



Arkansas Division of Higher Education

423 Main Street, Suite 400 • Little Rock, Arkansas • 72201-3818 • (501) 371-2000 • Fax (501) 371-2001

Johnny Key
Secretary

Maria Markham, Ph.D.
Director

May 4, 2022

The Honorable David Wallace, Chair
The Honorable David Hillman, Chair
Arkansas Legislative Council – Personnel Subcommittee
State Capitol Building
Little Rock, AR 72201

Dear Senator Wallace and Representative Hillman:

Arkansas State University Jonesboro (ASUJ) requests the establishment of three (3) non-classified positions from the Higher Education Central Pool authorized by Act 763 of 2019, ACA §21-5-1415. In accordance with the provisions of the act, we are forwarding our recommendation to you for consideration.

We recommend that the following be established from the Higher Education Central Pool:

Requested

Title: Assistant Coach
LIM \$ - FY23: \$92,048
Salary \$ - FY23: \$30,000 - \$35,000
Institution Match Rate % - FY23: 31%
Institution Match \$ - FY23: \$9,300 - \$10,850
Total Compensation \$ - FY23: \$39,300 - \$45,850
Number of Positions: 2

Title: Trainer
LIM \$ - FY23: \$92,048
Salary \$ - FY23: \$35,000
Institution Match Rate % - FY23: 31%
Institution Match \$ - FY23: \$10,850
Total Compensation \$ - FY23: \$45,850
Number of Positions: 1

Recommendation

Title: Assistant Coach
LIM \$ - FY23: \$93,796
Salary \$ - FY23: \$30,000 - \$35,000
Institution Match Rate % - FY23: 31%
Institution Match \$ - FY23: \$9,300 - \$10,850
Total Compensation \$ - FY23: \$39,300 - \$45,850
Number of Positions: 2

Title: Trainer
LIM \$ - FY23: \$93,796
Salary \$ - FY23: \$35,000
Institution Match Rate % - FY23: 31%
Institution Match \$ - FY23: \$10,850
Total Compensation \$ - FY23: \$45,850
Number of Positions: 1

The Assistant Coach positions are requested due to all appropriated positions being utilized. The Trainer position is needed to maintain athlete health and safety. These titles are currently used at this institution as well as other institutions.

The Assistant Coach positions are needed to maintain Title IX compliance. The individuals will be responsible for coaching, recruiting, opponent scouting, player development, arranging team travel, video tasks, assisting with camps and developing community relationships.

The Trainer is needed to maintain Title IX compliance. The individual will provide coverage and support in men's and women's sports. In addition, the Trainer will be responsible for clinical instruction and supervision of athletic training students.

Sincerely,

Maria Markham, Ph. D.
Director



OFFICE OF HUMAN RESOURCES

P.O. Box 1500, State University, AR 72467 | o: 870-972-3454 | f: 870-972-3337

May 2, 2022

Dr. Maria Markham
Arkansas Department of Higher Education
114 East Capitol
Little Rock, AR 72201

Dear Dr. Markham:

In accordance with Act 1065 of 2011, Arkansas State University requests two (2) Assistant Coach positions and one (1) Trainer position from the Central Pool. The ASU System Office requests one (1) Senior Internal Auditor from the pool. Consistent with the current Arkansas State University appropriation act, the following titles and line item maximum are requested:

| <u>Title</u> | <u>Number</u> | <u>Line Item Max</u> |
|-------------------------|---------------|----------------------|
| Assistant Coach | 2 | \$92,048 |
| Trainer | 1 | \$92,048 |
| Senior Internal Auditor | 1 |\$92,868 |

Justification - Assistant Coach

Arkansas State University has utilized all appropriated assistant coach lines. In order to maintain Title IX compliance, we need to add an assistant coach in Soccer and Volleyball. These positions are requested for fiscal year 2023 and forward.

Justification - Trainer

The additional trainer position is necessary to maintain student athlete health and safety. The university needs to add an additional certified trainer to maintain coverage for all sports.

Justification - Senior Internal Auditor

The additional internal auditor is needed to provide adequate coverage of the expanded system.

Thank you for your consideration and support of these positions for A-State and the System Office.

