



## Arkansas Department of Higher Education

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Asa Hutchinson  
Governor

Maria Markham, Ph.D.  
Director

November 30, 2017

The Honorable John Cooper, Chair  
The Honorable Les Eaves, Chair  
Arkansas Legislative Council – Personnel Subcommittee  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Cooper and Representative Eaves:

Please accept the attached report that provides the special entry rates for institutions of higher education that were approved by the Arkansas Department of Higher Education in accordance with A.C.A § 21-5-1410 and 21-5-1411.

Should you require additional information, please let me know and I will be happy to provide.

Thank you for your consideration in this matter.

Sincerely,

A handwritten signature in cursive script that reads "Maria Markham".

Maria Markham, Ph.D.  
Director

**DECEMBER 2017 EXCEPTIONALLY WELL QUALIFIED REPORT**

**Director, Arkansas Department of Higher Education**

<b>DATE RECEIVED</b>	<b>INSTITUTION</b>	<b>APPLICANT</b>	<b>CLASS CODE</b>	<b>TITLE</b>	<b>GRADE</b>	<b>PREVIOUS EMPLOYER</b>	<b>CURRENT/ PREVIOUS SALARY</b>	<b>ENTRY/ BASE</b>	<b>REQUESTED SALARY</b>	<b>APPROVED SALARY</b>	<b>COST</b>
11/9/2017	ASUJ	Laurie Ellis	C087C	Administrative Specialist I	C106	Private	\$ 14,758	\$ 18,885	\$ 19,619	\$ 19,619	\$ 734

**DECEMBER 2017 REPORT  
LABOR MARKET/MOVEMENT**

DATE RECEIVED	INSTITUTION	APPLICANT	CLASS CODE	TITLE	GRADE	PREVIOUS EMPLOYER	CURRENT/ PREVIOUS SALARY	ENTRY/ BASE	REQUESTED SALARY	APPROVED SALARY	COST
6/27/2017	NPC	*	D044C	Systems Analyst	C122			\$ 41,149	\$ 55,490	\$ 55,490	\$ 14,341
6/27/2017	NPC	*	A052C	Accounting Coordinator	C121			\$ 39,199	\$ 53,264	\$ 53,264	\$ 14,065
6/27/2017	NPC	*	D052C	Software Support Analyst	C121			\$ 39,199	\$ 53,264	\$ 53,264	\$ 14,065
6/27/2017	NPC	*	G147C	Grants Coordinator	C119			\$ 35,554	\$ 49,067	\$ 49,067	\$ 13,513
6/27/2017	NPC	*	V007C	Procurement Coordinator	C119			\$ 35,554	\$ 49,067	\$ 49,067	\$ 13,513
6/27/2017	NPC	*	A065C	Payroll Services Coordinator	C119			\$ 35,554	\$ 49,067	\$ 49,067	\$ 13,513
6/27/2017	NPC	*	D065C	Network Support Analyst	C118			\$ 33,861	\$ 46,730	\$ 46,730	\$ 12,869
6/27/2017	NPC	*	D064C	Website Developer	C118			\$ 33,861	\$ 46,730	\$ 46,730	\$ 12,869
6/27/2017	NPC	*	R025C	Human Resources Analyst	C117			\$ 32,249	\$ 44,505	\$ 44,505	\$ 12,256
6/27/2017	NPC	*	D068C	Information Systems Analyst	C117			\$ 32,249	\$ 44,505	\$ 44,505	\$ 12,256
6/27/2017	NPC	*	S017C	Maintenance Coordinator	C117			\$ 32,249	\$ 44,505	\$ 44,505	\$ 12,256
6/27/2017	NPC	*	G195C	HEI Program Coordinator	C116			\$ 30,713	\$ 42,386	\$ 42,386	\$ 11,673
6/27/2017	NPC	*	D068C	Assistant Registrar	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
6/27/2017	NPC	*	T055C	Financial Aid Analyst	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
6/27/2017	NPC	*	D075C	Maintenance Supervisor	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
6/27/2017	NPC	*	D079C	Computer Support Technician	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
6/27/2017	NPC	*	D084C	Fiscal Support Analyst	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
6/27/2017	NPC	*	T084C	Administrative Analyst	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
6/27/2017	NPC	*	S065C	Purchasing Specialist	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
6/27/2017	NPC	*	S064C	Human Resources Program Rep.	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
6/27/2017	NPC	*	S081C	Computer Operator	C114			\$ 27,858	\$ 38,445	\$ 38,445	\$ 10,587
6/27/2017	NPC	*	S080C	Commercial Graphic Artist	C114			\$ 27,858	\$ 38,445	\$ 38,445	\$ 10,587
6/27/2017	NPC	*	S084C	Human Resources Specialist	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
6/27/2017	NPC	*	S087C	Student Recruitment Specialist	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
6/27/2017	NPC	*	C050C	Administrative Support Supervisor	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
6/27/2017	NPC	*	C056C	Administrative Specialist III	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
6/27/2017	NPC	*	C055C	Assistant Bookstore Manager	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
6/27/2017	NPC	*	A098C	Fiscal Support Specialist	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
6/27/2017	NPC	*	S050C	Maintenance Specialist	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
6/27/2017	NPC	*	D091C	Computer Lab Technician	C110			\$ 22,919	\$ 31,142	\$ 31,142	\$ 8,223
6/27/2017	NPC	*	C061C	Student Account Specialist	C110			\$ 22,919	\$ 31,142	\$ 31,142	\$ 8,223
6/27/2017	NPC	*	S057C	Landscape Specialist	C110			\$ 22,919	\$ 31,142	\$ 31,142	\$ 8,223
6/27/2017	NPC	*	C073C	Administrative Specialist II	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
6/27/2017	NPC	*	C069C	Library Technician	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
6/27/2017	NPC	*	C071C	Admissions Analyst	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
6/27/2017	NPC	*	C068C	Retail Specialist	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
6/27/2017	NPC	*	S065C	Maintenance Assistant	C108			\$ 20,788	\$ 27,805	\$ 27,805	\$ 7,017
6/27/2017	NPC	*	C087C	Administrative Specialist I	C106			\$ 18,855	\$ 24,820	\$ 24,820	\$ 5,965
6/27/2017	NPC	*	S084C	Institutional Services Supervisor	C104			\$ 17,102	\$ 22,149	\$ 22,149	\$ 5,047
6/27/2017	NPC	*	S087C	Institutional Services Assistant	C103			\$ 16,288	\$ 20,922	\$ 20,922	\$ 4,634
10/13/2017	UACCH		C087C	Administrative Specialist I	C106			\$ 18,855	\$ 23,500	\$ 23,500	\$ 4,645
11/17/2017	UAF		T030C	HE Public Safety Commander I	C120			\$ 37,332	\$ 45,000	\$ 45,000	\$ 7,668
11/17/2017	UAF		D057C	Information Technology Manager	C120			\$ 37,332	\$ 41,000	\$ 41,000	\$ 3,668
11/17/2017	UAF		A065C	Payroll Services Coordinator	C119			\$ 35,554	\$ 49,067	\$ 49,067	\$ 13,513
11/17/2017	UAF		V007C	Procurement Coordinator	C119			\$ 35,554	\$ 49,067	\$ 49,067	\$ 13,513
11/17/2017	UAF		T051C	HE Public Safety Supervisor	C117			\$ 32,249	\$ 40,000	\$ 40,000	\$ 7,751
11/17/2017	UAF		R025C	Human Resources Analyst	C117			\$ 32,249	\$ 44,505	\$ 44,505	\$ 12,256
11/17/2017	UAF		S017C	Maintenance Coordinator	C117			\$ 32,249	\$ 44,505	\$ 44,505	\$ 12,256

Note: An (\*) in the Applicant column notates LMR's approved by OPM for FY17. They have been approved for establishment and utilization by ADHE for FY18 effective 7/1/17.

