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**(FLAGGED LANGUAGE)**

State of Arkansas  
88th General Assembly  
Regular Session, 2011

# A Bill

SENATE BILL 277

By: Joint Budget Committee

## For An Act To Be Entitled

AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES  
AND OPERATING EXPENSES FOR THE UNIVERSITY OF ARKANSAS  
FOR MEDICAL SCIENCES FOR THE FISCAL YEAR ENDING JUNE 30,  
2012; AND FOR OTHER PURPOSES.

## Subtitle

AN ACT FOR THE UNIVERSITY OF ARKANSAS FOR  
MEDICAL SCIENCES APPROPRIATION FOR THE 2011-2012  
FISCAL YEAR.

SECTION 39. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. CLINICAL EXPANSION AND RESEARCH POOL. (a) 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 or its successor is authorized for the ~~2010-2011~~ 2011-2012 fiscal year a pool of one thousand five hundred (1,500) "Clinical Expansion and Research Pool" positions. These 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 ~~2010-2011~~ 2011-2012 fiscal year require additional positions, either in title, in classification, or in number, that are not authorized or contemplated by the General Assembly in Section 1 of this Act.

These "Clinical Expansion and Research Pool" positions may also be used to properly classify positions when the University of Arkansas for Medical Sciences does not have a vacant position available with the appropriate title, grade, or salary level. The salary rates for these positions shall not exceed the highest maximum annual salary rate or the highest grade level position authorized by the General Assembly in Section 1 of this Act, as

governed by the uniform Classification and Compensation Act of 1969, §21-5-201 et seq., or its successor.

(b) The University of Arkansas for Medical Sciences is authorized to 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, that the need for additional positions exists. 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 Fiscal Officer of the State, to the Department of Higher Education, and to the Arkansas Legislative Council or Joint Budget Committee for review. The report shall also include an accounting of the names, titles and salaries of personnel who have been employed in positions established from this pool and the source and duration of funds associated with the positions.

(c) If the University of Arkansas for Medical Sciences requests continuation of any "Clinical Expansion and Research Pool" position(s) as established herein during the next fiscal year, the position(s) must be requested as a new position(s) in the agency's budget request.

(d) 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. The General Assembly has determined that the University of Arkansas for Medical Sciences could be operated more efficiently if some flexibility is given to that institution. That flexibility is being accomplished by providing a position pool in Subsection (a) of this Section and since the General Assembly has granted the agency 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 Joint Budget Committee in the utilization of the position pool. Therefore, the requirement of review by the Legislative Council or Joint Budget Committee is not a severable part of this section. If the requirement of review by the Legislative Council or Joint Budget Committee is ruled unconstitutional by a court of competent jurisdiction, this entire section is void.

The provisions of this section shall be in effect only from July 1, ~~2010~~ 2011 through June 30, ~~2011~~ 2012.

## DFA - OFFICE OF PERSONNEL MANAGEMENT RECOMMENDATION

SECTION 39. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. CLINICAL EXPANSION AND RESEARCH POOL.

(a) 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 or its successor is authorized for the ~~2010-2011~~ 2011-2012 fiscal year a pool of ~~one thousand five hundred (1,500)~~ 500 "Clinical Expansion and Research Pool" positions. These 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 ~~2010-2011~~ 2011-2012 fiscal year require additional positions, either in title, in classification, or in number, that are not authorized or contemplated by the General Assembly in Section 1 of this Act.

~~These "Clinical Expansion and Research Pool" positions may also be used to properly classify positions when the University of Arkansas for Medical Sciences does not have a vacant position available with the appropriate title, grade, or salary level. The salary rates for these positions shall not exceed the highest maximum annual salary rate or the highest grade level position authorized by the General Assembly in Section 1 of this Act, as governed by the uniform Classification and Compensation Act of 1969, §21-5-201 et seq., or its successor.~~

(b) The University of Arkansas for Medical Sciences is authorized to 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, that the need for additional positions exists. Only Medical or research positions shall be established under this provision. 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 Fiscal Officer of the State, to the Department of Higher Education, and to the Arkansas Legislative Council or Joint Budget Committee for review. The report shall also include an accounting of the names, titles and salaries of personnel who have been employed in positions established from this pool and the source and duration of funds associated with the positions.

(c) If the University of Arkansas for Medical Sciences requests continuation of any "Clinical Expansion and Research Pool" position(s) as established herein during the next fiscal year, the position(s) must be requested as a new position(s) in the agency's budget request.

(d) 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. The General Assembly has determined that the University of Arkansas for Medical Sciences could be operated more efficiently if some flexibility is given to that institution. That flexibility is being accomplished by providing a position pool in Subsection (a) of this Section and since the

General Assembly has granted the agency 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 Joint Budget Committee in the utilization of the position pool. Therefore, the requirement of review by the Legislative Council or Joint Budget Committee is not a severable part of this section. If the requirement of review by the Legislative Council or Joint Budget Committee is ruled unconstitutional by a court of competent jurisdiction, this entire section is void. The provisions of this section shall be in effect only from July 1, ~~2010~~ 2011 through June 30, ~~2011~~ 2012.

