
		Project/Program Specialist								96,597		98,915		96,597		98,915
	(55)	Campus Store Manager	1	108,249	1	0	1	51,406	1	110,847	1	113,507	1	110,847	1	113,507
	(56)	Athletic Admin. & Support Pool	1						1		1		1		1	
		Coach		108,248	0	0	0	0		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	0	0	0	0		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	1	0	1	0		44,337		45,401		44,337		45,401
D	(57)	Retail Specialist	3	54,877	1	36,000	1	36,718	2	56,194	2	57,542	2	56,194	2	57,542
		TOTAL	6		4		4		9		9		9		9	
		TOTAL NPC	380		248		336		379		379		379		379	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		NATIONAL PARK COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, NPC	1	214,799	0	
	(2)	IT Pool	15			
		Network Engineer		207,404	0	
		Information Systems Manager		133,122	0	
		Computer Network Coordinator		132,901	0	
		Technical Support Staff		126,956	0	
		Coordinator, Academic Computing		125,461	0	
		Coord., Administrative Computing		125,461	0	
		Coordinator of Information Tech		123,806	0	
		Website Developer/Programmer		123,806	0	
		System Programmer/Web Developer		122,387	0	
		Computer Systems Mgr.		112,475	0	
		Database Administrator		110,019	0	
		Systems Administrator		108,925	0	
		Information Systems Security Spec.		106,894	0	
		Institution Information Tech Coord		104,736	0	
		Assistant Database Administrator		100,790	0	
		Computer Support Manager		100,708	0	
		Information Systems Coordinator		100,708	0	
		Senior Software Support Specialist		100,708	0	
		Systems Specialist		100,708	0	
		Information Technology Manager		99,493	0	
		Network Support Specialist		96,834	0	
		Senior Software Support Analyst		96,834	0	
		Tech Support/Systems Admin.		95,330	0	
		Tech Support/Applications Support		95,330	0	
		Information Systems Business Mgr.		93,110	0	
		Security Analyst		93,110	0	
		Systems Analyst		93,110	0	
		Information Technology Specialist		91,166	0	

NPC Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529	0	
		Software Support Analyst		89,529	0	
		Systems Applications Supervisor		89,529	0	
		Computer Operations Coordinator		86,085	0	
		Systems Coordination Analyst		86,085	0	
		PC Support Specialist		84,480	0	
		Computer Support Specialist		82,775	0	
		Database Analyst		82,775	0	
		Digital Broadcast Specialist		79,590	0	
		Network Support Analyst		79,590	2	
		Website Developer		79,590	0	
		Information Systems Analyst		76,530	0	
		Info Systems Security Analyst		76,530	0	
		Computer Support Analyst		76,530	0	
		Software Support Specialist		73,587	0	
		Telecommunications Supervisor		73,587	0	
		Media Specialist		72,215	0	
		Computer Support Technician		70,756	0	
		Help Desk Specialist		70,756	0	
		Computer Operator		68,035	0	
		Network Analyst		68,035	0	
		Telecommunications Specialist		68,035	0	
		Multimedia Specialist		64,199	0	
		Information Technology Assistant		60,483	0	
		Computer Lab Technician		58,156	0	
		Multimedia Technician		52,766	0	
		Audiovisual Laboratory Assistant		48,785	0	
	(3)	Chief Academic Officer	1	172,403	0	
	(4)	Chief of External and Adv. Programs	1	161,671	1	
	(5)	Chief Fiscal Officer	1	161,671	0	
	(6)	Chief Information Officer	1	161,671	0	
	(7)	Chief Workforce Development Officer	1	161,671	0	
	(8)	Chief Student Life Officer	1	161,671	0	
	(9)	Director of Human Resources	1	136,980	0	
	(10)	Director of Institutional Research	1	136,980	1	1
	(11)	Counselor	2	131,589	0	
	(12)	Dir. of Marketing and Public Rel.	1	126,161	0	
	(13)	Registrar	1	126,161	0	

NPC Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(14)	Director of Financial Aid	1	126,062	0	
	(15)	Dean of Students	1	125,373	0	
	(16)	Director of Major Gifts	1	125,287	1	
	(17)	Project/Program Administrator	20			
		Project/Program Director		124,788	0	
		Project/Program Manager		104,496	0	
		Project/Program Specialist		94,333	1	
	(18)	Business Manager	1	120,931	1	1
	(19)	Controller	1	120,931	0	
	(20)	Director of Development	1	117,086	0	
	(21)	Director of Physical Plant	1	116,722	0	
	(22)	Assistant to the President	1	107,800	0	
	(23)	Workforce Specialist	2	96,033	0	
	(24)	Fiscal Support Pool	7			
		Fiscal Support Manager		95,029	1	
		Fiscal Support Supervisor		78,106	0	
		Accountant II		75,103	1	
		Accountant I		72,215	0	
		Fiscal Support Analyst		69,437	0	
		Fiscal Support Specialist		61,729	0	
		Accounting Technician		57,071	1	
		Fiscal Support Technician		52,766	0	
	(25)	Accounting Coordinator	1	87,860	0	
	(26)	Maintenance Manager	1	87,860	0	
	(27)	Benefits Coordinator	1	81,232	0	
	(28)	Grants Coordinator	1	81,232	1	1
	(29)	Payroll Services Coordinator	1	81,232	0	
	(30)	Academic Advisor	4	81,223	2	
	(31)	Academic Tutor	1	79,654	1	1
	(32)	Student Service Representative	14	79,654	7	
	(33)	Maintenance Coordinator	1	75,103	0	1
	(34)	HEI Program Coordinator	6	72,215	3	
	(35)	Administrative Support Pool	10			
		Administrative Assistant		69,437	0	
		Administrative Analyst		69,437	0	
		Administrative Support Supervisor		64,199	0	
		Administrative Specialist III		61,729	1	
		Administration Support Specialist		61,729	0	

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Administrative Specialist II		54,877	0	
		Administrative Support Specialist		54,877	0	
		Administrative Specialist I		48,785	0	
		Extra Help Assistant		40,098	0	
	(36)	Assistant Registrar	1	69,437	0	
	(37)	Financial Aid Analyst	4	69,437	2	2
	(38)	Library Support Pool	2			
		Library Supervisor		69,437	0	
		Library Specialist		59,355	0	
		Library Technician		54,877	0	
		Library Support Assistant		50,737	1	1
	(39)	Maintenance Supervisor	1	69,437	0	
	(40)	Purchasing Specialist	1	69,437	0	
	(41)	Student Recruitment Specialist	1	64,199	0	
	(42)	Maintenance Specialist	3	61,729	0	
	(43)	Maintenance Assistant	5	52,766	2	
	(44)	Institutional Services Supervisor	1	45,105	0	
	(45)	Institutional Services Assistant	11	43,370	2	
		TOTAL	136		32	8
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(46)	Division Chairperson	3	150,880	3	2
	(47)	Division Chairperson/Dean	3	150,880	0	
	(48)	Librarian	1	136,981	0	
	(49)	Director of Adult Education	1	131,590	0	
	(50)	Assistant Librarian	2	83,800	1	
	(51)	Lab Supervisor	3	70,353	0	
		TOTAL	13		4	2
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(52)	Faculty	115	114,926	0	
	(53)	Part-Time Faculty	110	57,840	0	
		TOTAL	225		0	0
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(54)	Athletic Director	1	124,789	0	
	(55)	Campus Store Manager	1	108,249	0	
	(56)	Athletic Admin. & Support Pool	1			
		Coach		108,248	1	
		Asst. Coach		57,839	0	
		Athletic Trainer		43,298	0	
	(57)	Retail Specialist	3	54,877	2	
		TOTAL	6		3	0
		TOTAL NPC	380		39	10

NPC Vacancies

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		NORTHWEST ARKANSAS COMMUNITY COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, NWACC	1	214,799	1	257,376	1	263,811	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	27						27		27		27		27	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	1	75,066	1	76,943		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	2	80,190	2	82,195		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	1	76,447	1	76,447		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	2	67,143	2	68,822		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	1	67,143	1	68,822		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	6	63,991	6	65,591		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	8	60,839	8	62,360		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	48,235	1	49,441		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	48,235	1	49,441		69,668		71,340		69,668		71,340
		Network Analyst		68,035	1	60,839	1	62,360		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	1	47,535	1	48,723		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Executive Vice President	2	179,859	1	176,812	1	181,232	2	184,176	2	188,596	2	184,176	2	188,596
	(4)	Chief Academic Officer	1	172,403	1	127,040	1	130,216	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Chief of External & Adv. Programs	1	161,671	1	121,266	1	124,298	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Chief Information Officer	1	161,671	1	153,819	1	157,665	1	165,551	1	169,524	1	165,551	1	169,524

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(7)	Director of College Relations	1	161,671	1	131,756	1	135,050	1	165,551	1	169,524	1	165,551	1	169,524
	(8)	Chief Fiscal Officer	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(9)	Chief Planning & Assessment Officer	1	161,671	1	126,486	1	129,648	1	165,551	1	169,524	1	165,551	1	169,524
	(10)	Chief Student Affairs Officer	1	161,671	1	152,456	1	156,267	1	165,551	1	169,524	1	165,551	1	169,524
	(11)	Director of Institutional Research	1	136,981	1	94,223	1	98,579	1	140,268	1	143,635	1	140,268	1	143,635
	(12)	Dir. of Community & Govt. Relations	1	136,980	1	122,943	1	126,017	1	140,268	1	143,634	1	140,268	1	143,634
	(13)	Dir. of Fac. Planning & Constr.	1	136,980	1	119,149	1	122,128	1	140,268	1	143,634	1	140,268	1	143,634
	(14)	Director of Human Resources	1	136,980	1	119,149	1	122,128	1	140,268	1	143,634	1	140,268	1	143,634
	(15)	Director of Administrative Services	1	135,012	0	0	0	0	1	138,252	1	141,570	1	138,252	1	141,570
	(16)	Dean of Workforce Development	1	133,980	1	117,925	1	117,925	1	137,195	1	140,488	1	137,195	1	140,488
N	(16.01)	Director of Counseling							1	136,981	1	140,269	1	140,268	1	143,635
	(17)	Counselor	11	131,589	7	103,373	7	105,957	11	134,747	11	137,981	11	134,747	11	137,981
X	(18)	Director	2	131,587	0	0	0	0	2	134,745	2	137,979	2	144,538	2	148,007
	(19)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	1	72,207	1	74,012	1	129,189	1	132,289	1	129,189	1	132,289
	(20)	Dir. of Public Relations & Mktg.	1	126,161	0	0	0	0	1	129,189	1	132,289	1	129,189	1	132,289
	(21)	Registrar	1	126,161	1	77,401	1	77,401	1	129,189	1	132,289	1	129,189	1	132,289
	(22)	Director of Financial Aid	1	125,910	1	93,934	1	96,282	1	128,931	1	132,026	1	128,931	1	132,026
	(23)	Dean of Students	1	125,372	1	122,943	1	126,017	1	128,381	1	131,462	1	128,381	1	131,462
D	(24)	Director of Major Gifts	1	125,287	0	0	0	0	0	0	0	0	0	0	0	0
	(25)	Director of Planning & Assessment	1	124,788	1	76,598	1	78,513	1	127,783	1	130,850	1	127,783	1	130,850
A	(26)	Project/Program Administrator	37						37		37		38		38	
		Project/Program Director		124,789	8	100,237	8	102,743		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	9	73,446	9	75,282		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	6	53,752	6	55,096		96,597		98,915		96,597		98,915
	(27)	Director of Academic Computing	1	123,806	0	0	0	0	1	126,777	1	129,820	1	126,777	1	129,820
	(28)	Director of Administrative Comp.	1	123,806	1	100,237	1	102,743	1	126,777	1	129,820	1	126,777	1	129,820
	(29)	Director of Distance Learning	1	123,717	1	95,774	1	98,168	1	126,686	1	129,727	1	126,686	1	129,727
	(30)	Director of Off-Campus Operations	1	123,717	1	73,446	1	75,282	1	126,686	1	129,727	1	126,686	1	129,727
	(31)	Business Manager	1	120,931	1	93,934	1	96,282	1	123,834	1	126,806	1	123,834	1	126,806
	(32)	Controller	1	120,931	1	119,149	1	122,128	1	123,834	1	126,806	1	123,834	1	126,806
	(33)	Director of Testing Services	1	118,360	1	62,335	1	63,893	1	121,201	1	124,110	1	121,201	1	124,110
	(34)	Director of Physical Plant	1	116,722	1	106,541	1	109,205	1	119,523	1	122,392	1	119,523	1	122,392
	(35)	Director of Police & Public Safety	1	116,721	1	87,630	1	89,821	1	119,523	1	122,391	1	119,523	1	122,391
	(36)	Director of Admissions	1	115,020	1	70,294	1	72,051	1	117,780	1	120,607	1	117,780	1	120,607
	(37)	Director of Enrollment Management	1	115,020	1	69,941	1	71,690	1	117,780	1	120,607	1	117,780	1	120,607
	(38)	Director of Academic Advising	1	114,925	1	93,934	1	96,282	1	117,683	1	120,507	1	117,683	1	120,507
	(39)	Director of Student Retention	1	114,925	1	62,335	1	63,893	1	117,683	1	120,507	1	117,683	1	120,507
	(40)	Director of Special Programs	1	114,924	1	70,104	1	71,857	1	117,682	1	120,507	1	117,682	1	120,507
N	(40.01)	Budget Director							1	117,197	1	120,010	0	0	0	0
	(41)	Coordinator of Career Services	1	110,020	0	0	0	0	1	112,661	1	115,364	1	112,661	1	115,364
	(42)	Associate Registrar	1	109,563	1	50,131	1	51,384	1	112,193	1	114,885	1	112,193	1	114,885
	(43)	Instructional Designer	3	109,479	2	60,429	2	61,940	3	112,107	3	114,797	3	112,107	3	114,797
	(44)	Administrator of Grants & Contracts	1	106,813	1	99,304	1	101,787	1	109,377	1	112,002	1	109,377	1	112,002
	(45)	Assistant to the President	1	106,813	1	59,660	1	61,152	1	109,377	1	112,002	1	109,377	1	112,002
	(46)	Dir.of Student Activities/Org.	1	105,207	1	59,086	1	60,563	1	107,732	1	110,317	1	107,732	1	110,317
	(47)	Workforce Specialist	4	96,033	1	53,538	1	54,876	4	98,338	4	100,698	4	98,338	4	100,698
	(48)	Fiscal Support Pool	11						11		11		11		11	
		Fiscal Support Manager		95,029	1	87,630	1	89,821		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	2	48,235	2	49,441		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	41,496	1	42,533		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	35,589	2	36,478		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(49)	Director of Disability Services	1	94,189	1	87,630	1	89,821	1	96,449	1	98,764	1	96,449	1	98,764
	(50)	Public Safety Pool	23						23		23		23		23	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	1	76,598	1	78,513		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	2	67,163	2	68,842		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	8	54,538	8	55,901		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	1	51,397	1	52,682		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	3	41,496	3	42,533		59,552		60,981		65,507		67,079

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
D	(51)	Accounting Coordinator	4	87,860	1	54,755	1	56,124	3	89,969	3	92,128	3	89,969	3	92,128
	(52)	Planned Giving Officer	1	87,802	1	73,194	1	75,024	1	89,909	1	92,067	1	89,909	1	92,067
	(53)	Procurement Coordinator	1	81,232	1	48,300	1	49,508	1	83,181	1	85,178	1	83,181	1	85,178
	(54)	Benefits Coordinator	1	81,232	1	58,405	1	59,865	1	83,181	1	85,178	1	83,181	1	85,178
	(55)	Budget Analyst	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(56)	Academic Tutor	2	79,654	1	57,189	1	57,189	2	81,565	2	83,523	2	81,565	2	83,523
	(57)	Academic Advisor	19	79,654	9	49,328	9	50,561	19	81,565	19	83,523	19	81,565	19	83,523
	(58)	Student Services Representative	28	79,653	26	63,991	26	65,591	28	81,565	28	83,522	28	81,565	28	83,522
	(59)	Skilled Trades Pool	7						7		7		7		7	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	2	51,397	2	52,682		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(60)	Grants Analyst	2	75,103	2	49,888	2	51,135	2	76,906	2	78,751	2	76,906	2	78,751
	(61)	Human Resources Analyst	2	75,103	2	57,687	2	59,129	2	76,906	2	78,751	2	76,906	2	78,751
	(62)	Maintenance Coordinator	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(63)	Production Artist	2	75,103	1	49,088	1	50,315	2	76,906	2	78,751	2	76,906	2	78,751
	(64)	HEI Program Coordinator	21	72,215	20	48,300	20	49,508	21	73,948	21	75,722	21	73,948	21	75,722
D	(65)	Administrative Support Pool	64						54		54		54		54	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	6	46,259	6	47,416		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	21	42,370	21	43,429		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(66)	Assistant Registrar	5	69,437	0	0	0	0	5	71,103	5	72,810	5	71,103	5	72,810
	(67)	Construction Specialist	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(68)	Financial Aid Analyst	5	69,437	1	41,496	1	42,533	5	71,103	5	72,810	5	71,103	5	72,810
	(69)	Library Support Pool	4						4		4		4		4	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	2	41,475	2	42,512		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	41,933	1	42,981		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(70)	Purchasing Specialist	2	69,437	1	45,344	1	46,478	2	71,103	2	72,810	2	71,103	2	72,810
	(71)	Financial Aid Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(72)	Human Resources Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(73)	Inventory Control Manager	1	64,199	1	46,900	1	48,073	1	65,739	1	67,317	1	65,739	1	67,317
	(74)	Landscape Supervisor	1	64,199	1	49,338	1	50,571	1	65,739	1	67,317	1	65,739	1	67,317
	(75)	Maintenance Specialist	3	61,729	1	35,318	1	36,201	3	63,211	3	64,728	3	63,211	3	64,728
	(76)	Laboratory Coordinator	4	59,355	2	32,926	2	33,750	4	60,780	4	62,239	4	60,780	4	62,239
	(77)	Human Resources Assistant	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(78)	Student Account Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(79)	Warehouse Specialist	1	57,071	1	38,584	1	39,549	1	58,441	1	59,844	1	58,441	1	59,844
	(80)	Admission Specialist	1	52,766	0	0	0	0	1	54,032	1	55,329	1	54,032	1	55,329
	(81)	Cashier	3	52,766	0	0	0	0	3	54,032	3	55,329	3	54,032	3	55,329
	(82)	Maintenance Assistant	8	52,766	5	39,416	5	40,401	8	54,032	8	55,329	8	54,032	8	55,329
	(83)	Mail Services Coordinator	1	50,737	1	39,416	1	40,401	1	51,955	1	53,202	1	51,955	1	53,202
D	(84)	Registrar's Assistant	2	50,737	0	0	0	0	0	0	0	0	0	0	0	0
	(85)	Academic Laboratory Assistant	4	46,909	0	0	0	0	4	48,035	4	49,188	4	48,035	4	49,188
	(86)	Equipment Operator	1	46,909	0	0	0	0	1	48,035	1	49,188	1	48,035	1	49,188
		TOTAL	368		226		226		356		356		356		356	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(87)	Division Chairperson/Dean	8	150,880	8	125,452	8	128,588	8	154,501	8	158,209	8	154,501	8	158,209
	(88)	Director of Nursing	1	149,280	1	106,541	1	109,205	1	152,863	1	156,532	1	152,863	1	156,532
	(89)	Librarian	1	136,981	1	100,362	1	102,871	1	140,268	1	143,635	1	140,268	1	143,635

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
A	(90)	Special Instructor	40	114,926	35	87,298	35	89,480	45	117,684	45	120,508	45	117,684	45	120,508
	(91)	Assistant Librarian	8	85,309	4	54,310	4	55,668	8	87,356	8	89,453	8	87,356	8	89,453
	(92)	Lab. Supervisor	6	71,619	4	55,380	4	56,765	6	73,338	6	75,098	6	73,338	6	75,098
		TOTAL	64		53		53		69		69		69		69	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(93)	Faculty	183	114,926	124	77,582	124	79,522	183	117,684	183	120,508	183	117,684	183	120,508
A	(94)	Part-Time Faculty	513	57,840	489	9,610	489	9,610	563	59,228	563	60,649	563	59,228	563	60,649
		TOTAL	696		613		613		746		746		746		746	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(95)	Athletic Director	1	124,789	1	105,380	1	108,015	1	127,784	1	130,850	1	127,784	1	130,850
A	(96)	Project/Program Administrator	1						3		3		3		3	
		Project/Program Director		124,789	1	51,193	1	52,473		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
A	(97)	Athletic Admin. & Support Pool	7						10		10		10		10	
		Coach		108,248	3	84,125	3	86,228		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	1	45,337	1	46,470		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
N	(97.01)	Special Events Coordinator							2	61,729	2	63,210	2	63,211	2	64,728
		TOTAL	9		6		6		16		16		16		16	
		TOTAL NWACC	1,137		898		898		1,187		1,187		1,187		1,187	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		NORTHWEST ARKANSAS COMMUNITY COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, NWACC	1	214,799	0	
	(2)	IT Pool	27		2	2
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Executive Vice President	2	179,859	1	0
	(4)	Chief Academic Officer	1	172,403	0	0
	(5)	Chief of External & Adv. Programs	1	161,671	0	0
	(6)	Chief Information Officer	1	161,671	0	0
	(7)	Director of College Relations	1	161,671	0	0
	(8)	Chief Fiscal Officer	1	161,671	1	0
	(9)	Chief Planning & Assessment Officer	1	161,671	0	0
	(10)	Chief Student Affairs Officer	1	161,671	0	0
	(11)	Director of Institutional Research	1	136,981	0	0
	(12)	Dir. of Community & Govt. Relations	1	136,980	0	0
	(13)	Dir. of Fac. Planning & Constr.	1	136,980	0	0
	(14)	Director of Human Resources	1	136,980	0	0
	(15)	Director of Administrative Services	1	135,012	1	1
	(16)	Dean of Workforce Development	1	133,980	0	0
	(17)	Counselor	11	131,589	4	4

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(18)	Director	2	131,587	2	0
	(19)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	0	0
	(20)	Dir. of Public Relations & Mktg.	1	126,161	1	0
	(21)	Registrar	1	126,161	0	0
	(22)	Director of Financial Aid	1	125,910	0	0
	(23)	Dean of Students	1	125,372	0	0
	(24)	Director of Major Gifts	1	125,287	1	1
	(25)	Director of Planning & Assessment	1	124,788	0	0
	(26)	Project/Program Administrator	37		14	11
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(27)	Director of Academic Computing	1	123,806	1	0
	(28)	Director of Administrative Comp.	1	123,806	1	0
	(29)	Director of Distance Learning	1	123,717	1	0
	(30)	Director of Off-Campus Operations	1	123,717	1	0
	(31)	Business Manager	1	120,931	1	0
	(32)	Controller	1	120,931	1	0
	(33)	Director of Testing Services	1	118,360	1	0
	(34)	Director of Physical Plant	1	116,722	1	0
	(35)	Director of Police & Public Safety	1	116,721	1	0
	(36)	Director of Admissions	1	115,020	1	0
	(37)	Director of Enrollment Management	1	115,020	1	0
	(38)	Director of Academic Advising	1	114,925	1	0
	(39)	Director of Student Retention	1	114,925	1	0
	(40)	Director of Special Programs	1	114,924	1	0
	(41)	Coordinator of Career Services	1	110,020	1	1
	(42)	Associate Registrar	1	109,563	0	0
	(43)	Instructional Designer	3	109,479	1	1
	(44)	Administrator of Grants & Contracts	1	106,813	0	0
	(45)	Assistant to the President	1	106,813	0	0
	(46)	Dir.of Student Activities/Org.	1	105,207	0	0
	(47)	Workforce Specialist	4	96,033	3	2
	(48)	Fiscal Support Pool	11		5	5
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(49)	Director of Disability Services	1	94,189	0	0
	(50)	Public Safety Pool	23		8	8
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(51)	Accounting Coordinator	4	87,860	3	3
	(52)	Planned Giving Officer	1	87,802	0	0
	(53)	Procurement Coordinator	1	81,232	0	0
	(54)	Benefits Coordinator	1	81,232	0	0
	(55)	Budget Analyst	1	81,232	1	0
	(56)	Academic Tutor	2	79,654	1	0
	(57)	Academic Advisor	19	79,654	10	6
	(58)	Student Services Representative	28	79,653	2	2
	(59)	Skilled Trades Pool	7		5	3
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(60)	Grants Analyst	2	75,103	0	0
	(61)	Human Resources Analyst	2	75,103	0	0
	(62)	Maintenance Coordinator	1	75,103	1	1
	(63)	Production Artist	2	75,103	1	1
	(64)	HEI Program Coordinator	21	72,215	1	1
	(65)	Administrative Support Pool	64		37	37
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(66)	Assistant Registrar	5	69,437	5	5
	(67)	Construction Specialist	1	69,437	1	1
	(68)	Financial Aid Analyst	5	69,437	4	4
	(69)	Library Support Pool	4		1	1
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(70)	Purchasing Specialist	2	69,437	1	0
	(71)	Financial Aid Specialist	1	64,199	1	1
	(72)	Human Resources Specialist	1	64,199	1	1
	(73)	Inventory Control Manager	1	64,199	0	0
	(74)	Landscape Supervisor	1	64,199	0	0
	(75)	Maintenance Specialist	3	61,729	2	2
	(76)	Laboratory Coordinator	4	59,355	2	2
	(77)	Human Resources Assistant	1	57,071	1	1
	(78)	Student Account Specialist	1	57,071	1	1
	(79)	Warehouse Specialist	1	57,071	0	0
	(80)	Admission Specialist	1	52,766	1	1
	(81)	Cashier	3	52,766	3	3
	(82)	Maintenance Assistant	8	52,766	3	3
	(83)	Mail Services Coordinator	1	50,737	0	0
	(84)	Registrar's Assistant	2	50,737	2	2
	(85)	Academic Laboratory Assistant	4	46,909	4	4
	(86)	Equipment Operator	1	46,909	1	1
		TOTAL	368		155	123
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(87)	Division Chairperson/Dean	8	150,880	0	0
	(88)	Director of Nursing	1	149,280	0	0
	(89)	Librarian	1	136,981	0	0
	(90)	Special Instructor	40	114,926	5	5

