



## Arkansas Department of Higher Education

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

Asa Hutchinson  
Governor

Dr. Brett Powell  
Director

July 20, 2016

The Honorable Uvalde Lindsey, Chair  
The Honorable Lanny Fite, Chair  
Personnel Committee of the Arkansas Legislative Council  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Lindsey and Representative Fite:

Southern Arkansas University (SAU) requests the establishment of ten (10) non-classified positions from the Higher Education Central Pool authorized by Section 38 of Act 236 of 2016. 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 Professor  
**LIM – FY17:** \$93,180  
**Number of Positions:** 10

**Recommendation**

**Title:** Asst. Professor  
**LIM – FY17:** \$93,180  
**Number of Positions:** 10

The additional positions are requested due to increased enrollment in the Undergraduate and Master's Programs of the College of Science and Engineering. The Asst. Professor title is currently used at other institutions.

The Asst. Professor will be responsible for teaching both undergraduate and graduate computer science and engineering courses. He/she may have other duties including serving on committees, engaging in recruitment, retention, advising, scholarly activities, undergraduate research and the duties as assigned.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Brett Powell".

Dr. Brett Powell  
Director



## Southern Arkansas University

Office of the President

June 23, 2016

Dr. Brett Powell  
Arkansas Department of Higher Education  
423 Main Street, Suite 400  
Little Rock, AR 72201

RE: Request for Non-Classified Positions from Central Pool

Dear Brett:

In accordance with Section 39 of Act 978 of the 2015 Legislative Session, Southern Arkansas University is respectfully requesting ten (10) non-classified positions from the Higher Education Central Pool. The positions requested for are faculty positions.

### JUSTIFICATION

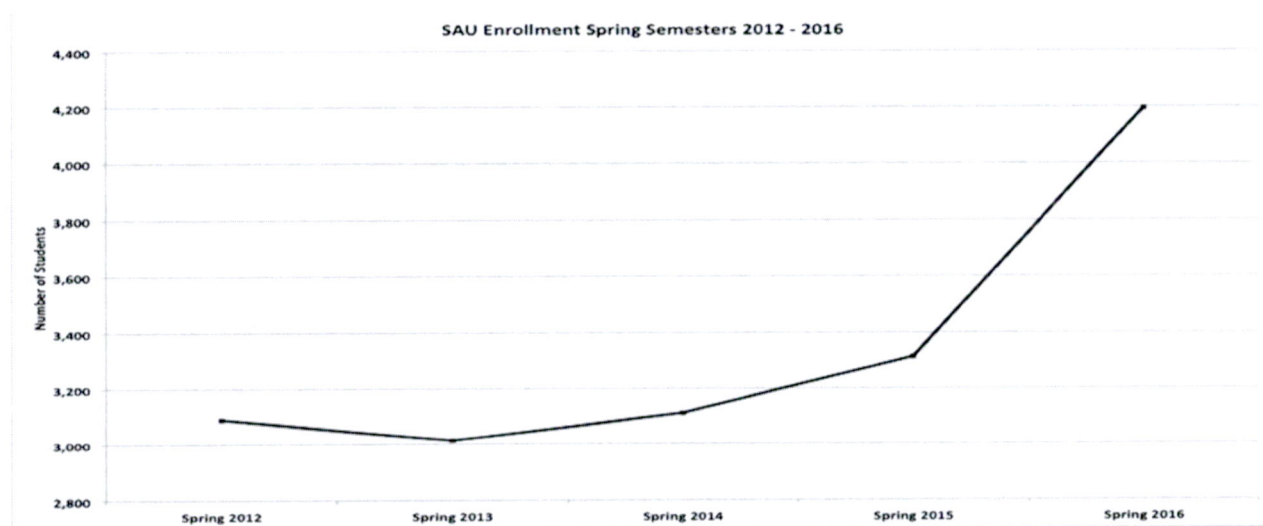
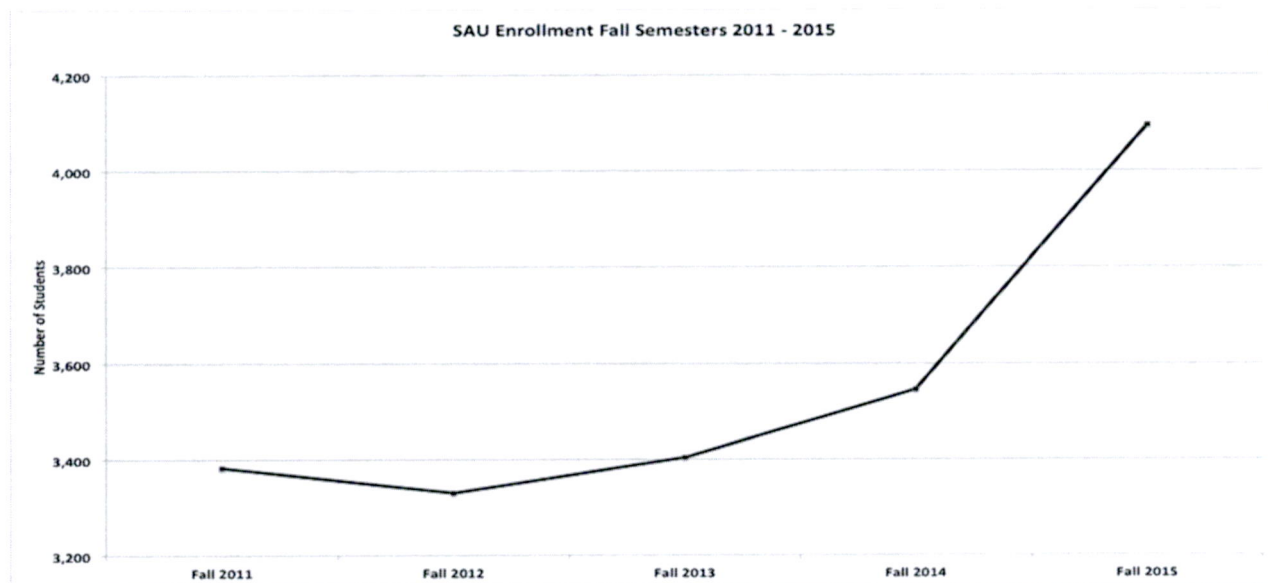
Southern Arkansas University seeks to hire ten (10) faculty members in the College of Science and Engineering to handle the increase of enrollment for the Undergraduate and Master's Program of Computer Science. In fall of 2014 the program's enrollment consisted of 68 students, by the fall of 2015 the program's enrollment increased to 553 students. We need 10 faculty positions to fulfill the needs of the College of Science and Engineering due to a vast increase in enrollment over the past year. We respectfully request this position be approved as an immediate need.