Sincerely,

Len Frey, Ph.D.
Executive Vice Chancellor
Arkansas State University



Division of Higher Education Non-Classified Central Pool Justification Form

| | | | |
|-----------------------------|---------------------------|-------------------------|-------------|
| Institution: | Arkansas State University | Date: | May 2, 2022 |
| Requested Authorized Title: | Assistant Coach | LIM: | \$92,048 |
| Working Title: | Assistant Coach of Soccer | Estimated Salary Range: | \$30,000 |
| Institution Match Rate %: | 31% | Institution Match \$: | \$9,300 |
| Total Compensation: | \$39,300 | Number of Positions: | 1 |

Board Approval Date:

Justification:

To ensure equity in women's sports, an additional assistant coach is necessary to maintain Title IX compliance.

Educational Requirements:

Must possess a Bachelor's Degree, and have proven leadership experience and be knowledgeable in the sport of soccer, higher education, Sun Belt Conference, and NCAA rules and procedures.

Duties:

Duties include coaching, recruiting, opponent scouting, player development, arranging team travel, video tasks, assisting with camps, developing community relationships, and other duties as assigned by the Head Coach



Division of Higher Education Non-Classified Central Pool Justification Form

Additional Information:

This will be a new hire, reporting directly to the Head Soccer Coach.

Decision (for official use only)

Approved

Rejected

Approved with modifications

Deferred

Justifications:

Signatures (for official use only)

Institutional
Finance:

Len Frey

Date:

05/04/2022

ADHE Director:

Date:



Division of Higher Education Non-Classified Central Pool Justification Form

| | | | |
|-----------------------------|-------------------------------|-------------------------|-------------|
| Institution: | Arkansas State University | Date: | May 2, 2022 |
| Requested Authorized Title: | Assistant Coach | LIM: | \$92,048 |
| Working Title: | Assistant Coach of Volleyball | Estimated Salary Range: | \$35,000 |
| Institution Match Rate %: | 31% | Institution Match \$: | \$10,850 |
| Total Compensation: | \$45,850 | Number of Positions: | 1 |

Board Approval Date:

Justification:

To ensure equity in women's sports, an additional assistant coach is necessary to maintain Title IX compliance.

Educational Requirements:

Must possess a Bachelor's Degree, and have proven leadership experience and be knowledgeable in the sport of volleyball, higher education, Sun Belt Conference, and NCAA rules and procedures.

Duties:

Duties include coaching, recruiting, opponent scouting, player development, arranging team travel, video tasks, assisting with camps, developing community relationships, and other duties as assigned by the Head Coach



Division of Higher Education Non-Classified Central Pool Justification Form

Additional Information:

This will be a new hire, reporting directly to the Head Volleyball Coach.

Decision (for official use only)

Approved Rejected
 Approved with modifications Deferred

Justifications:

Signatures (for official use only)

| | | | |
|------------------------|---|-------|------------|
| Institutional Finance: |  | Date: | 05/04/2022 |
| ADHE Director: | | Date: | |



Division of Higher Education Non-Classified Central Pool Justification Form

| | | | |
|-----------------------------|---------------------------|-------------------------|-------------|
| Institution: | Arkansas State University | Date: | May 2, 2022 |
| Requested Authorized Title: | Trainer | LIM: | \$92,048 |
| Working Title: | Athletic Trainer | Estimated Salary Range: | \$35,000 |
| Institution Match Rate %: | 31% | Institution Match \$: | \$10,850 |
| Total Compensation: | \$45,850 | Number of Positions: | 1 |

Board Approval Date:

Justification:

To ensure health and safety of male and female athletes. Needed to maintain appropriate ratio of trainers to student athletes.

Educational Requirements:

Must possess a Master's Degree, and two years of experience. Individuals must be knowledgeable of NCAA and Sun Belt Conference regulations as they apply to institutional policies and procedures.

Duties:

Duties include providing coverage and support in men's and women's sports. Clinical instruction and supervision of athletic training students.



Division of Higher Education Non-Classified Central Pool Justification Form

Additional Information:

This will be a new hire, reporting directly to the Head Trainer.

Decision (for official use only)

Approved

Rejected

Approved with modifications

Deferred

Justifications:

Signatures (for official use only)

Institutional
Finance:

Len Frey

Date:

05/04/2022

ADHE Director:

Date: