



Division of Higher Education

4 Capitol Mall, Box 21 • Little Rock, Arkansas • 72201-3827 • (501) 371-2000 • Fax (501) 371-2001

Jacob Oliva
Secretary

Ken Warden, Ed.D.
Commissioner

July 27, 2026

The Honorable Breanne Davis, Co-Chair
The Honorable Les Warren, Co-Chair
Arkansas Legislative Council - Personnel
State Capitol Building
Little Rock, AR 72201

Dear Senator Davis and Representative Warren:

Pursuant to Act 778 of 2023, Arkansas Code Annotated § 6-63-319, Black River Technical College (BRTC) respectfully requests the establishment of one (1) position from the Higher Education Central Pool. In accordance with the provisions of the Act, we are submitting the following recommendation for your consideration.

Requested Position

Title: Associate Vice President
Line-Item Maximum (FY27): \$119,881
Salary Range (FY27): \$90,000 – \$100,000
Institution Match Rate (FY27): 28.5%
Institution Match Amount (FY27): \$25,650 – \$28,500
Total Compensation (FY27): \$115,650 – \$128,500
Number of Positions: 1

Recommendation

Title: Associate Vice President
Line-Item Maximum (FY27): \$123,717
Salary Range (FY27): \$90,000 – \$100,000
Institution Match Rate (FY27): 28.5%
Institution Match Amount (FY27): \$25,650 – \$28,500
Total Compensation (FY27): \$115,650 – \$128,500
Number of Positions: 1

This position is requested to support strategic leadership and operational continuity during periods of institutional transition. The Associate Vice President title is currently utilized by many institutions within Arkansas higher education and reflects the level of responsibility required for this role.

The Associate Vice President will provide executive leadership and oversight for the division's daily operations, ensuring the continued advancement of institutional priorities and strategic initiatives. The position will be responsible for directing programs and services within the assigned area, supervising, and mentoring senior directors and staff, and fostering a culture of accountability, collaboration, and high performance.

Senator Davis and Representative Warren
July 29, 2026
Page 2

Additionally, the Associate Vice President will oversee divisional budget planning and management, support organizational effectiveness, and serve as a key liaison between the division and both internal and external stakeholders. Through these responsibilities, the position will help ensure continuity of operations, sustained progress toward institutional goals, and effective stewardship of college resources.

Thank you for your consideration of this request. Should you require additional information, please do not hesitate to contact us.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Warden", with a stylized flourish at the end.

Ken Warden, Ed. D.
Commissioner



July 14, 2026

Dr. Ken Warden, Commissioner
Arkansas Division of Higher Education
#2 Capitol Mall
Little Rock, AR 72201

RE: Request for Central Pool Position

Dear Dr. Warden,

In accordance with Act 778 of 2023, ACA §6-63-319, Black River Technical College (BRTC) respectfully requests one (1) non-classified position from the Division of Higher Education Central Pool. The position is associate vice president.

To ensure strategic and operational continuity as well as transfer of institutional knowledge during executive leadership transitions, the college will utilize the associate vice president (AVP) position. The AVP will report to the president, but work in conjunction with, and under the direction of, the VP of the specific division in transition. The position will only be filled as needed. The college does not intend to add the position for continuous use.

I appreciate your consideration of this request for approval for this central pool position. Please contact me with any questions you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "M. B. Eggenesperger", with a stylized flourish at the end.

Martin B. Eggenesperger, PhD
President



Division of Higher Education Central Pool/Surrender Pool Justification Form

Institution:	Black River Technical College	Date:	July 8, 2026
Item # of Position(s) Surrendered:			
Surrendered Title:		Surrendered Salary Range:	
Date Surrendered Positions Vacated:		Number of Positions Surrendered:	
Requested Authorized Title:	Associate Vice President	LIM:	\$119,881
Working Title:	Associate Vice President	Estimated Salary Range:	\$90,000 to \$100,000
Institution Match Rate %:	28.5%	Institution Match \$:	\$25,650 to \$28,500
Total Compensation:	\$115,650 to \$128,500	Number of Positions:	1

Board Approval Date:	
-----------------------------	--

Justification:

To ensure strategic and operational continuity as well as transfer of institutional knowledge during executive leadership transitions, the college will utilize the associate vice president (AVP) position. The AVP will report to the president, but work in conjunction with, and under the direction of, the VP of the specific division in transition. The position will only be filled as needed. The college does not intend to add the position for continuous use.

Educational Requirements:

- **Education:** Master's degree in a relevant field required, with preference given to advanced credentials



Division of Higher Education Central Pool/Surrender Pool Justification Form

Duties:

- **Strategic Leadership:** Maintain the momentum of existing institutional goals and provide executive direction for the specific area's programs and services.
- **Operational Oversight:** Manage day-to-day divisional operations, ensuring alignment with the College's mission, policies, and compliance standards.
- **Team Management & Support:** Supervise, mentor, and support senior directors and staff within the division to maintain high performance and morale.
- **Budget & Resource Management:** Oversee the divisional budget, ensuring responsible fiscal stewardship and resource allocation in the interim.
- **Stakeholder Engagement:** Serve as the primary liaison between the division and internal/external stakeholders, representing the specific division on key committees and leadership councils.

Additional Information:

- **Experience:** Minimum of five years of progressively responsible senior leadership experience in Higher Education Administration or specific area of operational oversight.
- **Skills:** Exceptional communication, conflict resolution, and change management skills.
- **Competency:** Proven ability to manage complex budgets, lead diverse teams, and navigate high-level institutional operations.

Decision (for official use only)

☐

Approved

☐

Rejected

☐

Approved with modifications

☐

Deferred

Justifications:

--

Signatures (for official use only)

Institutional Finance:		Date:	
ADHE Commissioner:		Date:	