**DECEMBER 2017 REPORT  
LABOR MARKET/MOVEMENT**

DATE RECEIVED	INSTITUTION	APPLICANT	CLASS CODE	TITLE	GRADE	PREVIOUS EMPLOYER	CURRENT/ PREVIOUS SALARY	ENTRY/ BASE	REQUESTED SALARY	APPROVED SALARY	COST
11/17/2017	UAF		V014C	Buyer	C116			\$ 30,713	\$ 38,500	\$ 38,500	\$ 7,787
11/17/2017	UAF		G195C	HEI Program Coordinator	C116			\$ 30,713	\$ 42,386	\$ 42,386	\$ 11,673
11/17/2017	UAF		S022C	Skilled Trades Supervisor	C116			\$ 30,713	\$ 42,386	\$ 42,386	\$ 11,673
11/17/2017	UAF		C037C	Administrative Analyst	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
11/17/2017	UAF		C035C	Assistant Registrar	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
11/17/2017	UAF		A091C	Fiscal Support Analyst	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
11/17/2017	UAF		G207C	Financial Aid Analyst	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
11/17/2017	UAF		S033C	Maintenance Supervisor	C115			\$ 29,251	\$ 40,367	\$ 40,367	\$ 11,116
11/17/2017	UAF		A090C	Payroll Services Specialist	C115			\$ 29,251	\$ 33,296	\$ 33,296	\$ 4,045
11/17/2017	UAF		P041C	Commercial Graphic Artist	C114			\$ 27,858	\$ 38,445	\$ 38,445	\$ 10,587
11/17/2017	UAF		C050C	Administrative Support Supervisor	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
11/17/2017	UAF		R036C	HR Specialist	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
11/17/2017	UAF		V020C	Inventory Control Manager	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
11/17/2017	UAF		C044C	Medical Billing Specialist	C113			\$ 26,531	\$ 36,614	\$ 36,614	\$ 10,083
11/17/2017	UAF		C056C	Administrative Specialist III	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
11/17/2017	UAF		C055C	Assistant Bookstore Manager	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
11/17/2017	UAF		A098C	Fiscal Support Specialist	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
11/17/2017	UAF		S050C	Maintenance Specialist	C112			\$ 25,268	\$ 34,871	\$ 34,871	\$ 9,603
11/17/2017	UAF		S056C	Food Preparation Supervisor	C111			\$ 24,065	\$ 32,955	\$ 32,955	\$ 8,890
11/17/2017	UAF		T084C	HE Public Safety Security Officer	C110			\$ 22,919	\$ 27,858	\$ 27,858	\$ 4,939
11/17/2017	UAF		S057C	Landscape Specialist	C110			\$ 22,919	\$ 31,142	\$ 31,142	\$ 8,223
11/17/2017	UAF		C073C	Administrative Specialist II	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
11/17/2017	UAF		C071C	Admissions Analyst II	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
11/17/2017	UAF		S060C	Heavy Equipment Operator	C109			\$ 21,827	\$ 26,847	\$ 26,847	\$ 5,020
11/17/2017	UAF		C069C	Library Technician	C109			\$ 21,827	\$ 29,427	\$ 29,427	\$ 7,600
11/17/2017	UAF		A102C	Fiscal Support Technician	C108			\$ 20,788	\$ 27,805	\$ 27,805	\$ 7,017
11/17/2017	UAF		S065C	Maintenance Assistant	C108			\$ 20,788	\$ 27,805	\$ 27,805	\$ 7,017
11/17/2017	UAF		S064C	Skilled Trades Helper	C108			\$ 20,788	\$ 25,288	\$ 25,288	\$ 4,500
11/17/2017	UAF		C082C	Registrar's Assistant	C107			\$ 19,798	\$ 26,271	\$ 26,271	\$ 6,473
11/17/2017	UAF		C087C	Administrative Specialist I	C106			\$ 18,855	\$ 24,820	\$ 24,820	\$ 5,965
11/17/2017	UAF		S081C	Apprentice Tradesman	C105			\$ 17,957	\$ 22,113	\$ 22,113	\$ 4,156
11/17/2017	UAF		S080C	Equipment Operator	C105			\$ 17,957	\$ 22,113	\$ 22,113	\$ 4,156

Note: An (\*) in the Applicant column notates LMR's approved by OPM for FY17. They have been approved for establishment and utilization by ADHE for FY18 effective 7/1/17.