## UAMS CLINICAL EXPANSION AND RESEARCH GROWTH POOL

Since January 2010, the UAMS has created the following positions from the Clinical Expansion and Research Growth Pool. Here are the number of positions along with their titles that were created:

### 12 AHEC Residents

- Salaries ranging from \$46,756 to \$49,392

### 126 Departmental Managers

- 5 positions with salaries \$20,000 to \$30,000
- 22 positions with salaries \$30,000 to \$40,000
- 45 positions with salaries \$40,000 to \$50,000
- 26 positions with salaries \$50,000 to \$60,000
- 15 positions with salaries \$60,000 to \$70,000
- 9 positions with salaries \$70,000 to \$80,000
- 4 positions with salaries \$80,000 to \$90,000

### 44 Education Coordinators

- 2 position at \$18,000
- 5 positions with salaries \$20,000 to \$30,000
- 18 positions with salaries \$30,000 to \$40,000
- 12 positions with salaries \$40,000 to \$50,000
- 5 positions with salaries \$50,000 to \$60,000
- 1 position at \$68,680
- 1 position at \$70,000

### 2 Divisional Directors at \$97,000

2 Associate Vice Chancellors- 1 at \$159,650 and another at \$142,356.

### 20 Associate Divisional Directors

- 1 at \$19,624
- 12 at 28,000+
- 5 positions with salaries \$30,000 to \$40,000
- 4 positions with salaries between \$40,000 to \$50,000
- 3 positions with salaries between \$50,000 to \$60,000
- 1 at \$96,436
- 3 positions with salaries between \$107,000 to \$111,000

### 7 Campus Directors

- 1 position in the \$50,000 range, 1 in the \$60,000 range, 2 positions in the \$70,000s and 2 in the \$80,000 and 1 position at \$120,000

(OVER)

State of Arkansas  
88th General Assembly  
Regular Session, 2011

# A Bill

SENATE BILL 283

By: Joint Budget Committee

## For An Act To Be Entitled

AN ACT TO MAKE AN APPROPRIATION FOR PERSONAL SERVICES AND OPERATING EXPENSES FOR THE UNIVERSITY OF ARKANSAS - ITS VARIOUS DIVISIONS AND THE ARKANSAS ARCHEOLOGICAL SURVEY FOR THE FISCAL YEAR ENDING JUNE 30, 2012; AND FOR OTHER PURPOSES.

## Subtitle

AN ACT FOR THE UNIVERSITY OF ARKANSAS - ITS VARIOUS DIVISIONS AND THE ARKANSAS ARCHEOLOGICAL SURVEY APPROPRIATION FOR THE 2011-2012 FISCAL YEAR.

SECTION 20. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL ALLOWANCES. For the purpose of providing necessary allowances for housing and other unusual expenses incurred by or on behalf of the athletic directors, associate and assistant athletic directors, head coaches, assistant coaches, offensive coordinators, defensive coordinators, and head trainers in the ~~men's and women's~~ Athletic Departments at the University of Arkansas, Fayetteville, the Board of Trustees may make special allowances available therefore in such amounts as the Board of Trustees may determine as justified, an equitable allowance in view of the unusual and exacting duties of said athletic directors, associate and assistant athletic directors, head coaches, assistant coaches, offensive coordinators, defensive coordinators, and head trainers in the ~~men's and women's~~ Athletic Departments at the University of Arkansas, Fayetteville, and for the purpose of providing such allowances, the Board of Trustees is authorized to expend from the auxiliary income of the University of Arkansas, Fayetteville, which is derived from athletic event receipts, or from contributions from sources other than state

funds, an amount not to exceed ten thousand dollars (\$10,000) each for such purposes during each fiscal year for the athletic directors, associate athletic directors, and head coaches, and an amount not to exceed one thousand dollars (\$1,000) each for the assistant athletic directors, assistant coaches, offensive coordinators, defensive coordinators, and head trainers. Any such allowances shall be in addition to the regular salary of such athletic directors, associate and assistant athletic directors, head coaches and assistant coaches. Further, if the special allowance funds authorized herein are utilized the University of Arkansas, Fayetteville shall report annually to the Arkansas Legislative Joint Auditing Committee the exact disposition of those special allowance funds. In recognition of the extra work involved in the participation of intercollegiate athletic teams in post-season competition, and to promote exceptional achievement in the total sports program, the Chancellor of the University of Arkansas, Fayetteville, in accordance with policies issued by the Board of Trustees of the University of Arkansas, may approve additional compensation of up to one month's salary for the Athletic Department and Band personnel when any athletic team participates in post-season competition or achieves exceptional recognition, which shall be in addition to the regular salaries authorized by law, provided that the additional compensation shall be paid from contributions from sources other than public funds.

The provisions of this section shall be in effect only from July 1, ~~2010~~ 2011 through June 30, ~~2011~~ 2012.