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(91)	Assistant Librarian	8	85,309	4	4
	(92)	Lab. Supervisor	6	71,619	2	0
		TOTAL	64		11	9
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(93)	Faculty	183	114,926	59	59
	(94)	Part-Time Faculty	513	57,840	24	24
		TOTAL	696		83	83
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(95)	Athletic Director	1	124,789	0	0
	(96)	Project/Program Administrator	1		0	0
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(97)	Athletic Admin. & Support Pool	7		3	0
		Coach		108,248		
		Asst. Coach		57,839		
		Athletic Trainer		43,298		
		TOTAL	9		3	0
		TOTAL NWACC	1,137		252	215

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		OZARKA COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, OZC	1	214,799	1	163,200	1	163,200	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	3						3		3		3		3	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech.		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	1	52,642	1	53,695		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	32,612	1	33,264		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Chief Academic Officer	1	172,403	1	130,000	1	130,000	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice-President for Admin. Services	1	172,403	0	0	0	0	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Chief Planning Officer	1	161,671	1	43,722	1	44,596	1	165,551	1	169,524	1	165,551	1	169,524

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(6)	Chief Fiscal Officer	1	161,671	1	109,140	1	109,140	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Chief Student Officer	1	161,671	1	90,931	1	90,931	1	165,551	1	169,524	1	165,551	1	169,524
	(8)	Chief Development Officer	1	161,670	1	88,862	1	100,000	1	165,550	1	169,524	1	165,550	1	169,524
	(9)	Director of Human Resources	1	132,990	1	66,889	1	72,889	1	136,182	1	139,451	1	136,182	1	139,451
	(10)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	0	0	0	0	1	129,189	1	132,289	1	129,189	1	132,289
	(11)	Registrar	1	126,161	1	51,000	1	52,020	1	129,189	1	132,289	1	129,189	1	132,289
	(12)	Director of Financial Aid	1	125,910	1	49,187	1	50,171	1	128,931	1	132,026	1	128,931	1	132,026
	(13)	Project/Program Administrator	1						1		1		1		1	
		Project/Program Director		124,788	0	0	0	0		127,783		130,850		127,783		130,850
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	1	62,424	1	67,500		96,597		98,915		96,597		98,915
	(14)	Director of Computer Services	1	123,806	1	117,300	1	117,300	1	126,777	1	129,820	1	126,777	1	129,820
	(15)	Director of Off-Campus Operations	3	123,717	2	66,895	2	68,233	3	126,686	3	129,727	3	126,686	3	129,727
	(16)	Business Manager	1	120,931	1	62,322	1	67,500	1	123,834	1	126,806	1	123,834	1	126,806
	(17)	Director of Physical Plant	1	116,722	1	59,428	1	60,617	1	119,523	1	122,392	1	119,523	1	122,392
	(18)	Director of Admissions	1	115,020	1	45,900	1	70,000	1	117,780	1	120,607	1	117,780	1	120,607
	(19)	Assistant to the President	1	107,799	1	40,000	1	40,800	1	110,386	1	113,036	1	110,386	1	113,036
	(20)	Fiscal Support Pool	3						3		3		3		3	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	2	41,616	3	42,448		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(21)	Public Safety Pool	1						1		1		1		1	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(22)	Aircraft Maintenance Coordinator	1	92,553	1	63,222	1	67,500	1	94,775	1	97,049	1	94,775	1	97,049
	(23)	Accounting Coordinator	1	87,860	0	0	0	0	1	89,969	1	92,128	1	89,969	1	92,128
	(24)	Aviation Technician	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(25)	Director of Marketing/Public Rel.	1	71,276	1	38,000	1	38,760	1	72,987	1	74,738	1	72,987	1	74,738
	(26)	Administrative Support Pool	13						13		13		13		13	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	5	36,420	5	37,148		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(27)	Career Planning & Placement Spec.	1	66,767	1	35,317	1	40,000	1	68,369	1	70,010	1	68,369	1	70,010
	(28)	Financial Aid Specialist	2	64,199	1	40,000	1	40,800	2	65,739	2	67,317	2	65,739	2	67,317
	(29)	Landscape Supervisor	1	64,199	1	38,543	1	39,314	1	65,739	1	67,317	1	65,739	1	67,317
	(30)	Maintenance Technician	3	64,199	2	34,214	2	34,214	3	65,739	3	67,317	3	65,739	3	67,317
	(31)	Public Information Technician	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(32)	Student Recruitment Specialist	1	64,199	1	35,000	1	35,700	1	65,739	1	67,317	1	65,739	1	67,317
	(33)	Payroll Technician	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(34)	Purchasing Technician	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(35)	Special Events Supervisor	1	57,071	1	31,824	1	32,460	1	58,441	1	59,844	1	58,441	1	59,844
	(36)	Maintenance Assistant	1	52,766	1	33,109	1	33,771	1	54,032	1	55,329	1	54,032	1	55,329

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(37)	Institutional Services Assistant	4	43,370	3	31,824	3	32,460	4	44,411	4	45,476	4	44,411	4	45,476
		TOTAL	61		39		40		61		61		61		61	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(38)	Division Chairperson	4	150,880	4	70,000	4	71,400	4	154,501	4	158,209	4	154,501	4	158,209
	(39)	Librarian	1	136,981	1	45,042	1	45,943	1	140,268	1	143,635	1	140,268	1	143,635
	(40)	Director of Adult Education	1	131,590	1	68,239	1	69,604	1	134,749	1	137,982	1	134,749	1	137,982
	(41)	Instructor - Nursing/Resp. Therapy	4	124,154	4	50,863	4	55,000	4	127,134	4	130,185	4	127,134	4	130,185
	(42)	Chief Flight Instructor	1	113,193	0	0	1	40,000	1	115,910	1	118,692	1	115,910	1	118,692
	(43)	Special Instructor / Trainer	9	87,019	7	65,000	7	70,000	9	89,108	9	91,246	9	89,108	9	91,246
		TOTAL	20		17		18		20		20		20		20	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(44)	Faculty	40	114,926	26	55,000	26	62,188	40	117,684	40	120,508	40	117,684	40	120,508
	(45)	Part-Time Faculty	90	57,840	90	57,000	90	35,000	90	59,228	90	60,649	90	59,228	90	60,649
		TOTAL	130		116		116		130		130		130		130	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(46)	Food Service Pool	2						2		2		2		2	
		Food Preparation Manager		66,767	0	0	0	0		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
	(47)	Coordinator of Housekeeping	1	59,355	1	36,824	1	37,560	1	60,780	1	62,239	1	60,780	1	62,239
	(48)	Childcare Technician	5	46,909	0	0	0	0	5	48,035	5	49,188	5	48,035	5	49,188
	(49)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
		TOTAL	9		1		1		9		9		9		9	
		TOTAL OZC	220		173		175		220		220		220		220	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		OZARKA COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, OZC	1	214,799		
	(2)	IT Pool	3			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech.		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		

OZC Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530	1	1
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Chief Academic Officer	1	172,403		
	(4)	Vice-President for Admin. Services	1	172,403	1	1
	(5)	Chief Planning Officer	1	161,671		
	(6)	Chief Fiscal Officer	1	161,671		
	(7)	Chief Student Officer	1	161,671		
	(8)	Chief Development Officer	1	161,670		
	(9)	Director of Human Resources	1	132,990		
	(10)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	1	1
	(11)	Registrar	1	126,161		
	(12)	Director of Financial Aid	1	125,910		
	(13)	Project/Program Administrator	1			

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Project/Program Director		124,788		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(14)	Director of Computer Services	1	123,806		
	(15)	Director of Off-Campus Operations	3	123,717	1	1
	(16)	Business Manager	1	120,931		
	(17)	Director of Physical Plant	1	116,722		
	(18)	Director of Admissions	1	115,020		
	(19)	Assistant to the President	1	107,799		
	(20)	Fiscal Support Pool	3			
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103	1	
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(21)	Public Safety Pool	1			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(22)	Aircraft Maintenance Coordinator	1	92,553		
	(23)	Accounting Coordinator	1	87,860	1	1
	(24)	Aviation Technician	1	75,103	1	
	(25)	Director of Marketing/Public Rel.	1	71,276		
	(26)	Administrative Support Pool	13			

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729	8	7
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(27)	Career Planning & Placement Spec.	1	66,767		
	(28)	Financial Aid Specialist	2	64,199	1	
	(29)	Landscape Supervisor	1	64,199		
	(30)	Maintenance Technician	3	64,199	1	
	(31)	Public Information Technician	1	64,199	1	1
	(32)	Student Recruitment Specialist	1	64,199		
	(33)	Payroll Technician	1	61,729	1	1
	(34)	Purchasing Technician	1	61,729	1	1
	(35)	Special Events Supervisor	1	57,071		
	(36)	Maintenance Assistant	1	52,766		
	(37)	Institutional Services Assistant	4	43,370	1	
		TOTAL	61		21	15
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(38)	Division Chairperson	4	150,880		
	(39)	Librarian	1	136,981		
	(40)	Director of Adult Education	1	131,590		
	(41)	Instructor - Nursing/Resp. Therapy	4	124,154		
	(42)	Chief Flight Instructor	1	113,193		
	(43)	Special Instructor / Trainer	9	87,019	2	1
		TOTAL	20		2	1
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(44)	Faculty	40	114,926	14	13
	(45)	Part-Time Faculty	90	57,840		
		TOTAL	130		14	13

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(46)	Food Service Pool	2			
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766	1	1
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702	1	1
	(47)	Coordinator of Housekeeping	1	59,355		
	(48)	Childcare Technician	5	46,909	5	5
	(49)	Institutional Services Supervisor	1	45,105	1	1
		TOTAL	9		8	8
		TOTAL OZC	220		45	37

OZC Vacancies

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	214,799	1	202,693	1	216,999	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	6						6		6		6		6	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	1	35,910	2	36,410		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	39,651	1	40,151		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	2	42,499	1	42,999		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice Chancellor for Administration	1	193,615	1	125,264	1	126,517	1	198,262	1	203,021	1	198,262	1	203,021
	(4)	Provost	1	172,403	1	109,080	1	110,171	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Vice Chancellor	2	161,671	2	107,866	2	108,945	2	165,551	2	169,524	2	165,551	2	169,524
	(6)	Vice Chan for Advancement/Dev.	1	161,671	1	112,573	1	113,699	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Vice Chancellor for Student Affairs	1	161,671	1	105,866	1	106,925	1	165,551	1	169,524	1	165,551	1	169,524

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Dir. of Community Services	1	152,685	1	54,028	1	54,568	1	156,349	1	160,101	1	156,349	1	160,101
	(9)	Controller	1	152,421	1	82,628	1	83,454	1	156,080	1	159,825	1	156,080	1	159,825
	(10)	Director of Institutional Research	1	136,981	1	79,504	1	80,299	1	140,268	1	143,635	1	140,268	1	143,635
	(11)	Counselor	6	131,589	4	57,794	4	58,372	6	134,747	6	137,981	6	134,747	6	137,981
	(12)	Director of Financial Aid	1	125,910	1	61,206	1	61,818	1	128,931	1	132,026	1	128,931	1	132,026
	(13)	Project/Program Administrator	2						2		2		2		2	
		Project/Program Director		124,789	1	61,246	1	61,858		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	1	50,500	1	51,005		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
	(14)	Director of Academic Computing	1	123,806	1	57,540	1	58,115	1	126,777	1	129,820	1	126,777	1	129,820
	(15)	Director of Computer Services	1	123,806	1	104,539	1	105,584	1	126,777	1	129,820	1	126,777	1	129,820
	(16)	Dir of Bus. & Industrial Training	1	122,572	1	72,054	1	72,775	1	125,514	1	128,526	1	125,514	1	128,526
	(17)	Dir. Grants Management Accounting	1	120,931	1	64,776	1	65,424	1	123,834	1	126,806	1	123,834	1	126,806
	(18)	Business Manager	1	120,931	1	60,600	1	61,206	1	123,834	1	126,806	1	123,834	1	126,806
	(19)	Director of Development	1	117,086	1	50,480	1	50,985	1	119,896	1	122,774	1	119,896	1	122,774
	(20)	Fiscal Support Pool	3						3		3		3		3	
		Fiscal Support Manager		95,029	1	31,512	1	32,012		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	33,790	1	34,290		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	32,142	1	30,642		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(21)	Director of Human Resources	1	94,189	1	60,000	1	60,600	1	96,449	1	98,764	1	96,449	1	98,764
	(22)	Public Safety Pool	6						6		6		6		6	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	1	45,000	1	50,000		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	1	43,500	1	45,500		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(23)	Campus Maintenance Supervisor	1	81,232	1	43,944	1	44,444	1	83,181	1	85,178	1	83,181	1	85,178
	(24)	Education Counselor	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(25)	Skilled Trades Pool	3						3		3		3		3	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	2	63,679	2	64,316		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	0	0	1	35,500		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(26)	Maintenance Coordinator	1	75,103	1	35,256	1	35,756	1	76,906	1	78,751	1	76,906	1	78,751
	(27)	HEI Program Coordinator	6	72,215	2	65,650	4	66,307	6	73,948	6	75,722	6	73,948	6	75,722
	(28)	Administrative Support Pool	15						15		15		15		15	
		Administrative Assistant		69,437	3	42,000	4	42,700		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	3	34,340	4	34,840		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	2	36,049	2	36,549		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(29)	Assistant Registrar	1	69,437	0	0	1	25,690	1	71,103	1	72,810	1	71,103	1	72,810
	(30)	Financial Aid Analyst	1	69,437	1	46,359	1	46,859	1	71,103	1	72,810	1	71,103	1	72,810
	(31)	Institution Human Resources Coord.	1	69,437	1	38,561	1	39,061	1	71,103	1	72,810	1	71,103	1	72,810
	(32)	Library Support Pool	4						4		4		4		4	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Library Technician		54,877	4	31,000	4	31,500		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(33)	Maintenance Supervisor	3	69,437	3	38,633	3	39,133	3	71,103	3	72,810	3	71,103	3	72,810
	(34)	Financial Aid Specialist	3	64,199	2	0	2	0	3	65,739	3	67,317	3	65,739	3	67,317
	(35)	Human Resources Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(36)	Student Recruitment Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(37)	Maintenance Specialist	1	61,729	1	30,043	1	30,543	1	63,211	1	64,728	1	63,211	1	64,728
	(38)	Purchasing Technician	1	61,729	1	32,142	1	32,642	1	63,211	1	64,728	1	63,211	1	64,728
	(39)	Special Events Coordinator	1	61,729	1	38,380	1	38,880	1	63,211	1	64,728	1	63,211	1	64,728
	(40)	Admissions Analyst Supervisor	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(41)	Equipment Mechanic	1	57,071	0	0	1	35,800	1	58,441	1	59,844	1	58,441	1	59,844
	(42)	Special Events Supervisor	3	57,071	1	29,993	1	30,493	3	58,441	3	59,844	3	58,441	3	59,844
	(43)	Student Accounts Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(44)	Admissions Specialist	2	52,766	0	0	1	25,800	2	54,032	2	55,329	2	54,032	2	55,329
	(45)	Maintenance Assistant	6	52,766	5	34,278	6	34,778	6	54,032	6	55,329	6	54,032	6	55,329
	(46)	Registrar's Assistant	4	50,737	3	37,500	3	38,000	4	51,955	4	53,202	4	51,955	4	53,202
	(47)	Equipment Operator	2	46,909	1	25,014	1	25,514	2	48,035	2	49,188	2	48,035	2	49,188
	(48)	Reproduction Equipment Operator	1	46,909	1	31,119	1	31,619	1	48,035	1	49,188	1	48,035	1	49,188
	(49)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
	(50)	Institutional Services Assistant	12	43,370	7	25,014	0	0	12	44,411	12	45,476	12	44,411	12	45,476
		TOTAL	120		79		81		120		120		120		120	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(51)	Division Chairperson	13	150,880	8	83,995	10	84,835	13	154,501	13	158,209	13	154,501	13	158,209
	(52)	Faculty	13	143,798	12	74,095	13	74,836	13	147,250	13	150,784	13	147,250	13	150,784
	(53)	Librarian	1	136,981	1	63,275	1	63,908	1	140,268	1	143,635	1	140,268	1	143,635
	(54)	Clinical Instructor	5	102,808	4	37,875	4	38,375	5	105,275	5	107,802	5	105,275	5	107,802
	(55)	Asst. Librarian	1	85,309	0	0	0	0	1	87,356	1	89,453	1	87,356	1	89,453
		TOTAL	33		25		28		33		33		33		33	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(56)	Faculty	59	114,926	40	68,444	59	69,128	59	117,684	59	120,508	59	117,684	59	120,508
	(57)	Clinical Instructor	3	82,166	0	0	1	30,000	3	84,138	3	86,157	3	84,138	3	86,157
	(58)	Part-Time Faculty	73	57,840	46	8,600	70	8,600	73	59,228	73	60,649	73	59,228	73	60,649
		TOTAL	135		86		130		135		135		135		135	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(59)	Athletic Admin. & Support Pool	8						8		8		8		8	
		Coach		108,248	2	59,486	2	60,081		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	0	0	0	0		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
		TOTAL	8		2		2		8		8		8		8	
		TOTAL PCCUA	296		192		241		296		296		296		296	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS						
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	214,799	0	0
	(2)	IT Pool	6			
		Network Engineer		207,404	0	0
		Information Systems Manager		133,122	0	0
		Computer Network Coordinator		132,901	0	0
		Technical Support Staff		126,956	0	0
		Coordinator, Academic Computing		125,461	0	0
		Coord., Administrative Computing		125,461	0	0
		Coordinator of Information Tech		123,806	0	0
		Website Developer/Programmer		123,806	0	0
		System Programmer/Web Developer		122,387	0	0
		Computer Systems Mgr.		112,475	0	0
		Database Administrator		110,019	0	0
		Systems Administrator		108,925	0	0
		Information Systems Security Spec.		106,894	0	0
		Institution Information Tech Coord		104,736	0	0
		Assistant Database Administrator		100,790	0	0
		Computer Support Manager		100,708	0	0
		Information Systems Coordinator		100,708	0	0
		Senior Software Support Specialist		100,708	0	0
		Systems Specialist		100,708	0	0
		Information Technology Manager		99,493	0	0
		Network Support Specialist		96,834	0	0
		Senior Software Support Analyst		96,834	0	0
		Tech Support/Systems Admin.		95,330	0	0
		Tech Support/Applications Support		95,330	0	0
		Information Systems Business Mgr.		93,110	0	0
		Security Analyst		93,110	0	0
		Systems Analyst		93,110	0	0
		Information Technology Specialist		91,166	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529	0	0
		Software Support Analyst		89,529	0	0
		Systems Applications Supervisor		89,529	0	0
		Computer Operations Coordinator		86,085	0	0
		Systems Coordination Analyst		86,085	0	0
		PC Support Specialist		84,480	0	0
		Computer Support Specialist		82,775	0	0
		Database Analyst		82,775	0	0
		Digital Broadcast Specialist		79,590	0	0
		Network Support Analyst		79,590	0	0
		Website Developer		79,590	0	0
		Information Systems Analyst		76,530	0	0
		Info Systems Security Analyst		76,530	0	0
		Computer Support Analyst		76,530	0	0
		Software Support Specialist		73,587	0	0
		Telecommunications Supervisor		73,587	0	0
		Media Specialist		72,215	0	0
		Computer Support Technician		70,756	1	1
		Help Desk Specialist		70,756	0	0
		Computer Operator		68,035	1	0
		Network Analyst		68,035	0	0
		Telecommunications Specialist		68,035	0	0
		Multimedia Specialist		64,199	0	0
		Information Technology Assistant		60,483	0	0
		Computer Lab Technician		58,156	0	0
		Multimedia Technician		52,766	0	0
		Audiovisual Laboratory Assistant		48,785	0	0
	(3)	Vice Chancellor for Administration	1	193,615	0	0
	(4)	Provost	1	172,403	0	0
	(5)	Vice Chancellor	2	161,671	0	0
	(6)	Vice Chan for Advancement/Dev.	1	161,671	0	0
	(7)	Vice Chancellor for Student Affairs	1	161,671	0	0
	(8)	Dir. of Community Services	1	152,685	0	0
	(9)	Controller	1	152,421	0	0
	(10)	Director of Institutional Research	1	136,981	0	0
	(11)	Counselor	6	131,589	2	2
	(12)	Director of Financial Aid	1	125,910	0	0
	(13)	Project/Program Administrator	2		0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Project/Program Director		124,789		0
		Project/Program Manager		104,496		0
		Project/Program Specialist		94,333		0
	(14)	Director of Academic Computing	1	123,806	0	0
	(15)	Director of Computer Services	1	123,806	0	0
	(16)	Dir of Bus. & Industrial Training	1	122,572	0	0
	(17)	Dir. Grants Management Accounting	1	120,931	0	0
	(18)	Business Manager	1	120,931	0	0
	(19)	Director of Development	1	117,086	0	0
	(20)	Fiscal Support Pool	3			
		Fiscal Support Manager		95,029	0	0
		Fiscal Support Supervisor		78,106	0	0
		Accountant II		75,103	0	0
		Accountant I		72,215	0	0
		Fiscal Support Analyst		69,437	0	0
		Fiscal Support Specialist		61,729	0	0
		Accounting Technician		57,071	0	0
		Fiscal Support Technician		52,766	0	0
	(21)	Director of Human Resources	1	94,189	0	0
	(22)	Public Safety Pool	6			
		HE Public Safety Commander III		93,110	0	0
		Director Public Safety I		91,374	0	0
		HE Public Safety Commander II		89,529	0	0
		HE Public Safety Commander I		86,085	0	0
		HE Public Safety Supervisor		76,530	0	0
		Public Safety Officer		73,587	4	3
		Public Safety Officer II		68,035	0	0
		Security Officer Supervisor		64,199	0	0
		Public Safety/Security Officer		58,156	0	0
		HE Public Safety Dispatcher		48,785	0	0
		Parking Control Supv.		48,785	0	0
		Security Officer		48,785	0	0
		Parking Control Officer		46,909	0	0
		Watchman		40,098	0	0
	(23)	Campus Maintenance Supervisor	1	81,232	0	0
	(24)	Education Counselor	1	81,232	1	1
	(25)	Skilled Trades Pool	3			0
		Skilled Trades Foreman		76,530	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Skilled Trades Supervisor		73,587	0	0
		Skilled Tradesman		70,756	1	1
		Skilled Trades Helper		53,769	0	0
		Apprentice Tradesman		47,801	0	0
	(26)	Maintenance Coordinator	1	75,103	0	0
	(27)	HEI Program Coordinator	6	72,215	4	2
	(28)	Administrative Support Pool	15			0
		Administrative Assistant		69,437	1	0
		Administrative Analyst		69,437	0	0
		Administrative Support Supervisor		64,199	0	0
		Administrative Specialist III		61,729	2	2
		Administration Support Specialist		61,729	0	0
		Administrative Specialist II		54,877	2	2
		Administrative Support Specialist		54,877	0	0
		Administrative Specialist I		48,785	2	1
		Extra Help Assistant		40,098	0	0
	(29)	Assistant Registrar	1	69,437	1	1
	(30)	Financial Aid Analyst	1	69,437	0	0
	(31)	Institution Human Resources Coord.	1	69,437	0	0
	(32)	Library Support Pool	4			0
		Library Supervisor		69,437	0	0
		Library Specialist		59,355	0	0
		Library Technician		54,877	0	0
		Library Support Assistant		50,737	0	0
	(33)	Maintenance Supervisor	3	69,437	0	0
	(34)	Financial Aid Specialist	3	64,199	1	1
	(35)	Human Resources Specialist	1	64,199	1	1
	(36)	Student Recruitment Specialist	1	64,199	1	1
	(37)	Maintenance Specialist	1	61,729	0	0
	(38)	Purchasing Technician	1	61,729	0	0
	(39)	Special Events Coordinator	1	61,729	0	0
	(40)	Admissions Analyst Supervisor	1	57,071	1	1
	(41)	Equipment Mechanic	1	57,071	1	1
	(42)	Special Events Supervisor	3	57,071	2	2
	(43)	Student Accounts Specialist	1	57,071	1	1
	(44)	Admissions Specialist	2	52,766	2	2
	(45)	Maintenance Assistant	6	52,766	1	1
	(46)	Registrar's Assistant	4	50,737	1	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(47)	Equipment Operator	2	46,909	1	1
	(48)	Reproduction Equipment Operator	1	46,909	0	0
	(49)	Institutional Services Supervisor	1	45,105	1	1
	(50)	Institutional Services Assistant	12	43,370	5	3
		TOTAL	120		41	33
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(51)	Division Chairperson	13	150,880	5	2
	(52)	Faculty	13	143,798	1	1
	(53)	Librarian	1	136,981	0	0
	(54)	Clinical Instructor	5	102,808	1	1
	(55)	Asst. Librarian	1	85,309	1	1
		TOTAL	33		8	5
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(56)	Faculty	59	114,926	19	12
	(57)	Clinical Instructor	3	82,166	3	3
	(58)	Part-Time Faculty	73	57,840	27	27
		TOTAL	135		49	42
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(59)	Athletic Admin. & Support Pool	8			
		Coach		108,248	6	0
		Asst. Coach		57,839	0	0
		Athletic Trainer		43,298	0	0
		TOTAL	8		6	0
		TOTAL PCCUA	296		104	80

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		SOUTH ARKANSAS COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, SAC	1	214,799	1	208,138	1	216,464	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	3						3		3		3		3	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	1	42,505	1	43,355		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	1	42,000	1	42,840		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice-President for Academic Affairs	1	172,403	1	117,300	1	119,646	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice-President for Admin. Services	1	172,403	1	99,450	1	101,439	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Chief Information Officer	1	161,671	1	90,700	1	92,514	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Vice-President for Student Services	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Dir. of Occup. & Technical Educ.	1	152,685	0	0	0	0	1	156,349	1	160,101	1	156,349	1	160,101

