

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

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

Cost Containment 2010-2011

Name of Institution: University of Arkansas at Monticello

Completed By: Jay Jones

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Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?
 Our chancellor formed a cost containment committee that met several times during FY2011. This was a 15 member committee comprised of faculty, staff and students. A number of suggestions were made for cost cutting initiatives and these were posted on the university's website.

Do you have a Committee on Cost Containment?
 Yes. See above.

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?
 We have recognized the work of the cost containment committee through email and also gave special recognition for the group at our professional development week activities which are held in August.

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.	Y		See estimate below
Retooling HVAC controls	Y		See estimate below
Replacing windows	N		
Other describe: Total est svgs from Energy Conservation Measures implemented	Y	110,000	Based on estimate provided by ESCO
Other describe:	N		
Other describe:	N		
Total Utilities		110,000	
Personnel			
Consolidating departments	N		
Staff reductions or reorganizations	N		
Temporary saving by keeping vacancies open	Y	62,067	
Hiring of temporary or adjunct faculty	Y	26,000	
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	19,500	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	N		
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	N		
Other describe: Hiring GAs in place of FT faculty	Y	70,000	
Other describe:	N		
Other describe:	N		
Total Personnel		177,567	
Operating Budget Cuts			
Reduce Travel budget	N		
Revised travel policy	N		
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	15,750	Discontinued printing of annual for students
Reduce library holdings or subscriptions	Y	11,026	Discontinued NY Times for students
Change computer replacement policy	Y	60,000	Changed from a 4 year to 3 year rotation of academic computing labs
Changed academic schedule to create efficiencies	N		
Centralization of printing	N		
4 day work week in summer for employees	Y	30,000	4.5 day work week in summer for employees and 4 day summer class schedule - Estimated energy savings
Other describe: Bond Refunding & Reduced motor pool by 2 vehicles	Y	23,922	Bond Refunding - Savings from refunding of bond issue (19,422) & Reduced motor pool by 2 vehicles - Cost of maintenance and insurance (4,500)
Other describe: Savings from switching from DIS internet/email service to AREON	Y	73,200	Savings of \$6,100/month
Other describe: Savings in postage	Y	5,000	Discontinued mailing grades to students
Total Operating		218,898	
Total Savings		506,465	

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

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