

# Ozarka College (OZC), 2-Year

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

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**Cost Containment 2010-2011**

Name of Institution: Ozarka College

Completed By: Dr. Richard Dawe

Phone Number: 870-368-2006

<b>Cost Containment Input</b>	<p><b>What input are you using from faculty, staff, students, and public in working to contain costs?</b>                  Annual employee satisfaction surveys, suggestion boxes and focused discussions.</p>
	<p><b>Do you have a Committee on Cost Containment?</b>                  The Administrative Council serves in this capacity</p>
	<p><b>Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?</b>                  Not yet, but under consideration</p>

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
<b>Utilities</b>			
Retrofitting with energy-efficient lighting, timers, etc.	Y		requires an up-front investment
Retrofitting HVAC controls	Y		requires an up-front investment
Replacing windows	N		requires an up-front investment
Other describe: Energy Awareness articles	N		
Other describe:	N		
Other describe:	N		
<b>Total Utilities</b>			Unable to accurately quantify
<b>Personnel</b>			
Consolidating departments	N	0	
Staff reductions or reorganizations	Y		Reorganizations
Temporary saving by keeping vacancies open	Y	11,000	grounds position
Hiring of temporary or adjunct faculty	Y	0	33.3% full time / 66.7% part time
Hiring of temporary or part-time staff in lieu of fulltime staff	Y	0	
Reduction in Student Support staff	N		
Reduction in maintenance staff	N		
Reduction in campus security	N		
Defer salary increases	Y	75,000	As directed by the state
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments	Y		
Other describe:	N		
Other describe:	N		
Other describe:	N		
<b>Total Personnel</b>		86,000	
<b>Operating Budget Cuts</b>			
Reduce Travel budget	N		Not reduced but more closely controlled/monitored
Revised travel policy	Y	5,000	
Reduction in office and teaching supplies	N		
Reduce printing of materials	Y	500	
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y	0	
Centralization of printing	Y		
4 day work week in summer for employees	Y		yes, but considering going back to 4.5 or 5 day schedule next year to better serve students
Other describe:	N		
Other describe:	N		
Other describe:	N		
<b>Total Operating</b>		5,500	
<b>Total Savings</b>		\$ 91,500	

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

Institution	Name	Title	FY 2011	Notes
Ozarka College	Richard L. Dawe, Ph.D.	Institution President	\$142,850	