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Director of Human Resources / Service	1	136,981	1	61,710	1	65,000	1	140,268	1	143,635	1	140,268	1	143,635
	(9)	Director of Institutional Research	1	136,981	1	64,933	1	80,000	1	140,268	1	143,635	1	140,268	1	143,635
	(10)	Dir. of Workforce Development	1	133,980	0	0	0	0	1	137,195	1	140,488	1	137,195	1	140,488
	(11)	Counselor	2	131,589	1	46,410	1	47,338	2	134,747	2	137,981	2	134,747	2	137,981
	(12)	Dir. of Public Relations/Marketing	1	126,161	1	60,394	1	61,602	1	129,189	1	132,289	1	129,189	1	132,289
	(13)	Registrar	1	126,161	1	48,348	1	49,315	1	129,189	1	132,289	1	129,189	1	132,289
	(14)	Director of Student Aid	1	125,910	0	0	0	0	1	128,931	1	132,026	1	128,931	1	132,026
	(15)	Dean of Students	2	125,372	1	69,156	0	0	2	128,381	2	131,462	2	128,381	2	131,462
	(16)	Project/Program Administrator	4						4		4		4		4	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	4	51,510	4	40,000		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
	(17)	Director, Admin. Computer Services	1	123,806	1	75,582	1	77,094	1	126,777	1	129,820	1	126,777	1	129,820
	(18)	Director of Computer Services	1	123,806	1	48,000	1	48,959	1	126,777	1	129,820	1	126,777	1	129,820
	(19)	Director, Distance Learning	1	123,717	1	46,410	1	42,840	1	126,686	1	129,727	1	126,686	1	129,727
	(20)	Controller	1	120,931	1	69,300	1	70,686	1	123,834	1	126,806	1	123,834	1	126,806
	(21)	Director of Development	1	117,086	1	82,071	1	83,712	1	119,896	1	122,774	1	119,896	1	122,774
	(22)	Director of Physical Plant	1	116,722	1	61,710	1	62,944	1	119,523	1	122,392	1	119,523	1	122,392
	(23)	Dir., Systems Prog./Database Svc.	1	115,338	1	70,000	1	71,400	1	118,106	1	120,940	1	118,106	1	120,940
	(24)	Dean Stu. Affairs-Enrollment Svcs.	1	115,019	1	76,500	1	78,030	1	117,780	1	120,607	1	117,780	1	120,607
	(25)	Administrator of Grants & Contracts	1	109,104	1	67,819	1	69,175	1	111,722	1	114,404	1	111,722	1	114,404
	(26)	Assistant to the President	1	107,799	1	37,000	1	40,000	1	110,386	1	113,036	1	110,386	1	113,036
	(27)	Director of Public Safety	1	104,496	1	48,960	1	55,000	1	107,003	1	109,572	1	107,003	1	109,572
	(28)	Workforce Specialist	2	96,033	2	42,840	2	43,697	2	98,338	2	100,698	2	98,338	2	100,698
S	(29)	Distance Learning Specialist	0	95,881	1	32,740	0	0	0	98,182	0	100,539	0	0	0	0
	(30)	Fiscal Support Pool	6						6		6		6		6	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	1	45,000	1	45,900		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	35,807	1	36,523		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	4	31,934	4	35,360		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(31)	Public Safety Pool	5						5		5		5		5	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	3	40,000	3	40,000		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(32)	Accounting Coordinator	1	87,860	1	38760	1	39,535	1	89,969	1	92,128	1	89,969	1	92,128
	(33)	Payroll Services Coordinator	1	81,232	0	0	0	0	1	83,181	1	85,178	1	83,181	1	85,178
	(34)	Academic Advisor	5	79,653	5	55,121	5	56,223	5	81,565	5	83,522	5	81,565	5	83,522
	(35)	Assistant Director	1	79,653	1	42,000	1	42,840	1	81,565	1	83,522	1	81,565	1	83,522
X	(36)	Director	1	79,653	0	0	1	56,000	1	81,565	1	83,522	1	144,538	1	148,007
	(37)	Skilled Trades Pool	10						10		10		10		10	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	2	34,170	3	34,853		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	2	28,183	1	28,747		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(38)	Administrative Support Pool	12						12		12		12		12	
		Administrative Assistant		69,437	1	31,620	1	32,252		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	1	32,640	1	35,843		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	5	27,409	5	28,344		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(39)	Assistant Registrar	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(40)	Financial Aid Analyst	2	69,437	1	30,943	1	31,562	2	71,103	2	72,810	2	71,103	2	72,810
	(41)	Library Support Pool	3						3		3		3		3	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	30,226	1	30,831		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(42)	Payroll Services Specialist	1	69,437	1	36,000	1	36,720	1	71,103	1	72,810	1	71,103	1	72,810
	(43)	Financial Aid Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(44)	Student Recruitment Specialist	3	64,199	2	27,816	2	28,372	3	65,739	3	67,317	3	65,739	3	67,317
	(45)	Admissions Analyst	1	49,163	1	25,810	1	26,326	1	50,343	1	51,552	1	50,343	1	51,552
	(46)	Institutional Services Shift Supv.	1	50,737	0	0	0	0	1	51,955	1	53,202	1	51,955	1	53,202
	(47)	Institutional Services Supervisor	1	45,105	1	37,230	1	39,520	1	46,187	1	47,296	1	46,187	1	47,296
S	(48)	Institutional Services Assistant	9	43,370	3	25,161	3	29,120	9	44,411	9	45,476	9	44,411	9	45,476
		TOTAL	101		67		66		101		101		101		101	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(49)	Division Chairperson	4	150,880	4	88,002	4	89,762	4	154,501	4	158,209	4	154,501	4	158,209
	(50)	Librarian	1	136,981	1	63,100	1	64,362	1	140,268	1	143,635	1	140,268	1	143,635
	(51)	Director of Allied Health	3	132,703	3	92,635	3	94,487	3	135,888	3	139,149	3	135,888	3	139,149
	(52)	Director of Adult Education	1	131,590	1	57,000	1	58,140	1	134,749	1	137,982	1	134,749	1	137,982
	(53)	Instuctor-Nursing & Allied Health	20	124,155	14	59,804	14	61,000	20	127,134	20	130,186	20	127,134	20	130,186
		TOTAL	29		23		23		29		29		29		29	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(54)	Faculty	64	114,926	25	80,495	25	82,106	64	117,684	64	120,508	64	117,684	64	120,508
	(55)	Part-Time Faculty	80	57,840	46	18,008	46	20,000	80	59,228	80	60,649	80	59,228	80	60,649
		TOTAL	144		71		71		144		144		144		144	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(56)	Conference Center Director	1	126,161	1	61,200	1	62,424	1	129,188	1	132,289	1	129,188	1	132,289
	(57)	Athletic Director	1	124,789	0	0	0	0	1	127,784	1	130,851	1	127,784	1	130,851
S	(58)	Project/Program Administrator	7						7		7		7		7	
		Project/Program Director		124,788	1	51,000	1	52,020		127,783		130,850		127,783		130,850
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
	(59)	Campus Store Manager	1	108,248	1	36,789	1	37,525	1	110,846	1	113,507	1	110,846	1	113,507
	(60)	Events Planner	1	108,248	1	61,200	1	62,424	1	110,846	1	113,507	1	110,846	1	113,507
	(61)	Athletic Admin. & Support Pool	6						6		6		6		6	
		Coach		108,248	3	27,816	3	28,372		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	1	5,000	1	5,000		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
	(62)	Fiscal Support Pool	2						2		2		2		2	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
C	(62.01)	Public Safety Pool	1						1		1		1		1	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(63)	Skilled Trades Pool	2						2		2		2		2	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	31,963	1	32,602		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	0	0	0	0		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
C	(64)	Food Service Pool	7						7		7		7		7	
		Food Preparation Manager		66,767	0		0			68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	0		1	36,000		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0		0			54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	1	27,540	3	28,091		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	1	25,603	1	26,115		42,702		43,727		42,702		43,727
	(65)	Residential Life Coordinator	1	59,719	0	0	1	32,000	1	61,153	1	62,620	1	61,153	1	62,620
S	(65.01)	Institutional Services Assistant	1	43,370	0	0	1	29,120	1	44,411	1	45,476	1	44,411	1	45,476
		TOTAL	31		11		16		31		31		31		31	
		TOTAL SAC	305		172		176		305		305		305		305	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		SOUTH ARKANSAS COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, SAC	1	214,799	0	0
	(2)	IT Pool	3		1	1
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		

SAC Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice-President for Academic Affairs	1	172,403	0	0
	(4)	Vice-President for Admin. Services	1	172,403	0	0
	(5)	Chief Information Officer	1	161,671	0	0
	(6)	Vice-President for Student Services	1	161,671	1	1
	(7)	Dir. of Occup. & Technical Educ.	1	152,685	1	1
	(8)	Director of Human Resources / Service	1	136,981	0	0
	(9)	Director of Institutional Research	1	136,981	0	0
	(10)	Dir. of Workforce Development	1	133,980	1	1
	(11)	Counselor	2	131,589	0	0
	(12)	Dir. of Public Relations/Marketing	1	126,161	0	0
	(13)	Registrar	1	126,161	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(14)	Director of Student Aid	1	125,910	1	1
	(15)	Dean of Students	2	125,372	0	0
	(16)	Project/Program Administrator	4		0	0
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(17)	Director, Admin. Computer Services	1	123,806	0	0
	(18)	Director of Computer Services	1	123,806	0	0
	(19)	Director, Distance Learning	1	123,717	0	0
	(20)	Controller	1	120,931	0	0
	(21)	Director of Development	1	117,086	0	0
	(22)	Director of Physical Plant	1	116,722	0	0
	(23)	Dir., Systems Prog./Database Svc.	1	115,338	0	0
	(24)	Dean Stu. Affairs-Enrollment Svcs.	1	115,019	0	0
	(25)	Administrator of Grants & Contracts	1	109,104	0	0
	(26)	Assistant to the President	1	107,799	0	0
	(27)	Director of Public Safety	1	104,496	0	0
	(28)	Workforce Specialist	2	96,033	0	0
	(29)	Distance Learning Specialist	1	95,881	0	0
	(30)	Fiscal Support Pool	6		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(31)	Public Safety Pool	5		2	2
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(32)	Accounting Coordinator	1	87,860	0	0
	(33)	Payroll Services Coordinator	1	81,232	1	1
	(34)	Academic Advisor	5	79,653	1	1
	(35)	Assistant Director	1	79,653	0	0
	(36)	Director	1	79,653	0	0
	(37)	Skilled Trades Pool	10		5	5
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(38)	Administrative Support Pool	12		5	4
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(39)	Assistant Registrar	1	69,437	1	1
	(40)	Financial Aid Analyst	2	69,437	1	1
	(41)	Library Support Pool	3		2	2
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(42)	Payroll Services Specialist	1	69,437	0	0
	(43)	Financial Aid Specialist	1	64,199	1	0
	(44)	Student Recruitment Specialist	3	64,199	0	0
	(45)	Admissions Analyst	1	49,163	0	0
	(46)	Institutional Services Shift Supv.	1	50,737	1	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(47)	Institutional Services Supervisor	1	45,105	0	0
	(48)	Institutional Services Assistant	10	43,370	7	7
		TOTAL	103		32	30
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(49)	Division Chairperson	4	150,880	0	0
	(50)	Librarian	1	136,981	0	0
	(51)	Director of Allied Health	3	132,703	0	0
	(52)	Director of Adult Education	1	131,590	0	0
	(53)	Instuctor-Nursing & Allied Health	20	124,155	7	7
		TOTAL	29		7	7
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(54)	Faculty	64	114,926	39	38
	(55)	Part-Time Faculty	80	57,840	34	34
		TOTAL	144		73	72
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(56)	Conference Center Director	1	126,161	0	0
	(57)	Athletic Director	1	124,789	0	0
	(58)	Project/Program Administrator	6		5	5
		Project/Program Director		124,788		
		Project/Program Manager		104,496		
		Project Program Specialist		94,333		
	(59)	Campus Store Manager	1	108,248	0	0
	(60)	Events Planner	1	108,248	0	0
	(61)	Athletic Admin. & Support Pool	6		3	3
		Coach		108,248		
		Asst. Coach		57,839		
		Athletic Trainer		43,298		
	(62)	Fiscal Support Pool	2		2	2
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(63)	Skilled Trades Pool	2		1	1
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(64)	Food Service Pool	5		3	3
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
	(65)	Residential Life Coordinator	1	59,719	0	0
		TOTAL	26		14	14
		TOTAL SAC	302		126	123

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		SOUTHERN ARKANSAS UNIVERSITY TECH														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor, SAUT	1	214,799	1	192,474	1	196,323	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	6						6		6		6		6	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	1	41,366	1	42,194		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	1	34,089	1	34,770		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	34,468	1	35,158		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	30,244	1	30,849		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice-Chan. for Instruction	1	172,403	1	104,235	1	106,320	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice-Chan. for Dev. & Ext. Ed.	1	161,671	1	102,000	1	104,040	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Vice-Chan. for Finance	1	161,671	1	104,040	1	106,121	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Vice-Chan. for Information Tech	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Vice-Chan. for Student Services	1	161,671	1	107,100	1	109,242	1	165,551	1	169,524	1	165,551	1	169,524

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Director of Human Resources	1	136,981	1	53,055	1	54,116	1	140,268	1	143,635	1	140,268	1	143,635
	(9)	Director of Institutional Research	1	136,981	1	56,423	1	57,552	1	140,268	1	143,635	1	140,268	1	143,635
	(10)	Counselor	1	131,589	0	0	0	0	1	134,747	1	137,981	1	134,747	1	137,981
	(11)	Registrar	1	126,161	1	43,697	1	44,571	1	129,189	1	132,289	1	129,189	1	132,289
	(12)	Director of Student Financial Aid	1	125,910	1	54,101	1	55,183	1	128,931	1	132,026	1	128,931	1	132,026
	(13)	Project/Program Administrator	1						1		1		1		1	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	1	35,700	1	36,414		96,597		98,915		96,597		98,915
	(14)	Director of Computer Services	1	123,806	1	59,407	1	60,595	1	126,777	1	129,820	1	126,777	1	129,820
	(15)	Controller	1	120,931	1	65,000	1	66,300	1	123,834	1	126,806	1	123,834	1	126,806
	(16)	Director of Development	1	117,086	1	45,000	1	45,900	1	119,896	1	122,774	1	119,896	1	122,774
	(17)	Director of Cont. Ed/Bus. Outreach	1	117,085	0	0	0	0	1	119,896	1	122,773	1	119,896	1	122,773
	(18)	Director of Physical Plant	1	116,722	1	60,073	1	61,274	1	119,523	1	122,392	1	119,523	1	122,392
	(19)	Director of Admissions	1	115,020	1	81,600	1	55,000	1	117,780	1	120,607	1	117,780	1	120,607
	(20)	Coordinator of Student Recruitment	2	114,926	2	32,252	2	32,897	2	117,684	2	120,508	2	117,684	2	120,508
	(21)	Director of Special Programs	3	114,924	3	64,916	3	66,214	3	117,682	3	120,507	3	117,682	3	120,507
	(22)	Assistant to the Chancellor	1	107,799	1	35,000	1	35,700	1	110,386	1	113,036	1	110,386	1	113,036
	(23)	Dir.of Student Activities/Org.	1	105,207	1	59,303	1	60,489	1	107,732	1	110,317	1	107,732	1	110,317
	(24)	Communications Coordinator	1	105,207	1	59,303	1	55,835	1	107,732	1	110,317	1	107,732	1	110,317
	(25)	Fiscal Support Pool	3						3		3		3		3	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	2	39,000	2	39,780		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	32,640	1	33,292		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(26)	Public Safety Pool	4						4		4		4		4	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	1	43,409	1	44,277		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	3	33,577	3	34,248		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(27)	Maintenance Manager	1	87,860	0	0	0	0	1	89,969	1	92,128	1	89,969	1	92,128
	(28)	Payroll Services Coordinator	1	81,232	1	38,484	1	39,254	1	83,181	1	85,178	1	83,181	1	85,178
	(29)	Procurement Coordinator	1	81,232	1	53,093	1	54,155	1	83,181	1	85,178	1	83,181	1	85,178
	(30)	Academic Advisor	2	79,653	2	40,386	2	41,194	2	81,565	2	83,522	2	81,565	2	83,522
	(31)	Research and Statistics Manager	1	78,106	0	0	0	0	1	79,981	1	81,901	1	79,981	1	81,901
	(32)	Skilled Trades Pool	6						6		6		6		6	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	44,370	1	45,257		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	2	34,680	2	35,374		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(33)	Assistant Director of Financial Aid	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(34)	Maintenance Coordinator	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(35)	Buyer	1	72,215	0	0	0	0	1	73,948	1	75,722	1	73,948	1	75,722
	(36)	Administrative Support Pool	22						22		22		22		22	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	2	30,000	2	30,600		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	9	33,293	10	34,419		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(37)	Assistant Registrar	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(38)	Financial Aid Analyst	1	69,437	1	35,127	1	35,830	1	71,103	1	72,810	1	71,103	1	72,810
	(39)	Library Support Pool	3						3		3		3		3	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	1	33,958	1	34,638		60,780		62,239		60,780		62,239
		Library Technician		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(40)	Payroll Services Specialist	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(41)	Statistician	1	66,767	1	40,800	1	41,616	1	68,369	1	70,010	1	68,369	1	70,010
	(42)	Human Resources Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(43)	Residential Advisor	1	59,355	0	0	0	0	1	60,780	1	62,239	1	60,780	1	62,239
	(44)	Landscape Specialist	1	57,071	1	27,000	1	27,540	1	58,441	1	59,844	1	58,441	1	59,844
	(45)	Warehouse Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(46)	Admissions Analyst	1	54,877	1	31,041	1	31,662	1	56,194	1	57,542	1	56,194	1	57,542
	(47)	Maintenance Assistant	6	52,766	2	25,239	2	25,474	6	54,032	6	55,329	6	54,032	6	55,329
	(48)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
	(49)	Institutional Services Assistant	4	43,370	4	25,483	4	25,992	4	44,411	4	45,476	4	44,411	4	45,476
		TOTAL	99		63		64		99		99		99		99	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(50)	Division Chairperson	2	150,880	2	89,110	2	90,892	2	154,501	2	158,209	2	154,501	2	158,209
	(51)	Librarian	1	136,981	1	53,054	1	54,115	1	140,268	1	143,635	1	140,268	1	143,635
		TOTAL	3		3		3		3		3		3		3	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(52)	Faculty	41	114,926	28	63,672	29	64,946	41	117,684	41	120,508	41	117,684	41	120,508
	(53)	Part-Time Faculty	71	57,840	22	24,000	71	57,840	71	59,228	71	60,649	71	59,228	71	60,649
		TOTAL	112		50		100		112		112		112		112	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
N	(53.01)	Athletic Director							1	65,000	1	65,000	1	127,784	1	130,850
D	(54)	Athletic Admin. & Support Pool	9						8		8		8		8	
		Coach		108,248	4	57,222	4	58,366		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	4	15,000	4	15,000		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
		TOTAL	9		8		8		9		9		9		9	
		CAREER ACADEMY														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(55)	Director, SAUT Career Academy	1	114,924	1	71,718	1	73,153	1	117,682	1	120,507	1	117,682	1	120,507
	(56)	Academic Counselor	1	97,361	0	0	0	0	1	99,697	1	102,090	1	99,697	1	102,090
		TOTAL	2		1		1		2		2		2		2	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(57)	Director of Adult Education	1	131,590	1	89,634	1	91,426	1	134,749	1	137,982	1	134,749	1	137,982
	(58)	Faculty	12	114,926	5	47,474	5	48,424	12	117,684	12	120,508	12	117,684	12	120,508
		TOTAL	13		6		6		13		13		13		13	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(59)	Assistant Bookstore Manager	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(60)	Cashier	1	52,766	0	0	0	0	1	54,032	1	55,329	1	54,032	1	55,329
	(61)	Institutional Services Assistant	2	43,370	2	25,482	2	25,992	2	44,411	2	45,476	2	44,411	2	45,476
		TOTAL	4		2		2		4		4		4		4	
		SUBTOTAL SAUT (FORMULA)	242		133		184		242		242		242		242	

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		FIRE TRAINING ACADEMY														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(62)	IT Pool	1						1		1		1		1	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(63)	Director	1	141,151	1	87,720	1	91,474	1	144,538	1	148,007	1	144,538	1	148,007
	(64)	Deputy Director	1	111,648	1	66,000	1	67,320	1	114,327	1	117,071	1	114,327	1	117,071
	(65)	Fiscal Support Pool	1						1		1		1		1	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	1	31,000	1	31,620		54,032		55,329		54,032		55,329
	(66)	Administrative Support Pool	10						10		10		10		10	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	30,172	1	30,775		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	3	26,233	3	26,757		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(67)	Maintenance Assistant	2	52,766	2	26,232	2	57,628	2	54,032	2	55,329	2	54,032	2	55,329
	(68)	Institutional Services Assistant	1	43,370	0	0	0	0	1	44,411	1	45,476	1	44,411	1	45,476
		TOTAL	17		9		9		17		17		17		17	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(69)	Assistant Director for Training	1	118,115	0	0	0	0	1	120,950	1	123,852	1	120,950	1	123,852
	(70)	Faculty	21	114,926	12	56,498	12	57,628	21	117,684	21	120,508	21	117,684	21	120,508
	(71)	Satellite Center Coordinator	1	105,403	0	0	0	0	1	107,933	1	110,523	1	107,933	1	110,523
	(72)	Part-Time Faculty	25	57,840	25	13,030	25	57,840	25	59,228	25	60,649	25	59,228	25	60,649
		TOTAL	48		37		37		48		48		48		48	
		SUBTOTAL SAUT-FTA	65		46		46		65		65		65		65	
		ENVIRONMENTAL TRAINING ACADEMY														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
X	(73)	Director	1	123,888	1	104,040	1	106,120	1	126,861	1	129,906	1	144,538	1	148,007
	(74)	Assistant Director for Training	1	118,115	1	72,828	1	74,285	1	120,950	1	123,852	1	120,950	1	123,852
	(75)	Administrative Support Pool	3						3		3		3		3	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	3	33,170	3	33,834		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(76)	Maintenance Assistant	1	52,766	0	0	0	0	1	54,032	1	55,329	1	54,032	1	55,329
		TOTAL	6		5		5		6		6		6		6	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(77)	Faculty	7	114,926	6	62,424	6	63,672	7	117,684	7	120,508	7	117,684	7	120,508
	(78)	Part-Time Faculty	12	57,840	12	6,800	12	57,840	12	59,228	12	60,649	12	59,228	12	60,649
		TOTAL	19		18		18		19		19		19		19	
		ENVIRONMENTAL TRAINING ACADEMY STATEWIDE SOLID WASTE PROGRAM PURSUANT TO ACT 1850 OF 2005														
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITION														
	(79)	Stwd. Solid Waste Trng. Inst. Coor.	1	72,900	0	0	0	0	1	74,649	1	76,441	1	74,649	1	76,441
		TOTAL	1		0		0		1		1		1		1	
		SUBTOTAL SAUT-ETA	26		23		23		26		26		26		26	
		TOTAL SAUT	333		202		253		333		333		333		333	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		SOUTHERN ARKANSAS UNIVERSITY TECH				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor, SAUT	1	214,799		
	(2)	IT Pool	6			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		

SAUT Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035	1	1
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156	1	1
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Vice-Chan. for Instruction	1	172,403		
	(4)	Vice-Chan. for Dev. & Ext. Ed.	1	161,671		
	(5)	Vice-Chan. for Finance	1	161,671		
	(6)	Vice-Chan. for Information Tech	1	161,671	1	1
	(7)	Vice-Chan. for Student Services	1	161,671		
	(8)	Director of Human Resources	1	136,981		
	(9)	Director of Institutional Research	1	136,981		
	(10)	Counselor	1	131,589	1	1
	(11)	Registrar	1	126,161		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(12)	Director of Student Financial Aid	1	125,910		
	(13)	Project/Program Administrator	1			
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(14)	Director of Computer Services	1	123,806		
	(15)	Controller	1	120,931		
	(16)	Director of Development	1	117,086		
	(17)	Director of Cont. Ed/Bus. Outreach	1	117,085	1	1
	(18)	Director of Physical Plant	1	116,722		
	(19)	Director of Admissions	1	115,020		
	(20)	Coordinator of Student Recruitment	2	114,926		
	(21)	Director of Special Programs	3	114,924		
	(22)	Assistant to the Chancellor	1	107,799		
	(23)	Dir.of Student Activities/Org.	1	105,207		
	(24)	Communications Coordinator	1	105,207		
	(25)	Fiscal Support Pool	3			
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(26)	Public Safety Pool	4			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Parking Control Officer		46,909		
		Watchman		40,098		
	(27)	Maintenance Manager	1	87,860	1	1
	(28)	Payroll Services Coordinator	1	81,232		
	(29)	Procurement Coordinator	1	81,232		
	(30)	Academic Advisor	2	79,653		
	(31)	Research and Statistics Manager	1	78,106	1	1
	(32)	Skilled Trades Pool	6			
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756	2	2
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801	1	1
	(33)	Assistant Director of Financial Aid	1	75,103	1	1
	(34)	Maintenance Coordinator	1	75,103	1	1
	(35)	Buyer	1	72,215	1	1
	(36)	Administrative Support Pool	22		11	11
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(37)	Assistant Registrar	1	69,437	1	1
	(38)	Financial Aid Analyst	1	69,437	1	1
	(39)	Library Support Pool	3			
		Library Supervisor		69,437		
		Library Specialist		59,355	1	1
		Library Technician		54,877	1	1
		Library Support Assistant		50,737		
	(40)	Payroll Services Specialist	1	69,437	1	1
	(41)	Statistician	1	66,767		
	(42)	Human Resources Specialist	1	64,199	1	1
	(43)	Residential Advisor	1	59,355	1	1
	(44)	Landscape Specialist	1	57,071		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(45)	Warehouse Specialist	1	57,071	1	1
	(46)	Admissions Analyst	1	54,877		
	(47)	Maintenance Assistant	6	52,766	4	4
	(48)	Institutional Services Supervisor	1	45,105	1	1
	(49)	Institutional Services Assistant	4	43,370		
		TOTAL	99		37	37
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(50)	Division Chairperson	2	150,880		
	(51)	Librarian	1	136,981		
		TOTAL	3		0	0
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(52)	Faculty	41	114,926	13	6
	(53)	Part-Time Faculty	71	57,840	49	44
		TOTAL	112		62	50
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(54)	Athletic Admin. & Support Pool	9			
		Coach		108,248		
		Asst. Coach		57,839		
		Athletic Trainer		43,298		
		TOTAL	9		0	0
		CAREER ACADEMY				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(55)	Director, SAUT Career Academy	1	114,924		
	(56)	Academic Counselor	1	97,361	1	1
		TOTAL	2		1	1
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(57)	Director of Adult Education	1	131,590	1	1

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(58)	Faculty	12	114,926	7	7
		TOTAL	13		8	8
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(59)	Assistant Bookstore Manager	1	61,729	1	1
	(60)	Cashier	1	52,766	1	1
	(61)	Institutional Services Assistant	2	43,370		
		TOTAL	4		2	2
		SUBTOTAL SAUT (FORMULA)	242		110	98
		FIRE TRAINING ACADEMY				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(62)	IT Pool	1		1	
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(63)	Director	1	141,151		
	(64)	Deputy Director	1	111,648		
	(65)	Fiscal Support Pool	1			

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(66)	Administrative Support Pool	10			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729	4	4
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785	2	2
		Extra Help Assistant		40,098		
	(67)	Maintenance Assistant	2	52,766		
	(68)	Institutional Services Assistant	1	43,370		
		TOTAL	17		7	6
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(69)	Assistant Director for Training	1	118,115	1	1
	(70)	Faculty	21	114,926	9	9
	(71)	Satellite Center Coordinator	1	105,403	1	1
	(72)	Part-Time Faculty	25	57,840		
		TOTAL	48		11	11
		SUBTOTAL SAUT-FTA	65		18	17
		ENVIRONMENTAL TRAINING ACADEMY				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(73)	Director	1	123,888		
	(74)	Assistant Director for Training	1	118,115		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(75)	Administrative Support Pool	3			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(76)	Maintenance Assistant	1	52,766	1	1
		TOTAL	6		1	1
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(77)	Faculty	7	114,926	1	1
	(78)	Part-Time Faculty	12	57,840		
		TOTAL	19		1	1
		ENVIRONMENTAL TRAINING ACADEMY STATEWIDE SOLID WASTE PROGRAM PURSUANT TO ACT 1850 OF 2005				
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITION				
	(79)	Stwd. Solid Waste Trng. Inst. Coor.	1	72,900	1	1
		TOTAL	1		1	1
		SUBTOTAL SAUT-ETA	26		3	3
		TOTAL SAUT	333		131	118

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		SOUTHEAST ARKANSAS COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	President, SEAC	1	214,799	1	200,000	1	220,000	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	6						6		6		6		6	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	1	65,000	1	65,000		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	1	45,000	1	45,000		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	1	43,000	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	2	49,781	2	49,781		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Chief Academic Officer	1	172,403	1	107,000	1	119,000	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Chief Fiscal Officer	1	161,671	1	102,230	1	114,230	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Chief Student Officer	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Dir. Human Resources/Services	1	136,981	0	0	0	0	1	140,268	1	143,635	1	140,268	1	143,635
	(7)	Director of Institutional Research	1	136,981	1	70,000	1	70,000	1	140,268	1	143,635	1	140,268	1	143,635

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Director of Workforce Development	1	133,980	0	0	0	0	1	137,195	1	140,488	1	137,195	1	140,488
	(9)	Counselor	2	131,589	1	38,000	1	38,000	2	134,747	2	137,981	2	134,747	2	137,981
	(10)	Dir. of Public Relations & Mktg.	1	126,161	1	59,000	1	59,000	1	129,189	1	132,289	1	129,189	1	132,289
	(11)	Registrar	1	126,161	1	55,105	1	52,000	1	129,189	1	132,289	1	129,189	1	132,289
	(12)	Director of Financial Aid	1	125,910	1	68,000	1	68,000	1	128,931	1	132,026	1	128,931	1	132,026
	(13)	Project/Program Administrator	2						2		2		2		2	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	1	56,000	1	56,000		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
	(14)	Executive Asst. to the President	1	124,242	1	43,260	1	50,260	1	127,223	1	130,277	1	127,223	1	130,277
	(15)	Director of Computer Services	1	123,806	1	74,196	1	79,196	1	126,777	1	129,820	1	126,777	1	129,820
	(16)	Business Manager	1	120,931	1	55,620	1	58,120	1	123,834	1	126,806	1	123,834	1	126,806
	(17)	Controller	1	120,931	1	81,695	1	81,695	1	123,834	1	126,806	1	123,834	1	126,806
	(18)	Director of Development	1	117,086	1	80,000	1	80,000	1	119,896	1	122,774	1	119,896	1	122,774
	(19)	Director of Physical Plant	1	116,722	1	51,500	1	61,500	1	119,523	1	122,392	1	119,523	1	122,392
	(20)	Director of Police & Public Safety	1	116,722	1	61,800	1	61,800	1	119,523	1	122,392	1	119,523	1	122,392
	(21)	Dir. of Admissions & Enroll. Mgmt.	1	115,020	1	59,740	1	62,240	1	117,780	1	120,607	1	117,780	1	120,607
	(22)	Coord. of Student Recruitment	1	114,927	0	0	1	31,000	1	117,685	1	120,509	1	117,685	1	120,509
	(23)	Director of Retention & Advising	1	110,897	0	0	0	0	1	113,559	1	116,284	1	113,559	1	116,284
	(24)	Coord. of Grants and Special Prgms.	1	109,103	0	0	0	0	1	111,722	1	114,403	1	111,722	1	114,403
	(25)	Coord. Advising/Testing/Records	1	106,296	1	45,900	1	40,000	1	108,847	1	111,459	1	108,847	1	111,459
	(26)	Workforce Specialist	1	96,033	0	0	1	39,140	1	98,338	1	100,698	1	98,338	1	100,698
	(27)	Distance Learning Specialist	1	95,881	1	53,000	0	0	1	98,182	1	100,539	1	98,182	1	100,539
	(28)	Fiscal Support Pool	5						5		5		5		5	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	1	33,602	1	33,602		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	4	31,491	3	31,491		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(29)	Public Safety Pool	2						2		2		2		2	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	1	50,000	1	50,000		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	1	45,000	1	45,000		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(30)	Education Counselor	1	81,232	1	40,000	1	40,000	1	83,181	1	85,178	1	83,181	1	85,178
	(31)	Assistant Dir. of Financial Aid	1	75,103	1	42,000	1	42,000	1	76,906	1	78,751	1	76,906	1	78,751
	(32)	Budget Specialist	1	75,103	1	38,963	1	44,963	1	76,906	1	78,751	1	76,906	1	78,751
	(33)	Maintenance Coordinator	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(34)	Administrative Support Pool	12						12		12		12		12	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	2	27,810	2	27,810		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	4	28,920	4	28,920		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	2	24,038	2	24,038		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(35)	Library Support Pool	2						2		2		2		2	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	35476	0	0		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(36)	Maintenance Supervisor	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(37)	Purchasing Specialist	1	69,437	1	30,732	1	33,232	1	71,103	1	72,810	1	71,103	1	72,810
	(38)	Financial Aid Specialist	2	64,199	1	28,255	1	28,255	2	65,739	2	67,317	2	65,739	2	67,317
	(39)	Human Resources Specialist	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(40)	Maintenance Technician	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(41)	Student Recruitment Specialist	1	64,199	0	0	1	31,000	1	65,739	1	67,317	1	65,739	1	67,317
	(42)	Maintenance Specialist	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(43)	Payroll Technician	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(44)	Cashier	2	52,766	1	24,255	1	24,255	2	54,032	2	55,329	2	54,032	2	55,329
	(45)	Maintenance Assistant	3	52,766	3	31,200	3	31,200	3	54,032	3	55,329	3	54,032	3	55,329
	(46)	Shipping & Receiving Clerk	1	46,909	0	0	0	0	1	48,035	1	49,188	1	48,035	1	49,188
	(47)	Institutional Services Supervisor	1	45,105	1	30,500	1	30,500	1	46,187	1	47,296	1	46,187	1	47,296
	(48)	Institutional Services Assistant	7	43,370	7	28,288	7	25,709	7	44,411	7	45,476	7	44,411	7	45,476
		TOTAL	82		57		56		82		82		82		82	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(49)	Division Chairperson/Dean	4	150,880	4	80,000	4	80,000	4	154,501	4	158,209	4	154,501	4	158,209
	(50)	Librarian	1	136,981	0	0	0	0	1	140,268	1	143,635	1	140,268	1	143,635
	(51)	Director of Respiratory Care	1	124,154	1	66,950	1	66,950	1	127,134	1	130,185	1	127,134	1	130,185
	(52)	Special Instructor	10	114,926	1	62,500	1	62,500	10	117,684	10	120,508	10	117,684	10	120,508
		TOTAL	16		6		6		16		16		16		16	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(53)	Faculty	67	114,926	32	65,000	22	61,000	67	117,684	67	120,508	67	117,684	67	120,508
	(54)	Part-Time Faculty	195	57,840	195	6,300	195	6,300	195	59,228	195	60,649	195	59,228	195	60,649
		TOTAL	262		227		217		262		262		262		262	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(55)	Athletic Director	1	124,789	1	25,000	1	25,000	1	127,784	1	130,850	1	127,784	1	130,850
	(56)	Project/Program Administrator	1						1		1		1		1	
		Project/Program Director		124,789	1	52,000	1	52,000		127,784		130,850		127,784		130,850
		Project/Program Manager		104,496	0	0	0	0		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
	(57)	Athletic Admin. & Support Pool	8						8		8		8		8	
		Coach		108,248	5	49,160	5	49,160		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	0	0	0	0		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
	(58)	Child Care Director	1	78,106	1	43,260	1	43,260	1	79,981	1	81,901	1	79,981	1	81,901
	(59)	Day Care Teacher	2	61,729	2	30,000	2	30,000	2	63,211	2	64,728	2	63,211	2	64,728
	(60)	Child Care Technician	2	46,909	2	23,000	2	23,000	2	48,035	2	49,188	2	48,035	2	49,188
		TOTAL	15		12		12		15		15		15		15	
		TOTAL SEAC	375		302		291		375		375		375		375	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		SOUTHEAST ARKANSAS COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	President, SEAC	1	214,799	0	0
	(2)	IT Pool	6		2	1
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		

SEAC Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Chief Academic Officer	1	172,403	0	0
	(4)	Chief Fiscal Officer	1	161,671	0	0
	(5)	Chief Student Officer	1	161,671	1	1
	(6)	Dir. Human Resources/Services	1	136,981	1	1
	(7)	Director of Institutional Research	1	136,981	0	0
	(8)	Director of Workforce Development	1	133,980	1	1
	(9)	Counselor	2	131,589	1	1
	(10)	Dir. of Public Relations & Mktg.	1	126,161	0	0
	(11)	Registrar	1	126,161	0	0
	(12)	Director of Financial Aid	1	125,910	0	0
	(13)	Project/Program Administrator	2		1	1
		Project/Program Director		124,789		
		Project/Program Manager		104,496		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Project/Program Specialist		94,333		
	(14)	Executive Asst. to the President	1	124,242	0	0
	(15)	Director of Computer Services	1	123,806	0	0
	(16)	Business Manager	1	120,931	0	0
	(17)	Controller	1	120,931	0	0
	(18)	Director of Development	1	117,086	0	0
	(19)	Director of Physical Plant	1	116,722	0	0
	(20)	Director of Police & Public Safety	1	116,722	0	0
	(21)	Dir. of Admissions & Enroll. Mgmt.	1	115,020	0	0
	(22)	Coord. of Student Recruitment	1	114,927	0	0
	(23)	Director of Retention & Advising	1	110,897	0	0
	(24)	Coord. of Grants and Special Prgms.	1	109,103	1	1
	(25)	Coord. Advising/Testing/Records	1	106,296	0	0
	(26)	Workforce Specialist	1	96,033	1	1
	(27)	Distance Learning Specialist	1	95,881	0	0
	(28)	Fiscal Support Pool	5		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(29)	Public Safety Pool	2		0	0
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(30)	Education Counselor	1	81,232	0	0
	(31)	Assistant Dir. of Financial Aid	1	75,103	0	0
	(32)	Budget Specialist	1	75,103	0	0
	(33)	Maintenance Coordinator	1	75,103	1	1
	(34)	Administrative Support Pool	12		0	0
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(35)	Library Support Pool	2		0	0
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(36)	Maintenance Supervisor	1	69,437	1	1
	(37)	Purchasing Specialist	1	69,437	0	0
	(38)	Financial Aid Specialist	2	64,199	0	0
	(39)	Human Resources Specialist	1	64,199	1	0
	(40)	Maintenance Technician	1	64,199	1	1
	(41)	Student Recruitment Specialist	1	64,199	1	0
	(42)	Maintenance Specialist	1	61,729	1	1
	(43)	Payroll Technician	1	61,729	1	0
	(44)	Cashier	2	52,766	0	0
	(45)	Maintenance Assistant	3	52,766	0	0
	(46)	Shipping & Receiving Clerk	1	46,909	1	0
	(47)	Institutional Services Supervisor	1	45,105	0	0
	(48)	Institutional Services Assistant	7	43,370	0	0
		TOTAL	82		17	12
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(49)	Division Chairperson/Dean	4	150,880	0	0
	(50)	Librarian	1	136,981	1	1
	(51)	Director of Respiratory Care	1	124,154	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(52)	Special Instructor	10	114,926	8	0
		TOTAL	16		9	1
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(53)	Faculty	67	114,926	35	0
	(54)	Part-Time Faculty	195	57,840	0	0
		TOTAL	262		35	0
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(55)	Athletic Director	1	124,789	0	0
	(56)	Project/Program Administrator	1		0	0
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(57)	Athletic Admin. & Support Pool	8		3	0
		Coach		108,248		
		Asst. Coach		57,839		
		Athletic Trainer		43,298		
	(58)	Child Care Director	1	78,106	0	0
	(59)	Day Care Teacher	2	61,729	0	0
	(60)	Child Care Technician	2	46,909	0	0
		TOTAL	15		3	0
		TOTAL SEAC	375		64	13

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT BATESVILLE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	214,799	1	199,644	1	203,636	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	3						3		3		3		3	
		Network Engineer		207,404	0		0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0		0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0		0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0		0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	1	75,923	1	77,441		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	1	66,300	1	67,626		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0		0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0		0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0		0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0		0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0		0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0		0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0		0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0		0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0		0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0		0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0		0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0		0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0		0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0		0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0		0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0		0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0		0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0		0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0		0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0		0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0		0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0		0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0		0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0		0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0		0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0		0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0		0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0		0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0		0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0		0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0		0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0		0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0		0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0		0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0		0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0		0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0		0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0		0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0		0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0		0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0		0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0		0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0		0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0		0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0		0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0		0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	1	40,567	1	41,378		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0		0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0		0	0		49,956		51,155		49,956		51,155
	(3)	Provost	1	172,403	1	127,500	1	130,050	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice Chan. for Finance & Admin.	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Vice Chancellor for Student Affairs	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Director of Human Resources	1	136,980	1	66,300	1	67,626	1	140,268	1	143,634	1	140,268	1	143,634
	(7)	Director of Workforce Development	1	133,980	1	71,400	1	72,828	1	137,195	1	140,488	1	137,195	1	140,488

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Registrar	1	126,161	1	58,811	1	59,987	1	129,189	1	132,289	1	129,189	1	132,289
	(9)	Director of Financial Aid	1	125,910	1	69,200	1	70,584	1	128,931	1	132,026	1	128,931	1	132,026
A	(10)	Project/Program Administrator Pool	10						12		12		12		12	
		Project/Program Director		124,789	2	73,500	2	74,970		127,784		130,850		127,784		130,850
		Project/Program Manager		104,496	5	55,991	5	57,111		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	2	48,521	2	49,491		96,597		98,915		96,597		98,915
	(11)	Director Planning & Assessment	1	124,788	1	76,000	1	77,520	1	127,783	1	130,850	1	127,783	1	130,850
	(12)	Director of Computer Services	1	123,806	1	92,192	1	94,036	1	126,777	1	129,820	1	126,777	1	129,820
	(13)	Controller	1	120,931	1	64,702	1	65,996	1	123,834	1	126,806	1	123,834	1	126,806
	(14)	Director of Development	1	117,086	0	0	0	0	1	119,896	1	122,774	1	119,896	1	122,774
	(15)	Director of Physical Plant	1	116,722	1	82,054	1	83,695	1	119,523	1	122,392	1	119,523	1	122,392
	(16)	Director of Admissions	1	115,020	1	74,256	1	75,741	1	117,780	1	120,607	1	117,780	1	120,607
	(17)	Director of Special Programs	1	114,924	1	65,905	1	67,223	1	117,682	1	120,507	1	117,682	1	120,507
	(18)	Coordinator of Career Services	1	107,799	1	40,132	1	40,935	1	110,386	1	113,036	1	110,386	1	113,036
	(19)	Director of Academic Advising	1	107,799	1	54,060	0	0	1	110,386	1	113,036	1	110,386	1	113,036
	(20)	Director of Institutional Research	1	104,591	1	67,730	1	69,085	1	107,102	1	109,672	1	107,102	1	109,672
	(21)	Fiscal Support Pool	4					0	4		4		4		4	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	1	51,000	1	52,020		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	45,000	1	45,900		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	45,174	1	46,077		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	1	40,875	1	41,693		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(22)	Public Safety Pool	2						2		2		2		2	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0		0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	2	42,840	2	43,697		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(23)	Academic Advisor	4	79,654	4	43,860	4	44,737	4	81,566	4	83,523	4	81,566	4	83,523
	(24)	Skilled Trades Pool	5						5		5		5		5	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	1	43,538	1	44,409		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	1	34,500	1	35,190		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	3	36,134	3	36,857		48,948		50,123		53,854		55,146
	(25)	Assistant Director of Financial Aid	1	75,103	1	47,272	1	48,217	1	76,906	1	78,751	1	76,906	1	78,751
	(26)	HEI Program Coordinator	1	72,215	1	49,535	1	50,526	1	73,948	1	75,722	1	73,948	1	75,722
D	(27)	Administrative Support Pool	15						12		12		12		12	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	6	45,900	6	46,818		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	3	37,370	3	38,117		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(28)	Bookstore Manager	1	69,437	0	0	1	36,210	1	71,103	1	72,810	1	71,103	1	72,810
	(29)	Library Support Pool	1						1		1		1		1	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	32,241	1	32,886		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(30)	Purchasing Speciaist	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(31)	Financial Aid Specialist	1	64,199	1	56,462	1	57,591	1	65,739	1	67,317	1	65,739	1	67,317
	(32)	Human Resources Specialist	1	64,199	1	40,790	1	41,606	1	65,739	1	67,317	1	65,739	1	67,317
	(33)	Records Management Analyst	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(34)	Admissions Specialist	2	52,766	1	49,233	1	50,218	2	54,032	2	55,329	2	54,032	2	55,329
		TOTAL	71		57		57		70		70		70		70	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
D	(35)	Division Chairperson	5	150,880	2	86,700	2	88,434	4	154,501	4	158,209	4	154,501	4	158,209
	(36)	Faculty	20	143,798	12	70,000	12	71,400	20	147,250	20	150,784	20	147,250	20	150,784
	(37)	Librarian	1	136,981	1	63,985	1	65,265	1	140,268	1	143,635	1	140,268	1	143,635
	(38)	Director of Adult Education	1	131,590	1	62,424	1	63,672	1	134,749	1	137,982	1	134,749	1	137,982
	(39)	Instructor - Nursing & Allied Health	12	124,154	4	79,560	4	81,151	12	127,134	12	130,185	12	127,134	12	130,185
	(40)	Special Instructor/Trainer	4	87,019	4	59,976	4	61,176	4	89,108	4	91,246	4	89,108	4	91,246
		TOTAL	43		24		24		42		42		42		42	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(41)	Faculty	25	114,926	19	55,789	19	56,905	25	117,684	25	120,508	25	117,684	25	120,508
A	(42)	Part-Time Faculty	100	57,840	93	27,300	100	27,846	135	59,228	135	60,649	135	59,228	135	60,649
		TOTAL	125		112		119		160		160		160		160	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(43)	Food Service Pool	2						2		2		2		2	
		Food Preparation Manager		66,767	0	0	0	0		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	1	36,685	1	37,419		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
	(44)	Cashier	1	52,766	1	35,500	0	0	1	54,032	1	55,329	1	54,032	1	55,329
	(45)	Cook	1	45,105	1	27,000	1	27,540	1	46,187	1	47,296	1	46,187	1	47,296
		TOTAL	4		3		2		4		4		4		4	
		TOTAL UACCB	243		196		202		276		276		276		276	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT BATESVILLE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	214,799	0	0
	(2)	IT Pool	3		0	0
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Provost	1	172,403	0	0
	(4)	Vice Chan. for Finance & Admin.	1	161,671	1	0
	(5)	Vice Chancellor for Student Affairs	1	161,671	1	0
	(6)	Director of Human Resources	1	136,980	0	0
	(7)	Director of Workforce Development	1	133,980	0	0
	(8)	Registrar	1	126,161	0	0
	(9)	Director of Financial Aid	1	125,910	0	0
	(10)	Project/Program Administrator Pool	10		2	1
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(11)	Director Planning & Assessment	1	124,788	0	0
	(12)	Director of Computer Services	1	123,806	0	0
	(13)	Controller	1	120,931	0	0
	(14)	Director of Development	1	117,086	0	0
	(15)	Director of Physical Plant	1	116,722	0	0
	(16)	Director of Admissions	1	115,020	0	0
	(17)	Director of Special Programs	1	114,924	0	0
	(18)	Coordinator of Career Services	1	107,799	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(19)	Director of Academic Advising	1	107,799	0	0
	(20)	Director of Institutional Research	1	104,591	0	0
	(21)	Fiscal Support Pool	4		0	0
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(22)	Public Safety Pool	2		0	0
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(23)	Academic Advisor	4	79,654	0	0
	(24)	Skilled Trades Pool	5		0	0
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(25)	Assistant Director of Financial Aid	1	75,103	0	0
	(26)	HEI Program Coordinator	1	72,215	0	0
	(27)	Administrative Support Pool	15		7	2
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(28)	Bookstore Manager	1	69,437	1	0
	(29)	Library Support Pool	1		0	0
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(30)	Purchasing Speciaist	1	69,437	1	0
	(31)	Financial Aid Specialist	1	64,199	0	
	(32)	Human Resources Specialist	1	64,199	0	
	(33)	Records Management Analyst	1	64,199	0	
	(34)	Admissions Specialist	2	52,766	1	1
		TOTAL	71		14	4
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(35)	Division Chairperson	5	150,880	3	2
	(36)	Faculty	20	143,798	8	8
	(37)	Librarian	1	136,981	0	0
	(38)	Director of Adult Education	1	131,590	0	0
	(39)	Instructor - Nursing & Allied Health	12	124,154	8	8
	(40)	Special Instructor/Trainer	4	87,019	0	0
		TOTAL	43		19	18
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(41)	Faculty	25	114,926	6	6
	(42)	Part-Time Faculty	100	57,840	7	2
		TOTAL	125		13	8
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(43)	Food Service Pool	2		0	0
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
	(44)	Cashier	1	52,766	0	0
	(45)	Cook	1	45,105	0	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TOTAL	4		0	0
		TOTAL UACCB	243		46	30

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE-TEXARKANA														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	214,799	1	195,000	1	200,850	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	2						2		2		2		2	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	1	45,639	1	47,008		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	45,674	1	47,044		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Provost	1	172,403	1	132,519	1	136,495	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice Chan for Finance & Admin.	1	172,403	1	106,400	1	109,592	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Vice Chancellor for Student Affairs	1	161,671	1	132,519	1	136,495	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Director of Institutional Research	1	136,980	1	70,000	1	72,100	1	140,268	1	143,634	1	140,268	1	143,634
	(7)	Director of Human Resources	1	136,980	1	65,265	1	67,223	1	140,268	1	143,634	1	140,268	1	143,634

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Counselor	1	131,589	0	0	0	0	1	134,747	1	137,981	1	134,747	1	137,981
X	(9)	Director	2	131,587	1	64,688	2	66,629	2	134,746	2	137,979	2	144,538	2	148,007
	(10)	Dir. of Public Relations & Mktg.	1	126,161	1	61,254	1	63,092	1	129,189	1	132,289	1	129,189	1	132,289
	(11)	Registrar	1	126,161	1	58,772	1	60,535	1	129,189	1	132,289	1	129,189	1	132,289
	(12)	Director of Financial Aid	1	125,910	1	47,574	1	49,001	1	128,931	1	132,026	1	128,931	1	132,026
	(13)	Dean of Students	1	125,373	1	67,275	1	69,293	1	128,382	1	131,463	1	128,382	1	131,463
	(14)	Director of Planning & Assessment	1	124,788	1	75,000	1	77,250	1	127,783	1	130,850	1	127,783	1	130,850
	(15)	Director of Computer Services	1	123,806	1	101,270	1	104,308	1	126,777	1	129,820	1	126,777	1	129,820
	(16)	Assoc. Vice Chan. for Finance & Admin.	1	123,717	1	83,200	1	85,696	1	126,686	1	129,727	1	126,686	1	129,727
	(17)	Dir. Business & Industrial Training	1	122,572	1	52,577	1	54,154	1	125,514	1	128,526	1	125,514	1	128,526
	(18)	Director Advancement/Cont. Ed.	1	118,655	1	66,300	1	68,289	1	121,503	1	124,419	1	121,503	1	124,419
	(19)	Director of Testing Services	1	118,360	1	64,260	1	66,188	1	121,201	1	124,110	1	121,201	1	124,110
	(20)	Director of Physical Plant	1	116,722	1	70,000	1	72,100	1	119,523	1	122,392	1	119,523	1	122,392
	(21)	Director of Admissions	1	115,020	1	62,500	1	64,375	1	117,780	1	120,607	1	117,780	1	120,607
	(22)	Coordinator of Student Recruitment	1	114,926	1	44,500	1	45,835	1	117,684	1	120,509	1	117,684	1	120,509
	(23)	Controller	1	112,750	0	0	1	68,000	1	115,456	1	118,227	1	115,456	1	118,227
	(24)	Dir. of Acad. Adv. & Career Serv.	1	107,799	1	45,458	1	35,000	1	110,386	1	113,036	1	110,386	1	113,036
	(25)	Fiscal Support Pool	3						3		3		3		3	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	50,000	1	51,500		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	45,102	1	46,455		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(26)	Public Safety Pool	5						5		5		5		5	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	1	50,000	1	51,500		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	4	40,000	4	41,200		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(27)	Assistant Director	1	89,629	1	44,778	1	46,121	1	91,780	1	93,983	1	91,780	1	93,983
	(28)	Academic Advisor	4	79,654	3	48,500	3	49,955	4	81,566	4	83,523	4	81,566	4	83,523
	(29)	Admissions Counselor	1	79,654	1	33,500	1	33,500	1	81,565	1	83,523	1	81,565	1	83,523
	(30)	Student Services Representative	1	79,653	1	38,250	1	39,398	1	81,565	1	83,522	1	81,565	1	83,522
	(31)	Skilled Trades Pool	2						2		2		2		2	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	2	39,030	1	40,201		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(32)	HEI Program Coordinator	1	72,215	1	50,348	1	51,858	1	73,948	1	75,722	1	73,948	1	75,722
	(33)	Public Information Specialist	1	72,215	1	51,763	1	53,316	1	73,948	1	75,722	1	73,948	1	75,722
	(34)	Administrative Support Pool	18						18		18		18		18	
		Administrative Assistant		69,437	0	0	1	20,600		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	3	43,266	3	44,564		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	6	40,119	6	41,323		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	3	35,632	3	36,701		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(35)	Financial Aid Analyst	2	69,437	2	42,954	2	44,243	2	71,103	2	72,810	2	71,103	2	72,810
	(36)	Library Support Pool	2						2		2		2		2	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	36,084	1	37,167		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(37)	Purchasing Specialist	1	69,437	1	32,000	1	32,960	1	71,103	1	72,810	1	71,103	1	72,810
	(38)	Maintenance Supervisor	1	69,437	0	0	1	45,845	1	71,103	1	72,810	1	71,103	1	72,810
	(39)	Special Events Manager	1	69,437	1	42,435	1	45,000	1	71,103	1	72,810	1	71,103	1	72,810
	(40)	Telecommunications Specialist	2	68,035	2	60,000	1	61,800	2	69,668	2	71,340	2	69,668	2	71,340
	(41)	Payroll Technician	1	61,729	1	46,410	1	47,802	1	63,211	1	64,728	1	63,211	1	64,728
	(42)	Maintenance Assistant	5	52,766	5	32,708	5	33,689	5	54,032	5	55,329	5	54,032	5	55,329
	(43)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
	(44)	Institutional Services Assistant	6	43,370	0	0	0	0	6	44,411	6	45,476	6	44,411	6	45,476
		TOTAL	85		65		67		85		85		85		85	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(45)	Division Chairperson	4	150,880	4	102,807	4	105,891	4	154,501	4	158,209	4	154,501	4	158,209
	(46)	Faculty	2	143,798	2	74,765	2	77,008	2	147,250	2	150,784	2	147,250	2	150,784
	(47)	Director of Library Services	1	136,981	1	69,849	1	71,944	1	140,268	1	143,635	1	140,268	1	143,635
	(48)	Instr. - Nursing & Allied Health	8	124,154	4	68,121	4	70,165	8	127,134	8	130,185	8	127,134	8	130,185
		TOTAL	15		11		11		15		15		15		15	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(49)	Faculty	60	114,926	36	73,329	37	75,529	60	117,684	60	120,508	60	117,684	60	120,508
	(50)	Part-Time Faculty	55	57,840	30	50,960	35	52,416	55	59,228	55	60,649	55	59,228	55	60,649
		TOTAL	115		66		72		115		115		115		115	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(51)	Director of Food Service	1	109,027	0	0	0	0	1	111,644	1	114,323	1	111,644	1	114,323
		TOTAL	1		0		0		1		1		1		1	
		TOTAL UACCHT	216		142		150		216		216		216		216	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT HOPE-TEXARKANA				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	214,799		
	(2)	IT Pool	2			
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Provost	1	172,403		
	(4)	Vice Chan for Finance & Admin.	1	172,403		
	(5)	Vice Chancellor for Student Affairs	1	161,671		
	(6)	Director of Institutional Research	1	136,980		
	(7)	Director of Human Resources	1	136,980		
	(8)	Counselor	1	131,589		
	(9)	Director	2	131,587	1	1
	(10)	Dir. of Public Relations & Mktg.	1	126,161		
	(11)	Registrar	1	126,161		
	(12)	Director of Financial Aid	1	125,910		
	(13)	Dean of Students	1	125,373		
	(14)	Director of Planning & Assessment	1	124,788		
	(15)	Director of Computer Services	1	123,806		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(16)	Assoc. Vice Chan. for Finance & Admin.	1	123,717		
	(17)	Dir. Business & Industrial Training	1	122,572		
	(18)	Director Advancement/Cont. Ed.	1	118,655		
	(19)	Director of Testing Services	1	118,360		
	(20)	Director of Physical Plant	1	116,722		
	(21)	Director of Admissions	1	115,020		
	(22)	Coordinator of Student Recruitment	1	114,926		
	(23)	Controller	1	112,750	1	
	(24)	Dir. of Acad. Adv. & Career Serv.	1	107,799		
	(25)	Fiscal Support Pool	3		1	1
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(26)	Public Safety Pool	5			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(27)	Assistant Director	1	89,629		
	(28)	Academic Advisor	4	79,654	1	1
	(29)	Admissions Counselor	1	79,654		
	(30)	Student Services Representative	1	79,653		
	(31)	Skilled Trades Pool	2			
		Skilled Trades Foreman		76,530		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(32)	HEI Program Coordinator	1	72,215		
	(33)	Public Information Specialist	1	72,215		
	(34)	Administrative Support Pool	18		6	3
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(35)	Financial Aid Analyst	2	69,437		
	(36)	Library Support Pool	2		1	1
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(37)	Purchasing Specialist	1	69,437		
	(38)	Maintenance Supervisor	1	69,437	1	1
	(39)	Special Events Manager	1	69,437		
	(40)	Telecommunications Specialist	2	68,035		
	(41)	Payroll Technician	1	61,729		
	(42)	Maintenance Assistant	5	52,766	2	2
	(43)	Institutional Services Supervisor	1	45,105	1	1
	(44)	Institutional Services Assistant	6	43,370	4	4
		TOTAL	85		19	15
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(45)	Division Chairperson	4	150,880		
	(46)	Faculty	2	143,798	1	
	(47)	Director of Library Services	1	136,981		
	(48)	Instr. - Nursing & Allied Health	8	124,154	4	2
		TOTAL	15		5	2

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(49)	Faculty	60	114,926	25	16
	(50)	Part-Time Faculty	55	57,840	10	5
		TOTAL	115		35	21
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(51)	Director of Food Service	1	109,027	1	1
		TOTAL	1		1	1
		TOTAL UACCHT	216		60	39

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT MORRILTON														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	214,799	1	204,580	1	205,580	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	9						9		9		9		9	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	1	85,242	1	86,242		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	1	63,762	1	64,762		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	3	42,864	3	43,272		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	1	31,931	1	32,570		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Vice Chancellor for Administration	1	193,615	1	125,970	1	126,970	1	198,262	1	203,020	1	198,262	1	203,020
	(4)	Provost	1	172,403	1	130,704	1	131,705	1	176,541	1	180,778	1	176,541	1	180,778
	(5)	Assistant to the Chancellor	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Chief Information Officer	1	161,671	1	110,134	1	111,134	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Vice Chancellor for Finance	1	161,671	0	0	0	0	1	165,551	1	169,524	1	165,551	1	169,524

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Vice Chancellor for Student Affairs	1	161,671	1	127,523	1	128,523	1	165,551	1	169,524	1	165,551	1	169,524
	(9)	Director of Institutional Research	1	136,981	1	57,500	1	58,500	1	140,268	1	143,635	1	140,268	1	143,635
	(10)	Director of Human Resources	1	136,980	1	58,000	1	59,000	1	140,268	1	143,634	1	140,268	1	143,634
	(11)	Counselor	3	131,589	2	60,343	2	61,343	3	134,747	3	137,981	3	134,747	3	137,981
	(12)	Registrar	1	126,161	1	64,000	1	65,000	1	129,189	1	132,289	1	129,189	1	132,289
	(13)	Director of Financial Aid	1	125,910	1	63,240	1	64,240	1	128,931	1	132,026	1	128,931	1	132,026
	(14)	Project/Program Administrator	3						3		3		3		3	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	1	54,398	1	55,398		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	1	42,024	1	42,865		96,597		98,915		96,597		98,915
	(15)	Dir. of Public Relations & Mktg.	1	123,806	1	81,718	1	82,718	1	126,777	1	129,820	1	126,777	1	129,820
	(16)	Development Officer	1	117,085	1	53,000	1	54,000	1	119,896	1	122,773	1	119,896	1	122,773
	(17)	Director of Physical Plant	1	116,722	1	78,761	1	79,761	1	119,523	1	122,392	1	119,523	1	122,392
	(18)	Director of Admissions	1	115,020	1	67,241	1	68,241	1	117,780	1	120,607	1	117,780	1	120,607
	(19)	Coordinator of Student Recruitment	1	114,926	1	47,650	1	48,603	1	117,684	1	120,508	1	117,684	1	120,508
	(20)	Controller	1	112,750	1	79,591	1	80,591	1	115,456	1	118,227	1	115,456	1	118,227
	(21)	Associate Registrar	1	109,563	1	42,024	1	42,865	1	112,193	1	114,885	1	112,193	1	114,885
	(22)	Instructional Designer	1	109,479	1	57,742	1	58,742	1	112,107	1	114,797	1	112,107	1	114,797
	(23)	Director of Workforce Development	1	108,488	1	56,100	1	57,100	1	111,092	1	113,758	1	111,092	1	113,758
	(24)	Director of Academic Advising	1	107,799	1	59,670	1	60,670	1	110,386	1	113,036	1	110,386	1	113,036
	(25)	Director of Student Activities	1	106,813	1	43,600	1	44,472	1	109,376	1	112,001	1	109,376	1	112,001
	(26)	Fiscal Support Pool	7						7		7		7		7	
		Fiscal Support Manager		95,029	1	53,485	1	54,485		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	1	38,719	1	39,494		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	2	39,355	2	40,142		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	2	32,829	2	33,486		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	1	32,880	1	33,538		54,032		55,329		54,032		55,329
	(27)	Public Safety Pool	3						3		3		3		3	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	1	44,681	1	45,575		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	2	44,681	2	45,575		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(28)	Student Development Specialist	1	86,127	1	35,000	1	35,700	1	88,194	1	90,311	1	88,194	1	90,311
	(29)	Academic Advisor	2	79,654	2	43,897	2	44,775	2	81,566	2	83,523	2	81,566	2	83,523
	(30)	Admissions Counselor	2	79,654	2	38,719	2	39,494	2	81,565	2	83,523	2	81,565	2	83,523
	(31)	Child Care Director	1	78,106	0	0	0	0	1	79,981	1	81,901	1	79,981	1	81,901
	(32)	Skilled Trades Pool	2						2		2		2		2	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	2	42,301	2	43,147		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(33)	Assistant Director of Financial Aid	1	75,103	0	0	0	0	1	76,906	1	78,751	1	76,906	1	78,751
	(34)	Human Resources Analyst	1	75,103	1	50,880	1	51,880	1	76,906	1	78,751	1	76,906	1	78,751
	(35)	HEI Program Coordinator	2	72,215	1	45,000	2	45,900	2	73,948	2	75,722	2	73,948	2	75,722
	(36)	Administrative Support Pool	15						15		15		15		15	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	5	37,128	5	37,871		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	8	33,150	8	33,813		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(37)	Assistant Registrar	1	69,437	1	35,343	1	36,050	1	71,103	1	72,810	1	71,103	1	72,810
	(38)	Financial Aid Analyst	4	69,437	3	45,122	3	46,024	4	71,103	4	72,810	4	71,103	4	72,810
	(39)	Library Support Pool	2						2		2		2		2	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	1	30,012	1	30,612		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(40)	Maintenance Supervisor	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(41)	Payroll Services Specialist	1	69,437	1	46,683	1	47,617	1	71,103	1	72,810	1	71,103	1	72,810
	(42)	Day Care Teacher	2	61,729	0	0	0	0	2	63,211	2	64,728	2	63,211	2	64,728
	(43)	Maintenance Specialist	3	61,729	2	33,657	2	34,330	3	63,211	3	64,728	3	63,211	3	64,728
	(44)	Special Events Coordinator	1	61,729	1	33,000	1	33,660	1	63,211	1	64,728	1	63,211	1	64,728
	(45)	Landscape Specialist	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(46)	Maintenance Assistant	3	52,766	0	0	0	0	3	54,032	3	55,329	3	54,032	3	55,329
	(47)	Institutional Services Shift Supv.	1	50,737	1	42,840	1	43,670	1	51,955	1	53,202	1	51,955	1	53,202
	(48)	Child Care Technician	2	46,909	0	0	0	0	2	48,035	2	49,188	2	48,035	2	49,188
	(49)	Institutional Services Supervisor	1	45,105	0	0	0	0	1	46,187	1	47,296	1	46,187	1	47,296
	(50)	Institutional Services Assistant	10	43,370	6	27,581	10	28,133	10	44,411	10	45,476	10	44,411	10	45,476
		TOTAL	107		78		83		107		107		107		107	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(51)	Division Chairperson	4	150,880	3	84,050	3	85,050	4	154,501	4	158,209	4	154,501	4	158,209
	(52)	Director of Nursing	2	149,280	2	73,877	2	74,877	2	152,863	2	156,532	2	152,863	2	156,532
	(53)	Librarian	1	136,981	1	60,170	1	61,170	1	140,268	1	143,635	1	140,268	1	143,635
	(54)	Faculty	17	114,926	7	83,232	7	84,232	17	117,685	17	120,509	17	117,685	17	120,509
	(55)	Learning Center Coordinator	1	96,409	1	47,858	1	48,815	1	98,722	1	101,092	1	98,722	1	101,092
	(56)	Assistant Librarian	1	85,309	1	37,128	1	37,871	1	87,356	1	89,453	1	87,356	1	89,453
	(57)	Lab Supervisor	3	71,619	1	47,859	1	48,416	3	73,338	3	75,098	3	73,338	3	75,098
		TOTAL	29		16		16		29		29		29		29	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(58)	Faculty	68	114,926	55	68,417	55	69,471	68	117,684	68	120,508	68	117,684	68	120,508
	(59)	Part-Time Faculty	85	57,840	20	5,000	30	7,000	85	59,228	85	60,649	85	59,228	85	60,649
		TOTAL	153		75		85		153		153		153		153	
		TOTAL UACCM	289		169		184		289		289		289		289	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT MORRILTON				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	214,799		
	(2)	IT Pool	9			
		Network Engineer		207,404	1	
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480	1	
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785	1	
	(3)	Vice Chancellor for Administration	1	193,615		
	(4)	Provost	1	172,403		
	(5)	Assistant to the Chancellor	1	161,671	1	
	(6)	Chief Information Officer	1	161,671		
	(7)	Vice Chancellor for Finance	1	161,671		
	(8)	Vice Chancellor for Student Affairs	1	161,671		
	(9)	Director of Institutional Research	1	136,981		
	(10)	Director of Human Resources	1	136,980		
	(11)	Counselor	3	131,589		
	(12)	Registrar	1	126,161		
	(13)	Director of Financial Aid	1	125,910		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(14)	Project/Program Administrator	3			
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(15)	Dir. of Public Relations & Mktg.	1	123,806		
	(16)	Development Officer	1	117,085		
	(17)	Director of Physical Plant	1	116,722		
	(18)	Director of Admissions	1	115,020		
	(19)	Coordinator of Student Recruitment	1	114,926		
	(20)	Controller	1	112,750		
	(21)	Associate Registrar	1	109,563		
	(22)	Instructional Designer	1	109,479		
	(23)	Director of Workforce Development	1	108,488		
	(24)	Director of Academic Advising	1	107,799		
	(25)	Director of Student Activities	1	106,813		
	(26)	Fiscal Support Pool	7			
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106	1	1
		Accountant II		75,103	1	
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(27)	Public Safety Pool	3			
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Watchman		40,098		
	(28)	Student Development Specialist	1	86,127		
	(29)	Academic Advisor	2	79,654		
	(30)	Admissions Counselor	2	79,654		
	(31)	Child Care Director	1	78,106	1	
	(32)	Skilled Trades Pool	2			
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(33)	Assistant Director of Financial Aid	1	75,103	1	1
	(34)	Human Resources Analyst	1	75,103		
	(35)	HEI Program Coordinator	2	72,215		
	(36)	Administrative Support Pool	15			
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785	1	
		Extra Help Assistant		40,098		
	(37)	Assistant Registrar	1	69,437		
	(38)	Financial Aid Analyst	4	69,437	1	
	(39)	Library Support Pool	2			
		Library Supervisor		69,437	1	1
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(40)	Maintenance Supervisor	1	69,437	1	
	(41)	Payroll Services Specialist	1	69,437		
	(42)	Day Care Teacher	2	61,729		
	(43)	Maintenance Specialist	3	61,729	1	
	(44)	Special Events Coordinator	1	61,729		
	(45)	Landscape Specialist	1	57,071		
	(46)	Maintenance Assistant	3	52,766	3	3

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(47)	Institutional Services Shift Supv.	1	50,737		
	(48)	Child Care Technician	2	46,909	2	
	(49)	Institutional Services Supervisor	1	45,105	1	1
	(50)	Institutional Services Assistant	10	43,370	4	
		TOTAL	107		23	7
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(51)	Division Chairperson	4	150,880	1	
	(52)	Director of Nursing	2	149,280		
	(53)	Librarian	1	136,981		
	(54)	Faculty	17	114,926	10	1
	(55)	Learning Center Coordinator	1	96,409		
	(56)	Assistant Librarian	1	85,309		
	(57)	Lab Supervisor	3	71,619	3	1
		TOTAL	29		14	2
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(58)	Faculty	68	114,926	13	2
	(59)	Part-Time Faculty	85	57,840	67	5
		TOTAL	153		80	7
		TOTAL UACCM	289		117	16

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT RICH MOUNTAIN														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	214,799	1	193,340	1	193,340	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	5						5		5		5		5	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	1	51,125	1	53,000		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	0	0	0	0		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	1	45,000	1	45,000		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	1	35,000	1	35,000		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	1	41,520	1	45,270		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Provost	1	172,403	1	82,500	1	85,000	1	176,541	1	180,778	1	176,541	1	180,778
	(4)	Vice Chancellor for Finance	1	161,671	1	84,500	1	87,000	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Vice Chancellor for Student Affairs	1	161,671	1	103,000	1	103,000	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Vice Chan. for Advancement/Dev.	1	161,671	1	65,000	1	65,000	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Director of Institutional Research	1	136,981	1	60,000	1	60,000	1	140,268	1	143,635	1	140,268	1	143,635

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Director of Human Resources	1	136,981	1	43,000	1	43,000	1	140,268	1	143,635	1	140,268	1	143,635
	(9)	Information Systems Manager	1	133,122	0	0	0	0	1	136,317	1	139,589	1	136,317	1	139,589
	(10)	Counselor	2	131,589	2	66,375	2	66,375	2	134,747	2	137,981	2	134,747	2	137,981
	(11)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	0	0	0	0	1	129,189	1	132,289	1	129,189	1	132,289
	(12)	Dir. of Public Relations & Mktg.	1	126,161	1	50,000	1	50,000	1	129,189	1	132,289	1	129,189	1	132,289
	(13)	Director of Financial Aid	1	125,910	1	62,500	1	62,500	1	128,931	1	132,026	1	128,931	1	132,026
	(14)	Project/Program Administrator	7						7		7		7		7	
		Project/Program Director		124,789	0	0	0	0		127,784		130,851		127,784		130,851
		Project/Program Manager		104,496	2	66,000	2	66,000		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	0	0	0	0		96,597		98,915		96,597		98,915
	(15)	Director of Computer Services	1	123,805	1	80,464	1	83,000	1	126,777	1	129,819	1	126,777	1	129,819
	(16)	Business Manager	1	120,931	1	53,000	1	58,000	1	123,834	1	126,806	1	123,834	1	126,806
	(17)	Director of Physical Plant	1	116,722	1	48,000	1	55,000	1	119,523	1	122,392	1	119,523	1	122,392
	(18)	Director of Admissions	1	115,020	1	61,250	1	61,250	1	117,780	1	120,607	1	117,780	1	120,607
	(19)	Coordinator of Student Recruitment	1	114,926	1	45,000	1	45,000	1	117,684	1	120,509	1	117,684	1	120,509
	(20)	Project Coordinator	1	98,700	1	41,500	1	41,500	1	101,069	1	103,495	1	101,069	1	103,495
	(21)	Fiscal Support Pool	1						1		1		1		1	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	1	37,000	1	40,000		54,032		55,329		54,032		55,329
	(22)	Skilled Trades Pool	1						1		1		1		1	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	0	0	0	0		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	1	41,000	1	41,000		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	0	0		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(23)	Asst. Dir. Financial Aid	1	75,103	1	48,000	1	48,000	1	76,906	1	78,751	1	76,906	1	78,751
	(24)	Business Operations Specialist	1	72,215	0	0	0	0	1	73,948	1	75,722	1	73,948	1	75,722
	(25)	Administrative Support Pool	4						4		4		4		4	
		Administrative Assistant		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	1	30,725	1	30,725		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	1	30,750	1	30,750		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	1	34,000	1	34,000		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(26)	Financial Aid Analyst	1	69,437	1	38,000	1	38,000	1	71,103	1	72,810	1	71,103	1	72,810
	(27)	Library Support Pool	1						1		1		1		1	
		Library Supervisor		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Library Specialist		59,355	0	0	0	0		60,780		62,239		60,780		62,239
		Library Technician		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
	(28)	Maintenance Technician	1	64,199	0	0	0	0	1	65,739	1	67,317	1	65,739	1	67,317
	(29)	Maintenance Specialist	1	61,729	1	38,500	1	38,500	1	63,211	1	64,728	1	63,211	1	64,728
	(30)	Payroll Officer	1	57,071	0	0	0	0	1	58,441	1	59,844	1	58,441	1	59,844
	(31)	Maintenance Assistant	2	52,766	1	38,500	1	40,000	2	54,032	2	55,329	2	54,032	2	55,329
	(32)	Registrar's Assistant	1	50,737	0	0	0	0	1	51,955	1	53,202	1	51,955	1	53,202
	(33)	Purchasing Assistant	1	48,785	1	35,000	1	35,000	1	49,956	1	51,155	1	49,956	1	51,155
	(34)	Institutional Services Assistant	4	43,370	1	31,000	1	31,000	4	44,411	4	45,476	4	44,411	4	45,476
		TOTAL	52		34		34		52		52		52		52	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(35)	Division Chairperson	4	150,880	4	66,804	4	67,600	4	154,501	4	158,209	4	154,501	4	158,209
	(36)	Librarian	1	136,981	1	60,279	1	62,100	1	140,268	1	143,635	1	140,268	1	143,635
		TOTAL	5		5		5		5		5		5		5	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(37)	Faculty	23	114,926	20	56,125	20	56,125	23	117,684	23	120,508	23	117,684	23	120,508
	(38)	Part-Time Faculty	63	57,840	43	25,540	43	25,540	63	59,228	63	60,649	63	59,228	63	60,649
		TOTAL	86		63		63		86		86		86		86	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(39)	Director of Food Services	1	109,027	0	0	1	43,000	1	111,644	1	114,323	1	111,644	1	114,323
	(40)	Campus Store Manager	1	108,249	1	35,000	1	35,000	1	110,847	1	113,507	1	110,847	1	113,507
	(41)	Athletic Admin. & Support Pool	8						8		8		8		8	
		Coach		108,248	4	55,000	4	55,000		110,845		113,506		110,845		113,506
		Asst. Coach		57,839	2	20,000	2	20,000		59,228		60,649		59,228		60,649
		Athletic Trainer		43,298	0	0	0	0		44,337		45,401		44,337		45,401
	(42)	Food Service Pool	3						3		3		3		3	
		Food Preparation Manager		66,767	0	0	0	0		68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355	1	35,000	1	35,000		60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766	1	30,000	1	30,000		54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	0	0	0	0		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702	0	0	0	0		42,702		43,727		42,702		43,727
		TOTAL	13		9		10		13		13		13		13	
		TOTAL UACCRM	156		111		112		156		156		156		156	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT RICH MOUNTAIN				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	214,799	0	
	(2)	IT Pool	5		1	
		Network Engineer		207,404		
		Information Systems Manager	1	133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.	1	106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		
		Computer Support Coordinator		89,529		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist	1	82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician	1	70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Provost	1	172,403	0	
	(4)	Vice Chancellor for Finance	1	161,671	0	
	(5)	Vice Chancellor for Student Affairs	1	161,671	0	
	(6)	Vice Chan. for Advancement/Dev.	1	161,671	0	
	(7)	Director of Institutional Research	1	136,981	0	
	(8)	Director of Human Resources	1	136,981	0	
	(9)	Information Systems Manager	1	133,122	1	
	(10)	Counselor	2	131,589	0	
	(11)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	1	
	(12)	Dir. of Public Relations & Mktg.	1	126,161	0	
	(13)	Director of Financial Aid	1	125,910	0	
	(14)	Project/Program Administrator	7		5	
		Project/Program Director		124,789		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(15)	Director of Computer Services	1	123,805	0	
	(16)	Business Manager	1	120,931	0	
	(17)	Director of Physical Plant	1	116,722	0	
	(18)	Director of Admissions	1	115,020	0	
	(19)	Coordinator of Student Recruitment	1	114,926	0	
	(20)	Project Coordinator	1	98,700	0	
	(21)	Fiscal Support Pool	1		0	
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(22)	Skilled Trades Pool	1		0	
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(23)	Asst. Dir. Financial Aid	1	75,103	0	
	(24)	Business Operations Specialist	1	72,215	1	
	(25)	Administrative Support Pool	4		1	
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(26)	Financial Aid Analyst	1	69,437	0	
	(27)	Library Support Pool	1		1	
		Library Supervisor		69,437		
		Library Specialist		59,355		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(28)	Maintenance Technician	1	64,199	1	
	(29)	Maintenance Specialist	1	61,729	0	
	(30)	Payroll Officer	1	57,071	1	
	(31)	Maintenance Assistant	2	52,766	1	
	(32)	Registrar's Assistant	1	50,737	1	
	(33)	Purchasing Assistant	1	48,785	0	
	(34)	Institutional Services Assistant	4	43,370	3	
		TOTAL	56		18	0
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(35)	Division Chairperson	4	150,880	0	
	(36)	Librarian	1	136,981	0	
		TOTAL	5		0	0
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(37)	Faculty	23	114,926	3	
	(38)	Part-Time Faculty	63	57,840	20	
		TOTAL	86		23	0
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(39)	Director of Food Services	1	109,027	1	
	(40)	Campus Store Manager	1	108,249	0	
	(41)	Athletic Admin. & Support Pool	8		2	
		Coach		108,248		
		Asst. Coach		57,839		
		Athletic Trainer		43,298		
	(42)	Food Service Pool	3	0	1	
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
		TOTAL	13		4	0

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		TOTAL UACCRM	160		45	0

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS EAST ARKANSAS COMMUNITY COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL														
		ADMINISTRATIVE POSITIONS														
	(1)	Chancellor, UA-EACC	1	214,799	1	247,868	1	250,000	1	219,954	1	225,233	1	219,954	1	225,233
N,M	(1.01)	IT Pool											6		6	
		Network Engineer												212,382		217,479
		Information Systems Manager												136,317		139,589
		Computer Network Coordinator												136,091		139,357
		Technical Support Staff												130,002		133,123
		Coordinator, Academic Computing												128,472		131,556
		Coord., Administrative Computing												128,472		131,555
		Coordinator of Information Tech.												126,777		129,820
		Website Developer/Programmer												126,777		129,820
		System Programmer/Web Developer												125,325		128,332
		Computer Systems Mgr.												115,174		117,939
		Database Administrator												112,659		115,363
		Systems Administrator												111,539		114,216
		Information Systems Security Spec.												109,459		112,086
		Institution Information Tech Coord												107,250		109,824
		Assistant Database Administrator												103,209		105,686
		Computer Support Manager												103,125		105,600
		Information Systems Coordinator												103,125		105,600
		Senior Software Support Specialist												103,125		105,600
		Systems Specialist												103,125		105,600
		Information Technology Manager												101,881		104,326
		Network Support Specialist												99,158		101,538
		Senior Software Support Analyst												99,158		101,538
		Tech Support/Systems Admin.												97,618		99,961
		Tech Support/Applications Support												97,618		99,960
		Information Systems Business Mgr.												95,345		97,633
		Security Analyst												95,345		97,633
		Systems Analyst												95,345		97,633
		Information Technology Specialist												93,354		95,595
		Computer Support Coordinator												91,678		93,878
		Software Support Analyst												91,678		93,878
		Systems Applications Supervisor												91,678		93,878
		Computer Operations Coordinator												88,151		90,267
		Systems Coordination Analyst												88,151		90,267
		PC Support Specialist												86,507		88,584
		Computer Support Specialist												84,762		86,796
		Database Analyst												84,762		86,796
		Digital Broadcast Specialist												81,501		83,457
		Network Support Analyst												81,501		83,457
		Website Developer												81,501		83,457
		Information Systems Analyst												78,367		80,248
		Info Systems Security Analyst												78,367		80,248
		Computer Support Analyst												78,367		80,248
		Software Support Specialist												75,353		77,162
		Telecommunications Supervisor												75,353		77,161
		Media Specialist												73,948		75,722
		Computer Support Technician												72,454		74,193
		Help Desk Specialist												72,454		74,193
		Computer Operator												69,668		71,340
		Network Analyst												69,668		71,340
		Telecommunications Specialist												69,668		71,340
		Multimedia Specialist												65,739		67,317
		Information Technology Assistant												61,935		63,421
		Computer Lab Technician												59,552		60,981
		Multimedia Technician												54,032		55,329
		Audiovisual Laboratory Assistant												49,956		51,155
	(2)	Chief Academic Officer	1	172,403	1	109,740	1	111,934	1	176,541	1	180,778	1	176,541	1	180,778
	(3)	Assistant to the Chancellor	1	161,671	1	45,540	1	41,600	1	165,551	1	169,524	1	165,551	1	169,524
	(4)	Chief Career & Technical Ed. Officer	1	161,671	1	68,621	1	73,216	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Chief Fiscal Officer	1	161,671	1	90,568	1	92,380	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Chief Planning and Development Officer	1	161,671	1	99,271	1	101,256	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Chief Student Life Officer	1	161,671	1	78,850	1	95,000	1	165,551	1	169,524	1	165,551	1	169,524

	(8)	Dir. of Community/Continuing Ed.	1	152,685	1	49,036	1	50,017	1	156,349	1	160,102	1	156,349	1	160,102
	(9)	Director of Small Business Center	1	149,280	0	0	0	0	1	152,863	1	156,531	1	152,863	1	156,531
	(10)	Director of Counseling	1	136,981	1	67,579	1	68,931	1	140,269	1	143,635	1	140,269	1	143,635
	(11)	Director of Institutional Research	1	136,981	1	60,330	1	61,537	1	140,269	1	143,635	1	140,269	1	143,635
	(12)	Director of Human Resources	1	136,979	1	54,080	1	54,080	1	140,266	1	143,633	1	140,266	1	143,633
	(13)	Counselor	6	131,589	2	47,840	2	48,797	6	134,747	6	137,981	6	134,747	6	137,981
	(14)	Dir. of Enrollment Mgmt/Registrar	1	126,161	1	46,904	1	47,842	1	129,189	1	132,289	1	129,189	1	132,289
	(15)	Dir. of Public Relations/Marketing	1	126,161	1	54,903	1	56,001	1	129,189	1	132,289	1	129,189	1	132,289
	(16)	Dir. of Student Financial Aid	1	125,910	1	54,998	1	56,098	1	128,932	1	132,026	1	128,932	1	132,026
	(17)	Director of Computer Services	1	123,806	1	92,488	1	94,337	1	126,777	1	129,820	1	126,777	1	129,820
	(18)	Dir. of Sys. Prog. & Data Base Svcs.	1	123,806	1	89,000	1	90,780	1	126,777	1	129,820	1	126,777	1	129,820
M	(19)	Website Developer/Programmer	1	123,806	1	65,601	1	66,913	1	126,777	1	129,820	0	0	0	0
	(20)	Director of Distance Learning	1	123,717	0	0	0	0	1	126,686	1	129,727	1	126,686	1	129,727
	(21)	Dir. of Off-Campus Operations	1	123,717	0	0	0	0	1	126,686	1	129,727	1	126,686	1	129,727
	(22)	Controller	1	120,931	0	0	1	65,728	1	123,833	1	126,805	1	123,833	1	126,805
	(23)	Administrator of Grants and Contracts	1	120,931	1	65,975	1	67,295	1	123,833	1	126,805	1	123,833	1	126,805
	(24)	Director of Police & Public Safety	1	116,723	1	62,369	1	63,616	1	119,524	1	122,393	1	119,524	1	122,393
	(25)	Director of Physical Plant	1	116,722	1	46,446	1	47,375	1	119,523	1	122,392	1	119,523	1	122,392
	(26)	Coordinator of Student Recruitment	1	114,926	1	53,820	1	54,869	1	117,684	1	120,509	1	117,684	1	120,509
	(27)	Project/Program Manager	4	104,496	2	55,450	3	56,559	4	107,004	4	109,572	4	107,004	4	109,572
	(28)	Fiscal Support Pool	4						4		4		4		4	
		Fiscal Support Manager		95,029	1	46,446	1	47,375		97,310		99,645		97,310		99,645
		Fiscal Support Supervisor		78,106	0	0	0	0		79,981		81,900		79,981		81,900
		Accountant II		75,103	0	0	0	0		76,905		78,751		76,905		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,723		73,948		75,723
		Fiscal Support Analyst		69,437	0	0	0	0		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	3	35,459	3	36,169		63,210		64,728		63,210		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,843		58,441		59,843
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(29)	Public Safety Pool	5						5		5		5		5	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	0	0	0	0		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	0	0	0	0		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	0	0	0	0		75,353		77,162		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	1	32,144	1	32,787		65,740		67,318		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	2	27,716	3	28,270		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,060		42,046		45,167		46,251
M	(30)	Computer Support Coordinator	1	89,529	1	48,877	1	49,855	1	91,678	1	93,878	0	0	0	0
	(31)	Planning Officer/Grant Coordinator	1	87,802	1	54,428	1	55,516	1	89,909	1	92,067	1	89,909	1	92,067
M	(32)	PC Support Specialist	1	84,480	0	0	0	0	1	86,508	1	88,584	0	0	0	0
M	(33)	Network Support Analyst	1	79,590	0	0	0	0	1	81,500	1	83,456	0	0	0	0
	(34)	Skilled Trades Pool	9						9		9		9		9	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supevisor		73,587	0	0	1	37,353		75,353		77,162		82,888		84,877
X		Skilled Tradesman		70,756	0	0	2	34,998		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	0	0	2	30,508		55,059		56,381		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
M	(35)	Information Systems Analyst	1	76,530	0	0	0	0	1	78,367	1	80,248	0	0	0	0
	(36)	Asst. Dir. Financial Aid	1	75,103	1	41,600	1	41,600	1	76,905	1	78,751	1	76,905	1	78,751
	(37)	Administrative Support Pool	26						26		26		26		26	
		Administrative Assistant		69,467	0	0	0	0		71,134		72,841		71,134		72,841
		Administrative Analyst		69,437	1	34,342	2	35,029		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,740		67,318		65,740		67,318
		Administrative Specialist III		61,729	3	33,037	4	33,698		63,210		64,728		63,210		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,210		64,728		63,210		64,728
		Administrative Specialist II		54,877	4	29,910	4	30,508		56,194		57,543		56,194		57,543
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,543		56,194		57,543
		Administrative Specialist I		48,785	3	29,092	2	29,674		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,060		42,046		41,060		42,046
	(38)	Assistant Registrar	1	69,437	1	34,311	1	34,997	1	71,103	1	72,810	1	71,103	1	72,810
	(39)	Financial Aid Analyst	1	69,437	1	41,600	1	41,600	1	71,103	1	72,810	1	71,103	1	72,810
	(40)	Maintanence Supervisor	2	69,437	2	50,317	0	0	2	71,103	2	72,810	2	71,103	2	72,810
	(41)	Payroll Services Specialist	1	69,437	1	44,380	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	(42)	Purchasing Specialist	1	69,437	1	36,608	1	36,608	1	71,103	1	72,810	1	71,103	1	72,810
	(43)	Career Planning and Placement Spec.	1	66,767	1	50,375	1	51,383	1	68,369	1	70,010	1	68,369	1	70,010
	(44)	Financial Aid Specialist	1	64,199	0	0	0	0	1	65,740	1	67,318	1	65,740	1	67,318
	(45)	Maintenance Specialist	2	61,729	1	32,238	2	34,112	2	63,210	2	64,728	2	63,210	2	64,728
	(46)	Payroll Technician	1	61,729	1	51,270	1	51,270	1	63,210	1	64,728	1	63,210	1	64,728
M	(47)	Computer Lab Technician	1	58,156	1	44,042	1	44,923	1	59,552	1	60,981	0	0	0	0

(48)	Cashier	1	52,766	0	0	0	0	1	54,032	1	55,329	1	54,032	1	55,329
(49)	Registrar's Assistant	1	50,737	1	37,676	1	38,429	1	51,955	1	53,202	1	51,955	1	53,202
(50)	Institutional Services Assistant	6	43,370	2	28,811	6	30,508	6	44,411	6	45,477	6	44,411	6	45,477
	TOTAL	105		59		70		105		105		105		105	
	TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
(51)	Division Chairperson	6	150,880	5	81,767	6	83,402	6	154,501	6	158,209	6	154,501	6	158,209
(52)	Faculty	12	143,798	6	65,633	6	67,344	12	147,249	12	150,783	12	147,249	12	150,783
(53)	Director of Nursing	1	149,280	1	69,778	1	71,333	1	152,863	1	156,531	1	152,863	1	156,531
(54)	Dir. of Learning Resource Center	1	131,587	1	49,836	1	50,832	1	134,745	1	137,979	1	134,745	1	137,979
(55)	Coordinator of Learning Assistance	1	96,409	1	47,512	1	48,462	1	98,723	1	101,092	1	98,723	1	101,092
	TOTAL	21		14		15		21		21		21		21	
	NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
(56)	Faculty	54	114,926	42	71,333	54	71,333	54	117,684	54	120,509	54	117,684	54	120,509
(57)	Librarian	1	114,926	0	0	0	0	1	117,684	1	120,509	1	117,684	1	120,509
(58)	Lab Supervisor	4	60,024	0	0	0	0	4	61,465	4	62,940	4	61,465	4	62,940
(59)	Part-Time Faculty	100	57,840	35	29,027	100	37,080	100	59,228	100	60,650	100	59,228	100	60,650
	TOTAL	159		77		154		159		159		159		159	
	TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
(60)	Bookstore Manager	1	69,437	0	0	0	0	1	71,103	1	72,810	1	71,103	1	72,810
	TOTAL	1		0		0		1		1		1		1	
	TOTAL UA-EACC	286		150		239		286		286		286		286	

FORM A

HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS EAST ARKANSAS COMMUNITY COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor, UA-EACC	1	214,799		
	(2)	Chief Academic Officer	1	172,403		
	(3)	Assistant to the Chancellor	1	161,671		
	(4)	Chief Career & Technical Ed. Officer	1	161,671		
	(5)	Chief Fiscal Officer	1	161,671		
	(6)	Chief Planning and Development Officer	1	161,671		
	(7)	Chief Student Life Officer	1	161,671		
	(8)	Dir. of Community/Continuing Ed.	1	152,685		
	(9)	Director of Small Business Center	1	149,280	1	
	(10)	Director of Counseling	1	136,981		
	(11)	Director of Institutional Research	1	136,981		
	(12)	Director of Human Resources	1	136,979		
	(13)	Counselor	6	131,589	4	
	(14)	Dir. of Enrollment Mgmt/Registrar	1	126,161		
	(15)	Dir. of Public Relations/Marketing	1	126,161		
	(16)	Dir. of Student Financial Aid	1	125,910		
	(17)	Director of Computer Services	1	123,806		
	(18)	Dir. of Sys. Prog. & Data Base Svcs.	1	123,806		
	(19)	Website Developer/Programmer	1	123,806		
	(20)	Director of Distance Learning	1	123,717	1	1
	(21)	Dir. of Off-Campus Operations	1	123,717	1	
	(22)	Controller	1	120,931	1	
	(23)	Administrator of Grants and Contracts	1	120,931		
	(24)	Director of Police & Public Safety	1	116,723		
	(25)	Director of Physical Plant	1	116,722		
	(26)	Coordinator of Student Recruitment	1	114,926		
	(27)	Project/Program Manager	4	104,496	2	

(28)	Fiscal Support Pool	4			
	Fiscal Support Manager		95,029		
	Fiscal Support Supervisor		78,106		
	Accountant II		75,103		
	Accountant I		72,215		
	Fiscal Support Analyst		69,437		
	Fiscal Support Specialist		61,729		
	Accounting Technician		57,071		
	Fiscal Support Technician		52,766		
(29)	Public Safety Pool	5		2	
	HE Public Safety Commander III		93,110		
	Director Public Safety I		91,374		
	HE Public Safety Commander II		89,529		
	HE Public Safety Commander I		86,085		
	HE Public Safety Supervisor		76,530		
	Public Safety Officer		73,587		
	Public Safety Officer II		68,035		
	Security Officer Supervisor		64,199		
	Public Safety/Security Officer		58,156		
	HE Public Safety Dispatcher		48,785		
	Parking Control Supv.		48,785		
	Security Officer		48,785		
	Parking Control Officer		46,909		
	Watchman		40,098		
(30)	Computer Support Coordinator	1	89,529		
(31)	Planning Officer/Grant Coordinator	1	87,802		
(32)	PC Support Specialist	1	84,480	1	1
(33)	Network Support Analyst	1	79,590	1	1
(34)	Skilled Trades Pool	9		9	
	Skilled Trades Foreman		76,530		
	Skilled Trades Supevisor		73,587		
	Skilled Tradesman		70,756		
	Skilled Trades Helper		53,769		
	Apprentice Tradesman		47,801		
(35)	Information Systems Analyst	1	71,858	1	1
(36)	Asst. Dir. Financial Aid	1	75,103		
(37)	Administrative Support Pool	26		15	15
	Administrative Assistant		69,437		
	Administrative Analyst		69,437		
	Administrative Support Supervisor		64,199		
	Administrative Specialist III		61,729		

	Administration Support Specialist		61,729		
	Administrative Specialist II		54,877		
	Administrative Support Specialist		54,877		
	Administrative Specialist I		48,785		
	Extra Help Assistant		40,098		
(38)	Assistant Registrar	1	69,437		
(39)	Financial Aid Analyst	1	69,437		
(40)	Maintanence Supervisor	2	69,437		
(41)	Payroll Services Specialist	1	69,437		
(42)	Purchasing Specialist	1	69,437		
(43)	Career Planning and Placement Spec.	1	66,767		
(44)	Financial Aid Specialist	1	64,199	1	
(45)	Maintenance Specialist	2	61,729	1	1
(46)	Payroll Technician	1	61,729		
(47)	Computer Lab Technician	1	58,156		
(48)	Cashier	1	52,766	1	
(49)	Registrar's Assistant	1	50,737		
(50)	Institutional Services Assistant	6	43,370	4	
	TOTAL	105		46	20
	TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
(51)	Division Chairperson	6	150,880	1	
(52)	Faculty	12	149,280	6	
(53)	Director of Nursing	1	143,798		
(54)	Dir. of Learning Resource Center	1	131,587		
(55)	Coordinator of Learning Assistance	1	96,409		
	TOTAL	21		7	0
	NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
(56)	Faculty	54	114,926	12	
(57)	Librarian	1	114,926	1	
(58)	Lab Supervisor	4	60,024	4	4
(59)	Part-Time Faculty	100	57,840	65	
	TOTAL	159		82	4

	TWELVE MONTH AUXILIARY ENTERPRISES				
	POSITIONS				
(60)	Bookstore Manager	1	69,437	1	1
	TOTAL	1		1	1
	TOTAL UA-EACC	286		136	25

THIS PAGE INTENTIONALLY LEFT BLANK

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		UNIVERSITY OF ARKANSAS - PULASKI TECHNICAL COLLEGE														
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS														
	(1)	Chancellor	1	214,799	1	215,531	1	221,997	1	219,954	1	225,233	1	219,954	1	225,233
	(2)	IT Pool	15						15		15		15		15	
		Network Engineer		207,404	0	0	0	0		212,382		217,479		212,382		217,479
		Information Systems Manager		133,122	0	0	0	0		136,317		139,589		136,317		139,589
		Computer Network Coordinator		132,901	0	0	0	0		136,091		139,357		136,091		139,357
		Technical Support Staff		126,956	0	0	0	0		130,002		133,123		130,002		133,123
		Coordinator, Academic Computing		125,461	0	0	0	0		128,472		131,556		128,472		131,556
		Coord., Administrative Computing		125,461	0	0	0	0		128,472		131,555		128,472		131,555
		Coordinator of Information Tech		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		Website Developer/Programmer		123,806	0	0	0	0		126,777		129,820		126,777		129,820
		System Programmer/Web Developer		122,387	0	0	0	0		125,325		128,332		125,325		128,332
		Computer Systems Mgr.		112,475	0	0	0	0		115,174		117,939		115,174		117,939
		Database Administrator		110,019	0	0	0	0		112,659		115,363		112,659		115,363
		Systems Administrator		108,925	0	0	0	0		111,539		114,216		111,539		114,216
		Information Systems Security Spec.		106,894	0	0	0	0		109,459		112,086		109,459		112,086
		Institution Information Tech Coord		104,736	0	0	0	0		107,250		109,824		107,250		109,824
		Assistant Database Administrator		100,790	0	0	0	0		103,209		105,686		103,209		105,686
		Computer Support Manager		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Systems Coordinator		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Senior Software Support Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Systems Specialist		100,708	0	0	0	0		103,125		105,600		103,125		105,600
		Information Technology Manager		99,493	0	0	0	0		101,881		104,326		101,881		104,326
		Network Support Specialist		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Senior Software Support Analyst		96,834	0	0	0	0		99,158		101,538		99,158		101,538
		Tech Support/Systems Admin.		95,330	0	0	0	0		97,618		99,961		97,618		99,961
		Tech Support/Applications Support		95,330	1	65,000	1	66,950		97,618		99,960		97,618		99,960
		Information Systems Business Mgr.		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Security Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Systems Analyst		93,110	0	0	0	0		95,345		97,633		95,345		97,633
		Information Technology Specialist		91,166	0	0	0	0		93,354		95,595		93,354		95,595
		Computer Support Coordinator		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Software Support Analyst		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Systems Applications Supervisor		89,529	0	0	0	0		91,678		93,878		91,678		93,878
		Computer Operations Coordinator		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		Systems Coordination Analyst		86,085	0	0	0	0		88,151		90,267		88,151		90,267
		PC Support Specialist		84,480	0	0	0	0		86,507		88,584		86,507		88,584
		Computer Support Specialist		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Database Analyst		82,775	0	0	0	0		84,762		86,796		84,762		86,796
		Digital Broadcast Specialist		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Network Support Analyst		79,590	0	0	0	0		81,501		83,457		81,501		83,457
		Website Developer		79,590	1	55,682	1	57,352		81,501		83,457		81,501		83,457
		Information Systems Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Info Systems Security Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Computer Support Analyst		76,530	0	0	0	0		78,367		80,248		78,367		80,248
		Software Support Specialist		73,587	0	0	0	0		75,353		77,162		75,353		77,162
		Telecommunications Supervisor		73,587	0	0	0	0		75,353		77,161		75,353		77,161
		Media Specialist		72,215	1	50,923	1	52,451		73,948		75,722		73,948		75,722
		Computer Support Technician		70,756	7	52,530	7	54,106		72,454		74,193		72,454		74,193
		Help Desk Specialist		70,756	0	0	0	0		72,454		74,193		72,454		74,193
		Computer Operator		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Network Analyst		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Telecommunications Specialist		68,035	0	0	0	0		69,668		71,340		69,668		71,340
		Multimedia Specialist		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Information Technology Assistant		60,483	0	0	0	0		61,935		63,421		61,935		63,421
		Computer Lab Technician		58,156	0	0	0	0		59,552		60,981		59,552		60,981
		Multimedia Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
		Audiovisual Laboratory Assistant		48,785	0	0	0	0		49,956		51,155		49,956		51,155
	(3)	Provost	1	179,858	1	140,675	1	144,896	1	184,175	1	188,595	1	184,175	1	188,595
	(4)	Vice Chancellor for Finance	1	161,671	1	135,265	1	139,323	1	165,551	1	169,524	1	165,551	1	169,524
	(5)	Vice Chancellor for Eroll. Mgmt.	1	161,671	1	117,794	1	121,328	1	165,551	1	169,524	1	165,551	1	169,524
	(6)	Vice Chan. for Advancement/Dev.	1	161,671	1	130,000	1	133,900	1	165,551	1	169,524	1	165,551	1	169,524
	(7)	Chief Information Officer	1	161,671	1	108,212	1	111,458	1	165,551	1	169,524	1	165,551	1	169,524

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(8)	Director of Economic Development	1	152,684	1	81,159	1	83,594	1	156,349	1	160,101	1	156,349	1	160,101
N	(8.01)	Director of Human Resources							1	140,269	1	143,635	1	140,268	1	143,635
	(9)	Director of Institutional Research	1	136,981	1	73,542	1	75,748	1	140,268	1	143,635	1	140,268	1	143,635
	(10)	Counselor	3	131,589	3	54,106	3	55,729	3	134,747	3	137,981	3	134,747	3	137,981
	(11)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161	1	50,923	1	52,451	1	129,189	1	132,289	1	129,189	1	132,289
	(12)	Registrar	1	126,161	1	72,491	1	74,666	1	129,189	1	132,289	1	129,189	1	132,289
	(13)	Director of Financial Aid	1	125,910	1	85,000	1	87,550	1	128,931	1	132,026	1	128,931	1	132,026
	(14)	Dean of Students	1	125,372	1	82,782	1	85,265	1	128,381	1	131,462	1	128,381	1	131,462
D	(15)	Project/Program Administrator	44						43		43		43		43	
		Project/Program Director		124,789	6	135,265	6	139,323		127,784		130,850		127,784		130,850
		Project/Program Manager		104,496	13	72,100	14	74,263		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,333	18	68,289	18	70,338		96,597		98,915		96,597		98,915
	(16)	Dir. of Public Relations & Mktg.	1	123,806	1	81,060	1	83,492	1	126,777	1	129,820	1	126,777	1	129,820
	(17)	Associate Provost	1	123,717	1	105,060	1	108,212	1	126,686	1	129,727	1	126,686	1	129,727
	(18)	Director of Distance Learning	1	123,717	0	0	0	0	1	126,686	1	129,727	1	126,686	1	129,727
	(19)	Associate Vice Chan. for Finance	1	123,717	1	94,554	1	97,391	1	126,686	1	129,727	1	126,686	1	129,727
	(20)	Controller	1	120,931	0	0	0	0	1	123,834	1	126,806	1	123,834	1	126,806
T	(21)	Director of Physical Plant	1	116,722	1	81,159	1	83,594	0	0	0	0	0	0	0	0
T	(21.01)	Director of Facilities							1	119,523	1	122,392	0	0	0	0
T	(21.02)	Director of Facilities Management											1	172,995	1	177,147
	(22)	Investment Manager	1	116,722	1	78,795	1	81,159	1	119,524	1	122,392	1	119,524	1	122,392
	(23)	Director of Police & Public Safety	1	116,721	1	77,371	1	79,693	1	119,523	1	122,391	1	119,523	1	122,391
	(24)	Director of Sys. Prog. & Database Svcs.	1	116,401	1	68,289	1	70,338	1	119,194	1	122,055	1	119,194	1	122,055
	(25)	Director of Admissions	1	115,020	1	67,550	1	69,577	1	117,780	1	120,607	1	117,780	1	120,607
	(26)	Director of Academic Advising	1	111,578	1	62,763	1	64,646	1	114,256	1	116,998	1	114,256	1	116,998
	(27)	Senior Associate Registrar	1	109,563	1	52,530	1	54,106	1	112,192	1	114,885	1	112,192	1	114,885
	(28)	Admin. of Grants and Contracts	1	109,103	1	78,795	1	81,159	1	111,722	1	114,403	1	111,722	1	114,403
	(29)	Coordinator of Career Services	1	107,799	1	45,348	1	46,709	1	110,386	1	113,036	1	110,386	1	113,036
	(30)	Coord. of Learning Assistance Ctr.	1	96,407	1	55,729	1	57,401	1	98,721	1	101,090	1	98,721	1	101,090
D	(31)	Fiscal Support Pool	8						5		5		5		5	
		Fiscal Support Manager		95,029	0	0	0	0		97,309		99,645		97,309		99,645
		Fiscal Support Supervisor		78,106	1	46,350	1	47,741		79,981		81,901		79,981		81,901
		Accountant II		75,103	0	0	0	0		76,906		78,751		76,906		78,751
		Accountant I		72,215	0	0	0	0		73,948		75,722		73,948		75,722
		Fiscal Support Analyst		69,437	3	50,000	3	51,500		71,103		72,810		71,103		72,810
		Fiscal Support Specialist		61,729	1	31,200	1	32,400		63,211		64,728		63,211		64,728
		Accounting Technician		57,071	0	0	0	0		58,441		59,844		58,441		59,844
		Fiscal Support Technician		52,766	0	0	0	0		54,032		55,329		54,032		55,329
	(32)	Public Safety Pool	11						11		11		11		11	
X		HE Public Safety Commander III		93,110	0	0	0	0		95,345		97,633		104,880		107,397
X		Director Public Safety I		91,374	1	77,371	1	79,693		93,567		95,813		102,924		105,394
X		HE Public Safety Commander II		89,529	0	0	0	0		91,678		93,878		100,846		103,266
X		HE Public Safety Commander I		86,085	2	47,156	2	48,571		88,151		90,267		96,966		99,293
X		HE Public Safety Supervisor		76,530	0	0	0	0		78,367		80,248		86,204		88,272
X		Public Safety Officer		73,587	6	43,218	6	44,514		75,353		77,161		82,888		84,877
X		Public Safety Officer II		68,035	0	0	0	0		69,668		71,340		76,635		78,474
X		Security Officer Supervisor		64,199	0	0	0	0		65,739		67,317		72,313		74,049
X		Public Safety/Security Officer		58,156	0	0	0	0		59,552		60,981		65,507		67,079
X		HE Public Safety Dispatcher		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Supv.		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Security Officer		48,785	0	0	0	0		49,956		51,155		54,951		56,270
X		Parking Control Officer		46,909	0	0	0	0		48,035		49,188		52,839		54,107
X		Watchman		40,098	0	0	0	0		41,061		42,046		45,167		46,251
	(33)	Associate Registrar	1	91,374	1	52,530	1	50,000	1	93,567	1	95,813	1	93,567	1	95,813
N	(33.01)	Development Specialist							2	83,182	2	85,178	2	83,181	2	85,178
	(34)	Procurement Coordinator	1	81,232	1	50,000	1	51,500	1	83,181	1	85,178	1	83,181	1	85,178
	(35)	Academic Advisor	9	79,654	6	42,766	6	44,048	9	81,565	9	83,523	9	81,565	9	83,523
	(36)	Student Services Representative	3	79,653	2	42,436	2	43,709	3	81,565	3	83,522	3	81,565	3	83,522
	(37)	Skilled Trades Pool	10						10		10		10		10	
X		Skilled Trades Foreman		76,530	0	0	0	0		78,367		80,248		86,204		88,273
X		Skilled Trades Supervisor		73,587	1	47,500	1	48,925		75,353		77,161		82,888		84,877
X		Skilled Tradesman		70,756	1	47,500	1	48,925		72,454		74,193		79,699		81,612
X		Skilled Trades Helper		53,769	8	34,119	8	35,319		55,059		56,380		60,565		62,019
X		Apprentice Tradesman		47,801	0	0	0	0		48,948		50,123		53,854		55,146
	(38)	Maintenance Coordinator	1	75,103	1	57,783	1	59,516	1	76,906	1	78,751	1	76,906	1	78,751
	(39)	Administrative Support Pool	24						24		24		24		24	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
		Administrative Assistant		69,437	4	45,000	4	46,350		71,103		72,810		71,103		72,810
		Administrative Analyst		69,437	1	37,200	1	38,400		71,103		72,810		71,103		72,810
		Administrative Support Supervisor		64,199	0	0	0	0		65,739		67,317		65,739		67,317
		Administrative Specialist III		61,729	6	31,388	6	32,538		63,211		64,728		63,211		64,728
		Administration Support Specialist		61,729	0	0	0	0		63,211		64,728		63,211		64,728
		Administrative Specialist II		54,877	10	30,205	10	31,405		56,194		57,542		56,194		57,542
		Administrative Support Specialist		54,877	0	0	0	0		56,194		57,542		56,194		57,542
		Administrative Specialist I		48,785	0	0	0	0		49,956		51,155		49,956		51,155
		Extra Help Assistant		40,098	0	0	0	0		41,061		42,046		41,061		42,046
	(40)	Assistant Registrar	3	69,437	3	33,800	3	35,000	3	71,103	3	72,810	3	71,103	3	72,810
	(41)	Benefits Analyst	1	69,437	1	39,700	1	40,900	1	71,103	1	72,810	1	71,103	1	72,810
	(42)	Library Support Pool	8						8		8		8		8	
		Library Supervisor		69,437	1	48,410	1	49,862		71,103		72,810		71,103		72,810
		Library Specialist		59,355	3	53,468	3	55,072		60,780		62,239		60,780		62,239
		Library Technician		54,877	4	30,000	4	31,200		56,194		57,542		56,194		57,542
		Library Support Assistant		50,737	0	0	0	0		51,955		53,202		51,955		53,202
M	(42.01)	Financial Aid Analyst							3	71,103	3	72,810	3	71,103	3	72,810
	(43)	Maintenance Supervisor	1	69,437	1	47,500	1	48,925	1	71,103	1	72,810	1	71,103	1	72,810
M	(43.01)	Payroll Services Specialist							1	71,103	1	72,810	1	71,103	1	72,810
	(44)	Purchasing Specialist	3	69,437	2	39,160	2	40,360	3	71,103	3	72,810	3	71,103	3	72,810
M	(45)	Payroll Services Specialist	1	69,437	1	39,700	1	40,900	0	0	0	0	0	0	0	0
	(46)	Student Accounts Officer	2	69,437	2	41,200	2	42,436	2	71,103	2	72,810	2	71,103	2	72,810
N	(46.01)	Training Instructor							1	71,103	1	72,810	0	0	0	0
M	(47)	Financial Aid Analyst	3	69,437	1	43,709	1	45,020	0	0	0	0	0	0	0	0
M	(47.01)	Financial Aid Specialist							3	65,740	3	67,317	3	65,739	3	67,317
	(48)	Human Resources Specialist	1	64,199	1	30,700	1	31,900	1	65,739	1	67,317	1	65,739	1	67,317
M	(48.01)	Landscape Supervisor							1	65,740	1	67,318	1	65,739	1	67,317
	(49)	Records Management Analyst	1	64,199	1	42,848	1	44,133	1	65,739	1	67,317	1	65,739	1	67,317
M	(50)	Financial Aid Specialist	3	64,199	3	40,834	3	42,059	0	0	0	0	0	0	0	0
A	(51)	Student Recruitment Specialist	3	64,199	3	39,680	3	40,880	4	65,739	4	67,317	4	65,739	4	67,317
M	(52)	Landscape Supervisor	1	64,199	1	47,500	1	48,925	0	0	0		0	0	0	0
	(53)	Maintenance Specialist	2	61,729	1	37,000	1	38,200	2	63,211	2	64,728	2	63,211	2	64,728
	(54)	Payroll Technician	1	61,729	0	0	0	0	1	63,211	1	64,728	1	63,211	1	64,728
	(55)	Purchasing Technician	1	61,729	1	30,576	1	31,776	1	63,211	1	64,728	1	63,211	1	64,728
	(56)	Payroll Officer	1	57,071	1	34,500	1	35,700	1	58,441	1	59,844	1	58,441	1	59,844
	(57)	Landscape Specialist	1	57,071	1	31,200	1	32,400	1	58,441	1	59,844	1	58,441	1	59,844
	(58)	Student Account Specialist	3	57,071	2	30,576	2	31,776	3	58,441	3	59,844	3	58,441	3	59,844
	(59)	Admissions Analyst	3	54,877	3	42,168	3	43,433	3	56,194	3	57,542	3	56,194	3	57,542
D	(60)	Inventory Control Technician	1	52,766	0	0	0	0	0	54,032	0	55,329	0	0	0	0
	(61)	Maintenance Assistant	1	52,766	1	32,400	1	33,372	1	54,032	1	55,329	1	54,032	1	55,329
	(62)	Mail Services Coordinator	1	50,737	1	29,800	1	31,000	1	51,955	1	53,202	1	51,955	1	53,202
	(63)	Mail Services Assistant	1	46,909	1	26,160	1	27,360	1	48,035	1	49,188	1	48,035	1	49,188
		TOTAL	204		171		172		204		204		203		203	
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
	(64)	Division Chairperson	5	150,880	4	99,338	4	102,319	5	154,501	5	158,209	5	154,501	5	158,209
	(65)	Director of Library Services	1	136,981	1	65,920	1	67,898	1	140,268	1	143,635	1	140,268	1	143,635
	(66)	Instr. - Nursing & Allied Health	13	124,154	6	95,000	6	97,850	13	127,134	13	130,185	13	127,134	13	130,185
A	(67)	Special Instructor	15	114,926	9	80,077	9	82,479	15	117,684	15	120,508	16	117,684	16	120,508
		TOTAL	34		20		20		34		34		35		35	
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS														
N	(67.01)	High Tech Faculty							5	190,798	5	195,377	0	0	0	0
D	(68)	Faculty	181	114,926	135	73,468	135	75,673	176	117,684	176	120,508	181	117,684	181	120,508
	(69)	Part-Time Faculty	347	57,840	146	12,150	146	12,150	347	59,228	347	60,649	347	59,228	347	60,649
		TOTAL	528		281		281		523		523		528		528	
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS														
	(70)	Project/Program Administrator	2						2		2		2		2	
		Project/Program Director		124,789						127,784		130,850		127,784		130,850
		Project/Program Manager		104,496	2	52,500	2	54,075		107,004		109,572		107,004		109,572
		Project/Program Specialist		94,332						96,596		98,914		96,596		98,914
	(71)	Director of Special Events	1	109,027	1	65,000	1	66,950	1	111,643	1	114,323	1	111,643	1	114,323

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	#	AUTHORIZED 2026-27 ANNUAL SAL	#	PAID 2025-26 ANNUAL SAL	#	BUDGETED 2026-27 ANNUAL SAL	#	REQUESTED 2027-28 ANNUAL SAL	#	REQUESTED 2028-29 ANNUAL SAL	#	AHECB RECOMMENDED 2027-28 ANNUAL SAL	#	AHECB RECOMMENDED 2028-29 ANNUAL SAL
	(72)	Special Events Coordinator	1	61,729	1	40,000	1	41,200	1	63,211	1	64,728	1	63,211	1	64,728
	(73)	Special Events Worker	1	48,785	1	33,280	1	34,480	1	49,956	1	51,155	1	49,956	1	51,155
	(74)	Food Service Pool	7						7		7		7		7	
		Food Preparation Manager		66,767						68,369		70,010		68,369		70,010
		Food Preparation Supervisor		59,355						60,780		62,239		60,780		62,239
		Food Preparation Coordinator		52,766						54,032		55,329		54,032		55,329
		Food Preparation Specialist		45,105	5	42,398	5	43,670		46,187		47,296		46,187		47,296
		Food Preparation Technician		41,702						42,702		43,727		42,702		43,727
	(75)	Cashier	2	52,766					2	54,032	2	55,329	2	54,032	2	55,329
		TOTAL	14		10		10		14		14		14		14	
		TOTAL UAPTC	780		482		483		775		775		780		780	

FORM A
HIGHER EDUCATION PERSONAL SERVICES RECOMMENDATIONS FOR THE 2027-29 BIENNIUM

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		UNIVERSITY OF ARKANSAS - PULASKI TECHNICAL COLLEGE				
		TWELVE MONTH EDUCATIONAL AND GENERAL ADMINISTRATIVE POSITIONS				
	(1)	Chancellor	1	214,799		
	(2)	IT Pool	15		5	1
		Network Engineer		207,404		
		Information Systems Manager		133,122		
		Computer Network Coordinator		132,901		
		Technical Support Staff		126,956		
		Coordinator, Academic Computing		125,461		
		Coord., Administrative Computing		125,461		
		Coordinator of Information Tech		123,806		
		Website Developer/Programmer		123,806		
		System Programmer/Web Developer		122,387		
		Computer Systems Mgr.		112,475		
		Database Administrator		110,019		
		Systems Administrator		108,925		
		Information Systems Security Spec.		106,894		
		Institution Information Tech Coord		104,736		
		Assistant Database Administrator		100,790		
		Computer Support Manager		100,708		
		Information Systems Coordinator		100,708		
		Senior Software Support Specialist		100,708		
		Systems Specialist		100,708		
		Information Technology Manager		99,493		
		Network Support Specialist		96,834		
		Senior Software Support Analyst		96,834		
		Tech Support/Systems Admin.		95,330		
		Tech Support/Applications Support		95,330		
		Information Systems Business Mgr.		93,110		
		Security Analyst		93,110		
		Systems Analyst		93,110		
		Information Technology Specialist		91,166		

UAPTC Vacancies

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Computer Support Coordinator		89,529		
		Software Support Analyst		89,529		
		Systems Applications Supervisor		89,529		
		Computer Operations Coordinator		86,085		
		Systems Coordination Analyst		86,085		
		PC Support Specialist		84,480		
		Computer Support Specialist		82,775		
		Database Analyst		82,775		
		Digital Broadcast Specialist		79,590		
		Network Support Analyst		79,590		
		Website Developer		79,590		
		Information Systems Analyst		76,530		
		Info Systems Security Analyst		76,530		
		Computer Support Analyst		76,530		
		Software Support Specialist		73,587		
		Telecommunications Supervisor		73,587		
		Media Specialist		72,215		
		Computer Support Technician		70,756		
		Help Desk Specialist		70,756		
		Computer Operator		68,035		
		Network Analyst		68,035		
		Telecommunications Specialist		68,035		
		Multimedia Specialist		64,199		
		Information Technology Assistant		60,483		
		Computer Lab Technician		58,156		
		Multimedia Technician		52,766		
		Audiovisual Laboratory Assistant		48,785		
	(3)	Provost	1	179,858		
	(4)	Vice Chancellor for Finance	1	161,671		
	(5)	Vice Chancellor for Eroll. Mgmt.	1	161,671		
	(6)	Vice Chan. for Advancement/Dev.	1	161,671		
	(7)	Chief Information Officer	1	161,671		
	(8)	Director of Economic Development	1	152,684		
	(9)	Director of Institutional Research	1	136,981		
	(10)	Counselor	3	131,589		
	(11)	Coord. of Cont. Ed. & Bus. Outreach	1	126,161		
	(12)	Registrar	1	126,161		
	(13)	Director of Financial Aid	1	125,910		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(14)	Dean of Students	1	125,372		
	(15)	Project/Program Administrator	44		7	5
		Project/Program Director		124,789		
		Project/Program Manager		104,496		
		Project/Program Specialist		94,333		
	(16)	Dir. of Public Relations & Mktg.	1	123,806		
	(17)	Associate Provost	1	123,717		
	(18)	Director of Distance Learning	1	123,717	1	1
	(19)	Associate Vice Chan. for Finance	1	123,717		
	(20)	Controller	1	120,931	1	1
	(21)	Director of Physical Plant	1	116,722		
	(22)	Investment Manager	1	116,722		
	(23)	Director of Police & Public Safety	1	116,721		
	(24)	Director of Sys. Prog. & Database Svcs.	1	116,401		
	(25)	Director of Admissions	1	115,020		
	(26)	Director of Academic Advising	1	111,578		
	(27)	Senior Associate Registrar	1	109,563		
	(28)	Admin. of Grants and Contracts	1	109,103		
	(29)	Coordinator of Career Services	1	107,799		
	(30)	Coord. of Learning Assistance Ctr.	1	96,407		
	(31)	Fiscal Support Pool	8		3	1
		Fiscal Support Manager		95,029		
		Fiscal Support Supervisor		78,106		
		Accountant II		75,103		
		Accountant I		72,215		
		Fiscal Support Analyst		69,437		
		Fiscal Support Specialist		61,729		
		Accounting Technician		57,071		
		Fiscal Support Technician		52,766		
	(32)	Public Safety Pool	11		2	2
		HE Public Safety Commander III		93,110		
		Director Public Safety I		91,374		
		HE Public Safety Commander II		89,529		
		HE Public Safety Commander I		86,085		
		HE Public Safety Supervisor		76,530		
		Public Safety Officer		73,587		
		Public Safety Officer II		68,035		
		Security Officer Supervisor		64,199		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Public Safety/Security Officer		58,156		
		HE Public Safety Dispatcher		48,785		
		Parking Control Supv.		48,785		
		Security Officer		48,785		
		Parking Control Officer		46,909		
		Watchman		40,098		
	(33)	Associate Registrar	1	91,374		
	(34)	Procurement Coordinator	1	81,232		
	(35)	Academic Advisor	9	79,654	3	3
	(36)	Student Services Representative	3	79,653	1	
	(37)	Skilled Trades Pool	10			
		Skilled Trades Foreman		76,530		
		Skilled Trades Supervisor		73,587		
		Skilled Tradesman		70,756		
		Skilled Trades Helper		53,769		
		Apprentice Tradesman		47,801		
	(38)	Maintenance Coordinator	1	75,103		
	(39)	Administrative Support Pool	24		3	3
		Administrative Assistant		69,437		
		Administrative Analyst		69,437		
		Administrative Support Supervisor		64,199		
		Administrative Specialist III		61,729		
		Administration Support Specialist		61,729		
		Administrative Specialist II		54,877		
		Administrative Support Specialist		54,877		
		Administrative Specialist I		48,785		
		Extra Help Assistant		40,098		
	(40)	Assistant Registrar	3	69,437		
	(41)	Benefits Analyst	1	69,437		
	(42)	Library Support Pool	8			
		Library Supervisor		69,437		
		Library Specialist		59,355		
		Library Technician		54,877		
		Library Support Assistant		50,737		
	(43)	Maintenance Supervisor	1	69,437		
	(44)	Purchasing Specialist	3	69,437	1	1
	(45)	Payroll Services Specialist	1	69,437		
	(46)	Student Accounts Officer	2	69,437		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
	(47)	Financial Aid Analyst	3	69,437	2	2
	(48)	Human Resources Specialist	1	64,199		
	(49)	Records Management Analyst	1	64,199		
	(50)	Financial Aid Specialist	3	64,199		
	(51)	Student Recruitment Specialist	3	64,199		
	(52)	Landscape Supervisor	1	64,199		
	(53)	Maintenance Specialist	2	61,729	1	1
	(54)	Payroll Technician	1	61,729	1	1
	(55)	Purchasing Technician	1	61,729		
	(56)	Payroll Officer	1	57,071		
	(57)	Landscape Specialist	1	57,071		
	(58)	Student Account Specialist	3	57,071	1	1
	(59)	Admissions Analyst	3	54,877		
	(60)	Inventory Control Technician	1	52,766	1	1
	(61)	Maintenance Assistant	1	52,766		
	(62)	Mail Services Coordinator	1	50,737		
	(63)	Mail Services Assistant	1	46,909		
		TOTAL	204		33	24
		TWELVE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(64)	Division Chairperson	5	150,880	1	1
	(65)	Director of Library Services	1	136,981		
	(66)	Instr. - Nursing & Allied Health	13	124,154	7	7
	(67)	Special Instructor	15	114,926	6	5
		TOTAL	34		14	13
		NINE MONTH EDUCATIONAL AND GENERAL ACADEMIC POSITIONS				
	(68)	Faculty	181	114,926	46	46
	(69)	Part-Time Faculty	347	57,840	201	201
		TOTAL	528		247	247
		TWELVE MONTH AUXILIARY ENTERPRISES POSITIONS				
	(70)	Project/Program Administrator	2			
		Project/Program Director		124,789		
		Project/Program Manager		104,496		

T C	ITEM #	POSITION TITLE	TOTAL AUTHORIZED POSITIONS 2026-27	AUTHORIZED 2026-27 ANNUAL SALARY	TOTAL VACANT POSITIONS 2025-26	POSITIONS VACANT TWO (2) YEARS OR MORE
		Project/Program Specialist		94,332		
	(71)	Director of Special Events	1	109,027		
	(72)	Special Events Coordinator	1	61,729		
	(73)	Special Events Worker	1	48,785		
	(74)	Food Service Pool	7		2	
		Food Preparation Manager		66,767		
		Food Preparation Supervisor		59,355		
		Food Preparation Coordinator		52,766		
		Food Preparation Specialist		45,105		
		Food Preparation Technician		41,702		
	(75)	Cashier	2	52,766	2	
		TOTAL	14		4	0
		TOTAL UAPTC	780		298	284

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0125 ARKANSAS STATE UNIVERSITY - JONESBORO **ACT#: 56** **SECTION#: 3**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
TRANSFER RESTRICTIONS. (a) The appropriations provided in this act shall not be transferred under the provisions of Arkansas Code § 19-4-513, but only as provided by this act. (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0125 ARKANSAS STATE UNIVERSITY - JONESBORO **ACT#: 56** **SECTION#: 4**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
TRANSFER PROVISIONS. (a)(1) Arkansas State University may transfer appropriations between the various line items within each appropriation contained in this appropriation act. (2) The transfer of appropriations shall be made only after the approval of: (A) the Division of Higher Education and the Chief Fiscal Officer of the State; and (B) The Legislative Council or the Joint Budget Committee. (b)(1) The General Assembly has determined that Arkansas State University can operate more efficiently if some flexibility is given to Arkansas State University and that flexibility is accomplished by providing authority to transfer between items of appropriation in this act. (2) Because the General Assembly has granted Arkansas State University broad powers under the transfer of appropriations, it is both necessary and appropriate that the General Assembly maintain oversight of the utilization of the transfers by requiring prior approval of the Legislative Council or the Joint Budget Committee in the utilization of the transfer authority. (3)(A) Therefore, the requirement of approval by the Legislative Council or the Joint Budget Committee is not a severable part of this section. (B) If the requirement of approval by the Legislative Council or the Joint Budget Committee is ruled unconstitutional by a court of competent jurisdiction, this section is void. (c) The provisions of this section shall be in effect only from July 1, ~~2026~~	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0125 ARKANSAS STATE UNIVERSITY - JONESBORO **ACT#: 56** **SECTION#: 4**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0125 ARKANSAS STATE UNIVERSITY - JONESBORO **ACT#: 56** **SECTION#: 5**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
POSITIONS . (a) This act is not a commitment of the State of Arkansas or any of its agencies or institutions to continue funding any position paid from the proceeds of the Tobacco Settlement in the event that Tobacco Settlement funds are not sufficient to finance the position. (b) State funds shall not be used to replace Tobacco Settlement funds when such funds expire, unless appropriated by the General Assembly and authorized by the Governor. (c) A disclosure of the language contained in (a) and (b) of this Section shall be made available to all new hire and current positions paid from the proceeds of the Tobacco Settlement by the Tobacco Settlement Commission. (d) Whenever applicable the information contained in (a) and (b) of this Section shall be included in the employee handbook and/or Professional Services Contract paid from the proceeds of the Tobacco Settlement. The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0125 ARKANSAS STATE UNIVERSITY - JONESBORO **ACT#: 56** **SECTION#: 6**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
COMPLIANCE WITH OTHER LAWS . (a) Disbursement of funds authorized by this act shall be limited to the appropriation for Arkansas State University and funds made available by law for the support of the appropriation. (b) The following shall be strictly complied with in the disbursement of funds authorized in this act: (1) The Arkansas Procurement Law, § 19-61-101 et seq.; (2) The General Accounting and Budgetary Procedures Law, § 19-4-1601 and 21-5-101; (3) The Regular Salary Procedures and Restrictions Act. § 19-4-1601 and 21-5-101; (4) Other fiscal control laws of this state if applicable; and (5) Rules promulgated by the Department of Finance and Administration as authorized by law.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0125 ARKANSAS STATE UNIVERSITY - JONESBORO **ACT#: 56** **SECTION#: 7**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
LEGISLATIVE INTENT. It is the intent of the General Assembly that any funds disbursed under the authority of the appropriations in this act shall be in compliance with the stated reasons for which this act was adopted, as evidenced by Initiated Act No. 1 of 2000, the Agency Requests, Executive Recommendations, and Legislative Recommendations contained in the budget manuals prepared by the Department of Finance and Administration, letters, or summarized oral testimony in the official minutes of the Legislative Council or the Joint Budget Committee that relate to its passage and adoption.	INSTITUTION REQUEST

2027- 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0100 HENDERSON STATE UNIVERSITY **ACT#: 59** **SECTION#: 5**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
FISCAL YEAR 2020 BUDGET STABILIZATION LOAN REPAYMENT. (a) It is the intent of this section to provide for the repayment by Henderson State University of a loan received from the Budget Stabilization Trust Fund in fiscal year 2020. (b) As repayment for the outstanding loan received from the Budget Stabilization Trust Fund in fiscal year 2020, Henderson State University shall make payments of nine hundred fifty-eight thousand three hundred thirty-three dollars and thirty-three cents ($958,333.33) from any legal fund of Henderson State University to the Budget Stabilization Trust Fund on the following dates unless modifications are made under subsection (d) of this section: (1) December 1, 2025; (2) December 1, 2026; (3) December 1, 2027; (4) December 1, 2028; (5) December 1, 2029; and (6) December 1, 2030. (c) Henderson State University shall provide a report to the Legislative Council or, if the General Assembly is in regular, fiscal, or extraordinary session, the Joint Budget Committee, no later than June 30 of each year regarding the status of the loan received from the Budget Stabilization Trust Fund. (d)(1) Loan payments under subsection (b) of this section may be	INSTITUTION REQUEST

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
modified by the Legislative Council or, if the General Assembly is in regular, fiscal, or extraordinary session, the Joint Budget Committee, based upon its review of the status of the loan received from the Budget Stabilization Trust Fund. (2) A modification to a loan payment under subdivision (d)(1) of this section may include without limitation: (A) The amount of one (1) or more loan payments; and (B) The timing of one (1) or more loan payments. (e) This section shall expire upon the final payment by Henderson State University to the Budget Stabilization Trust Fund under subsection (b) of this section.	

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0135 UNIVERSITY OF ARKANSAS - FAYETTEVILLE **ACT#: 17** **SECTION#: 14**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
CRIMINAL JUSTICE INSTITUTE TRANSFER PROVISION. (a)(1) Immediately upon the effective date of this act, the Chief Fiscal Officer of the State, the Treasurer of State, and the Auditor of the State shall transfer on their books the sum of one hundred fifty thousand dollars ($150,000) from the Special State Assets Forfeiture Fund to the University of Arkansas Fund for allocation to the Criminal Justice Institute. (2) The transfer under subdivision (a)(1) of this section shall be used to support education and training to assist the criminal justice community in addressing the illicit drug activities in the state. (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0135 UNIVERSITY OF ARKANSAS - FAYETTEVILLE **ACT#: 62** **SECTION#: 3**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
TRANSFER RESTRICTIONS . (a) The appropriations provided in this act shall not be transferred under Arkansas Code § 19- 4- 513, but only as provided by this act. (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0135 UNIVERSITY OF ARKANSAS - FAYETTEVILLE **ACT#: 62** **SECTION#: 4**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
TRANSFER PROVISIONS. (a)(1) The University of Arkansas may transfer appropriations between the various line items within each appropriation contained in this appropriation act. (2) The transfer of appropriations under subdivision (a)(1) of this section shall be made only after the approval of: (A) The Division of Higher Education and the Chief Fiscal Officer of the State; and (B) The Legislative Council or the Joint Budget Committee. (b)(1) The General Assembly has determined that the University of Arkansas can operate more efficiently if some flexibility is given to the University of Arkansas and that flexibility is accomplished by providing authority to transfer between items of appropriation in this act. (2) Because the General Assembly has granted the University of Arkansas broad powers under the transfer of appropriations, it is both necessary and appropriate that the General Assembly maintain oversight of the utilization of the transfers by requiring prior approval of the Legislative Council or the Joint Budget Committee in the utilization of the transfer authority. (3)(A) Therefore, the requirement of approval by the Legislative Council or the Joint Budget Committee is not a severable part of this section. (B) If the requirement of approval by the Legislative Council or the Joint Budget Committee is ruled unconstitutional by a court of competent jurisdiction, this section is void. (c) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0135 UNIVERSITY OF ARKANSAS - FAYETTEVILLE **ACT#: 62** **SECTION#: 5**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
POSITIONS. (a) This act is not a commitment of the State of Arkansas or any of its agencies or institutions to continue funding any position paid from the proceeds of the Tobacco Settlement in the event that Tobacco Settlement funds are not sufficient to finance the position. (b) State funds shall not be used to replace Tobacco Settlement funds when the Tobacco Settlement funds expire, unless appropriated by the General Assembly and authorized by the Governor. (c) A disclosure of the language contained in subsections (a) and (b) of this section shall be made available to all new hire and current positions paid from the proceeds of the Tobacco Settlement by the Tobacco Settlement Commission. (d) When applicable, the information contained in subsections (a) and (b) of this section shall be included in the employee handbook, Professional Services Contract, or both for positions paid from the proceeds of the Tobacco Settlement. (e) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0135 UNIVERSITY OF ARKANSAS - FAYETTEVILLE **ACT#: 62** **SECTION#: 6**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
COMPLIANCE WITH OTHER LAWS. (a) Disbursement of funds authorized by this act shall be limited to the appropriation for the University of Arkansas and funds made available by law for the support of the appropriation. (b) The following shall be strictly complied with in the disbursement of funds authorized by this act: (1) The Arkansas Procurement Law, § 19-61-101 et seq.; (2) The General Accounting and Budgetary Procedures Law, § 19-4-101 et seq.; (3) The Regular Salary Procedures and Restrictions Act, §§ 19-4-1601 and 21-5-101; (4) Other fiscal control laws of this state if applicable; and (5) Rules promulgated by the Department of Finance and Administration as authorized by law.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0135 UNIVERSITY OF ARKANSAS - FAYETTEVILLE **ACT#: 62** **SECTION#: 7**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
LEGISLATIVE INTENT. It is the intent of the General Assembly that any funds disbursed under the authority of the appropriations in this act shall be in compliance with the stated reasons for which this act was adopted, as evidenced by Initiated Act No. 1 of 2000, the Agency Requests, Executive Recommendations, and Legislative Recommendations contained in the budget manuals prepared by the Department of Finance and Administration, letters, or summarized oral testimony in the official minutes of the Legislative Council or Joint Budget Committee that relate to its passage and adoption.	INSTITUTION REQUEST

INST: 0135 UNIVERSITY OF ARKANSAS - FAYETTEVILLE **ACT#: 136** **SECTION#: 6**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
PINE TREE RESEARCH STATION. (a) As used in this section, "Pine Tree Research Station" means the property: (1) Commonly known as the "Pine Tree Station"; (2) Located in St. Francis County, Arkansas; and (3) Acquired by the Board of Trustees of the University of Arkansas from the United States of America acting through the United States Forest Service in 1978. (b) The board shall not sell the Pine Tree Research Station to a private entity or individual. (c) The board may sell the Pine Tree Research Station to a nonprofit corporation: (1) Organized with the primary mission to keep the land open to the public and available for public use; and (2) Organized and operated for a minimum of five (5) years. (d) The Pine Tree Research Station shall remain open to the public for public use, including without limitation: (1) Public fishing; (2) Public hunting; (3) Biking; (4) Bird watching; and (5) Hiking. (e) Any property within the Pine Tree Research Station in row crop cultivation in the year 2020 is exempt from subsection (d) of this section. (f) The provisions of this section shall be in effect only from July 1, ~~2026~~	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0135 UNIVERSITY OF ARKANSAS - FAYETTEVILLE **ACT#: 136** **SECTION#: 6**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 52** **SECTION#: 6**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
ARKANSAS CHILDREN'S HOSPITAL RESEARCH PROGRAM. (a)(1) In any fiscal year, if the funds received by the University of Arkansas for Medical Sciences for the Arkansas Biosciences Institute in the Arkansas Biosciences Institute appropriation in this act are less than the total amount appropriated, the University of Arkansas for Medical Sciences shall provide no less than thirty- three and one- third percent (33 1/3%) of the available funds for the Arkansas Children's Hospital Research Program. (2) Otherwise, the Arkansas Children's Hospital Research Program line-item appropriation in the Arkansas Biosciences Institute appropriation in this act shall be funded in total or the President and Chief Executive Officer of Arkansas Children's Hospital may request that the University of Arkansas for Medical Sciences transfer such funds each fiscal year from the Arkansas Biosciences Institute Program Account to the Department of Human Services Grants Fund Account. (3) The transferred funds shall be used to match federal funds used for supplemental Medicaid payments to Arkansas Children's Hospital. (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 52** **SECTION#: 7**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
TRANSFER RESTRICTIONS . (a) The appropriations provided in this act shall not be transferred under Arkansas Code § 19- 4- 513, but only as provided by this act. (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 52** **SECTION#: 8**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
TRANSFER PROVISIONS. (a)(1) The University of Arkansas for Medical Sciences may transfer appropriations between the various line items within each appropriation contained in this appropriation act. (2) The transfer of appropriations shall be made only after the approval of: (A) The Division of Higher Education and the Chief Fiscal Officer of the State; and (B) The Legislative Council or the Joint Budget Committee. (b)(1) The General Assembly has determined that the University of Arkansas for Medical Sciences can operate more efficiently if some flexibility is given to the University of Arkansas for Medical Sciences and that flexibility is accomplished by providing authority to transfer between items of appropriation in this act. (2) Because the General Assembly has granted the University of Arkansas for Medical Sciences broad powers under the transfer of appropriations, it is both necessary and appropriate that the General Assembly maintain oversight of the utilization of the transfers by requiring prior approval of the Legislative Council or the Joint Budget Committee in the utilization of the transfer authority. (3)(A) Therefore, the requirement of approval by the Legislative Council or the Joint Budget Committee is not a severable part of this section. (B) If the requirement of approval by the Legislative Council or the Joint Budget Committee is ruled unconstitutional by a court of competent jurisdiction, this section is void. (c) The provisions of this section shall be in effect only from July 1, ~~2026~~	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 52** **SECTION#: 8**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 52** **SECTION#: 9**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
POSITIONS. (a) This act is not a commitment of the State of Arkansas or any of its agencies or institutions to continue funding any position paid from the proceeds of the Tobacco Settlement in the event that Tobacco Settlement funds are not sufficient to finance the position. (b) State funds will not be used to replace Tobacco Settlement funds when the Tobacco Settlement funds expire, unless appropriated by the General Assembly and authorized by the Governor. (c) A disclosure of the language contained in subsections (a) and (b) of this section shall be made available to all new hire and current positions paid from the proceeds of the Tobacco Settlement by the Arkansas Tobacco Settlement Commission. (d) When applicable, the information contained in subsections (a) and (b) of this section shall be included in the employee handbook, Professional Services Contract, or both, for positions paid from the proceeds of the Tobacco Settlement. (e) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 52** **SECTION#: 10**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
COMPLIANCE WITH OTHER LAWS. (a) Disbursement of funds authorized by this act shall be limited to the appropriation for the University of Arkansas for Medical Sciences and funds made available by law for the support of the appropriation. (b) The following shall be strictly complied with in the disbursement of funds authorized by this act: (1) The Arkansas Procurement Law, § 19-61-101 et seq.; (2) The General Accounting and Budgetary Procedures Law, § 19-4-101 et seq.; (3) The Regular Salary Procedures and Restrictions Act, §§ 19-4-1601 and 21-5-101; (4) Other fiscal control laws of this state if applicable; and (5) Rules promulgated by the Department of Finance and Administration as authorized by law.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 52** **SECTION#: 11**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
LEGISLATIVE INTENT. It is the intent of the General Assembly that any funds disbursed under the authority of the appropriations in this act shall be in compliance with the stated reasons for which this act was adopted, as evidenced by Initiated Act No. 1 of 2000, the Agency Requests, Executive Recommendations, and Legislative Recommendations in the budget manuals prepared by the Department of Finance and Administration, letters, or summarized oral testimony in the official minutes of the Legislative Council or the Joint Budget Committee that relate to its passage and adoption.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 21**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
FUNDING TRANSFER NCI DESIGNATION TRUST FUND. (a) At the request of the Chancellor of the University of Arkansas for Medical Sciences or his or her designee, the Chief Fiscal Officer of the State shall transfer, on his or her books and on the books of the Treasurer of State and the Auditor of the State, funds from the University of Arkansas Medical Center Fund or from cash funds payable from the Appropriation - Cash Funds in this act to the University of Arkansas for Medical Sciences National Cancer Institute Designation Trust Fund. (b) A fund transfer authorized in subsection (a) of this section shall not be implemented until: (1) The Chief Fiscal Officer of the State has determined sufficient funding is available to be transferred; and (2) The transfer has received prior review by the Legislative Council or the Joint Budget Committee. The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 22**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
DOMESTIC VIOLENCE SHELTER GRANTS . (a) The grants authorized in the Domestic Violence Shelter Programs and Grants appropriation section of this act shall be equally distributed to domestic violence shelters as determined by the Arkansas Child Abuse/Rape/Domestic Violence Commission. (b) The commission may adopt rules to carry out the intent of the General Assembly in the Domestic Violence Shelter Programs and Grants appropriation section of this act. (c) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 23**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
MEDICAL SCHOOL LIMITATION. (a) This act does not create an additional medical school in the State of Arkansas. (b) This act recognizes that appropriations, funding and allocations in this act may be used by the University of Arkansas for Medical Sciences to support satellite campuses or programs outside the City of Little Rock in order to conduct or continue the training of the university's medical students, nursing students, pharmacy students, allied health students, and medical residents. The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 24**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
ARKANSAS CHILDREN'S HOSPITAL AND TRANSFER AUTHORIZED. (a) Each fiscal year, thirty- three and one- third percent (33 1/3%), of the amounts available to fund the appropriation in the Grants to Children's Hospital, Regular Salaries and Operating Expenses for Indigent Care line item of the Operations appropriation section in this act shall be distributed to the Arkansas Children's Hospital. (b)(1) Arkansas Children's Hospital may request that the University of Arkansas for Medical Sciences transfer the funds under subsection (a) of this section each fiscal year from the University of Arkansas Medical Center Fund to the Department of Human Services Grants Fund Account. (2) The transferred funds under subsection (a) of this section shall be used to match federal funds used for supplemental Medicaid payments to Arkansas Children's Hospital. (c) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 25**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
CARRY FORWARD. (a) An unexpended balance of the general revenue funds provided by this act that remains at the close of a fiscal year and does not exceed ten percent (10%) of funded appropriations shall be carried forward and made available for the same purposes for the next fiscal year. (b) Any carry forward of unexpended balance of funding as authorized in this section may be carried forward under the following conditions: (1) Prior to June 30, ~~2027~~ 2028 the University of Arkansas for Medical Sciences by written statement shall set forth its reason for the need to carry forward the funding to the Office of Budget of the Department of Finance and Administration; (2)(A) The office shall report to the Legislative Council or the Joint Budget Committee all amounts carried forward by the September Legislative Council or Joint Budget Committee meeting. (B) The report under subdivision (b)(2)(A) of this section shall include: (i) The name of the University of Arkansas for Medical Sciences and the amount of the funding carried forward; (ii) The program name or appropriation line item; (iii) The funding source of the appropriation; (iv) A copy of the written statement under subdivision (b)(1) of this section; (3) The University of Arkansas for Medical Sciences shall provide a written report to the Legislative Council or the Joint Budget Committee containing all information set forth in subdivision (b)(2) of this section, along with a written statement as to the current status of the project, contract, purpose,	INSTITUTION REQUEST

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
or similar item for which the carry forward was originally requested no later than thirty (30) days before the time the University of Arkansas for Medical Sciences presents its budget request to the Legislative Council or the Joint Budget Committee; and (4) Upon the completion of the conditions in subdivisions (b)(1)-(3) of this section, the Department of Finance and Administration shall include all information obtained under subdivision (b)(3) of this section in the budget manuals and provide any statement of noncompliance by the University of Arkansas for Medical Sciences. (c) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 26**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
ESTABLISHMENT OF A "GROWTH POOL". (a)(1) The Division of Higher Education shall establish and maintain for the ~~2026-~~ ~~2027~~ 2027- 2028 fiscal year a pool of six hundred (600) nonclassified positions. (2) A position established under this section shall not exceed the salary rate of the highest maximum annual salary rate authorized by the General Assembly in the University of Arkansas for Medical Sciences' s appropriation act. (3) The nonclassified positions are to be used by the University of Arkansas for Medical Sciences if the personal services needs of the University of Arkansas for Medical Sciences during the ~~2026-~~ ~~2027~~ 2027- 2028 fiscal year exceed the number of positions allocated to the University of Arkansas for Medical Sciences by the General Assembly. (4) The University of Arkansas for Medical Sciences shall provide justification to the division for the need to allocate titles from this "growth pool". (5) A classification title shall not be assigned to the pool until such time as specific positions are requested by the University of Arkansas for Medical Sciences, approved by the Board of Trustees of the University of Arkansas or its designee, and approved by the Legislative Council or the Joint Budget Committee. (b)(1) Determining the number of personnel to be employed by a state agency is the prerogative of the General Assembly and is usually accomplished by delineating the maximum number of personnel by identifying the job titles and the maximum grade or salary attached to those salaries.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 26**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
(2)(A) The General Assembly has determined that the University of Arkansas for Medical Sciences could be operated more efficiently if some flexibility is given to the University of Arkansas for Medical Sciences. (B) That flexibility is being accomplished by providing growth pools under subsection (a) of this section. (c)(1) Because the General Assembly has granted the University of Arkansas for Medical Sciences broad powers under the growth pool concept, it is both necessary and appropriate that the General Assembly maintain oversight of the utilization of the growth pool by requiring prior approval of the Legislative Council or the Joint Budget Committee as provided by this section. (2) The requirement of approval by the Legislative Council or the Joint Budget Committee is not a severable part of this section. (3) If the requirement of approval by the Legislative Council or the Joint Budget Committee is ruled unconstitutional by a court of competent jurisdiction, this section is void. (4) If the University of Arkansas for Medical Sciences requests continuation of a "Growth Pool" position under this section during the next fiscal year, the position must be requested as a new position in the University of Arkansas for Medical Sciences' budget request. (c) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 27**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
CHILD HEALTH AND FAMILY LIFE INSTITUTE. (a)(1) The Child Health and Family Life Institute shall be administered under the direction of Arkansas Children's Hospital. (2) Arkansas Children's Hospital shall enter into a cooperative agreement, a contract, or both, with the University of Arkansas for Medical Sciences-Department of Pediatrics for services supporting the programs of the institute. (b)(1)(A) Utilizing a multidisciplinary collaboration of professionals, the institute shall provide a statewide effort to explore, develop and evaluate new and better ways to address medically, socially and economically interrelated health and developmental needs of children with special healthcare needs and their families. (B) The institute's priorities shall include without limitation: (i) Wellness and prevention; (ii) Screening and diagnosis; (iii) Treatment and intervention; (iv) Training and education; and (v) Research and evaluation. (2) Arkansas Children's Hospital and the University of Arkansas for Medical Sciences- Department of Pediatrics shall make annual reports to the Legislative Council or the Joint Budget Committee on all matters of funding, existing programs, and services of the institute. (c) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 28**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
PARKING FEES. (a) On July 1 of each year, the University of Arkansas for Medical Sciences shall pay from the appropriation in this act from non-general revenue the total amount appropriated for War Memorial Parking Services from Fees to War Memorial. (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 29**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
TRANSFER PROVISIONS. (a) Because the Rural Medical Practice Student Loan and Scholarship Program Loans and/or Scholarships and the Community Match Student Loan and Scholarship Program Loans and/or Scholarships have the goal of providing primary care physicians in rural Arkansas, a transfer may be made in such amount as is required between the line items made in the appropriation for "Medical Loans and Scholarships". (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 30**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
CLINICAL EXPANSION AND RESEARCH POOL. (a)(1) In order to address personnel needs emerging from expanding medical research and patient care issues and the necessity of recruiting and retaining qualified medical, research, and related support personnel, the University of Arkansas for Medical Sciences is authorized for the ~~2026-2027~~ 2027-2028 fiscal year a pool of seven hundred (700) "Clinical Expansion and Research Pool" positions. (2) The "Clinical Expansion and Research Pool" positions are to be used by the University of Arkansas for Medical Sciences in the event that the personal services needs resulting from unanticipated clinical or research programs that are initiated during the ~~2026-2027~~ 2027-2028 fiscal year require additional positions, either in title, in classification, or in number, that are not authorized or contemplated by the General Assembly in the Regular Salaries - Operations section of this act. (b)(1) The University of Arkansas for Medical Sciences may access the "Clinical Expansion and Research Pool" positions authorized in this section at any time during the fiscal year when it is determined by the Chancellor of the University of Arkansas for Medical Sciences, subject to the review and approval by the Board of Trustees of the University of Arkansas, that the need for additional positions exists. (2) Only medical or research positions shall be established under this section. (c)(1) The Chancellor of the University of Arkansas for Medical Sciences shall provide a quarterly report detailing the justification of allocation of positions from this "Clinical Expansion and Research Pool" to the Chief	INSTITUTION REQUEST

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 30**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
Fiscal Officer of the State, the Division of Higher Education, and the Legislative Council or the Joint Budget Committee for review. (2) The report shall also include an accounting of the names, titles, salaries of personnel who have been employed in the positions, and the source and duration of funds supporting the positions. (d) If the University of Arkansas for Medical Sciences requests continuation of any "Clinical Expansion and Research Pool" position during the next fiscal year, the position must be requested as a new position in the University of Arkansas for Medical Sciences' budget request. (e)(1) Determining the number of personnel to be employed by a state agency is the prerogative of the General Assembly and is usually accomplished by delineating the maximum number of personnel by identifying job titles and the maximum grade or salary attached to those titles. (2)(A) The General Assembly has determined that the University of Arkansas for Medical Sciences could be operated more efficiently if some flexibility is given to the University of Arkansas for Medical Sciences. (B) That flexibility is being accomplished by providing a position pool in subsection (a) of this section. (f)(1) Because the General Assembly has granted the University of Arkansas for Medical Sciences broad powers under the growth pool concept, it is both necessary and appropriate that the General Assembly maintain oversight of the utilization of the position pool by requiring review of the Legislative Council or the Joint Budget Committee as provided by this section.	INSTITUTION REQUEST

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
(2) The requirement of review by the Legislative Council or the Joint Budget Committee is not a severable part of this section. (3) If the requirement of review by the Legislative Council or the Joint Budget Committee is ruled unconstitutional by a court of competent jurisdiction, this section is void. (g) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 31**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
ABUSED CHILDREN AND ADOLESCENTS SERVICES PROGRAM FUNDING PROVISION. (a) If the amount of general revenue distributed to the University of Arkansas Medical Center Fund for the Department of Pediatrics and the University of Arkansas for Medical Sciences Psychiatric Research Institute each fiscal year is at least equal to the amount distributed during the 2012- 13 fiscal year, an amount not less than seven hundred thousand dollars ($700,000) shall be allocated and made available as follows: (1)(A) Four hundred fifty thousand dollars ($450,000) each fiscal year shall be made available exclusively to support the purposes and goals to improve screening, monitoring, and care for abused children and adolescents, referred by the Child Safety Centers, through the Child Safety Centers or the University of Arkansas for Medical Sciences. (B) Maintenance of statewide screening, assessment protocols, and evidence-based training of mental health professionals are considered critical components of the overall goals. (C)(i) For the provision of assessment and therapeutic services, the funds are to be provided to the Child Safety Centers through contracts from the University of Arkansas for Medical Sciences. (ii) The contracts shall stipulate the terms of the agreement and reporting requirements; (2) An amount not to exceed fifty thousand dollars ($50,000) may be utilized for administrative costs as may be necessary to administer the program or, if determined not to be needed for administrative costs, may be placed in reserve for future needs of the program; and (3) The remaining two hundred thousand dollars ($200,000) shall be	INSTITUTION REQUEST

INST: 0150 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES **ACT#: 80** **SECTION#: 31**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
allocated and made available to the Department of Pediatrics for expenses for medical examinations, consultation, education, and training as stipulated in the terms of agreement between the Chancellor of the University of Arkansas for Medical Sciences and the Department of Pediatrics. (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

THIS PAGE INTENTIONALLY LEFT BLANK

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0160 UNIVERSITY OF ARKANSAS AT PINE BLUFF **ACT#: 22** **SECTION#: 6**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
JENKINS CENTER. (a)(1) Of the funds appropriated in the State Operations appropriation section of this act, the sum of two hundred fifty-two thousand five hundred fifty-eight dollars ($252,558) for the fiscal year shall be used to provide support to the Jenkins Center in Pine Bluff. (2) The funds shall be used to conduct and maintain a University of Arkansas at Pine Bluff training program in cooperation with the Jenkins Center. (3) Any reductions in funding for appropriation provided in the State Operations appropriation section shall be proportionately applied to the funds under this section for support. (b) The provisions of this section shall be in effect only from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	

THIS PAGE INTENTIONALLY LEFT BLANK

2027 - 2029 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

INST: 0177 ARKANSAS STATE UNIVERSITY - MID-SOUTH **ACT#: 31** **SECTION#: 7**

CURRENT SPECIAL LANGUAGE (WITH INST. REQUEST)	AR HIGHER EDUCATION COORDINATING BOARD RECOMMENDATION
ADTEC/UNIVERSITY CENTER PARTNERS - TRAINING CONSORTIUM ADVICE. (a) Upon counsel with and advice from the Arkansas Delta Training and Education Consortium (ADTEC), the Arkansas State University Mid-South shall disburse funds from the ADTEC/University Center Partners appropriation in this act to: (1) Selected University Center partners; and (2) Participating ADTEC partners. (b) The provisions of this section shall be in effect from July 1, ~~2026~~ 2027 through June 30, ~~2027~~ 2028.	INSTITUTION REQUEST

THIS PAGE INTENTIONALLY LEFT BLANK