If you have any questions, please contact Roger Giles, Vice President for Administration and General Counsel, at (870)-235-4008. We appreciate your consideration of this request.

Sincerely,

  
Dr. Trey Berry  
President

SAU has experience significant growth in the last three years. While the charts below shows enrollment for the last five years. The spring of 2016 had an enrollment increase above fall 2015, this is most unusual as spring enrollment traditionally is 2-5% less than fall. This has been the result of the addition of new programs, intensified recruiting, and demand for existing programs especially in the STEM area. Preliminary data indicates that fall 2016 will also have an increase. Additional faculty are essential to maintaining academic quality.





# Non-Classified Central Pool Justification Form



|  |                                     |                                    |                      |
|--|-------------------------------------|------------------------------------|----------------------|
| <b>Institution:</b>                    | <b>Southern Arkansas University</b> | <b>Date:</b>                       | <b>June 22, 2016</b> |
| <b>Requested<br/>Authorized Title:</b> | Faculty: 1-10                       | <b>LIM:</b>                        | \$93,180             |
| <b>Working Title:</b>                  | Assistant Professor                 | <b>Estimated<br/>Salary Range:</b> | \$40,000-\$70,000    |

|                            |                     |
|----------------------------|---------------------|
| <b>Board Approval Date</b> | <b>May 26, 2016</b> |
|----------------------------|---------------------|

## Justification

Please see attachment.

## Educational Requirements

Doctoral degree in computer science preferred; ABD may be considered; ability to teach undergraduate and graduate students; excellent communication skills, ability to work well with others; Strong desire to interact with students in both classroom and undergraduate research.

## Duties

Teaching responsibilities may include both undergraduate and graduate computer science courses. Other assignments may include; serving on committees; and engaging in recruitment, retention, advising, scholarly activity, undergraduate research, and other duties as assigned.

## Additional Information

These are additional positions to help educate our students with the growth that you see attached.



# Non-Classified Central Pool Justification Form



| Decision (for official use only)                     |                                   |
|--|-----------------------------------|
| <input type="checkbox"/> Approved                    | <input type="checkbox"/> Rejected |
| <input type="checkbox"/> Approved with modifications | <input type="checkbox"/> Deferred |
| Justifications                                       |                                   |
|  |                                   |

| Signatures (for official use only) |  |       |  |
|------------------------------------|--|-------|--|
| Institutional Finance              |  | Date: |  |
| ADHE Director                      |  | Date: |  |

# Non-Classified Central Pool Justification Form



|  |                                     |                                    |                      |
|--|-------------------------------------|------------------------------------|----------------------|
| <b>Institution:</b>                    | <b>Southern Arkansas University</b> | <b>Date:</b>                       | <b>June 22, 2016</b> |
| <b>Requested<br/>Authorized Title:</b> | Faculty: 2-10                       | <b>LIM:</b>                        | \$93,180             |
| <b>Working Title:</b>                  | Assistant Professor                 | <b>Estimated<br/>Salary Range:</b> | \$40,000-\$70,000    |

|                            |                     |
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| <b>Board Approval Date</b> | <b>May 26, 2016</b> |
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| <b>Justifications</b>                                |                                   |
|  |                                   |

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|------------------------------------|--|-------|--|
| Institutional Finance              |  | Date: |  |
| ADHE Director                      |  | Date: |  |



# Non-Classified Central Pool Justification Form



|  |                                     |                                    |                      |
|--|-------------------------------------|------------------------------------|----------------------|
| <b>Institution:</b>                    | <b>Southern Arkansas University</b> | <b>Date:</b>                       | <b>June 22, 2016</b> |
| <b>Requested<br/>Authorized Title:</b> | Faculty: 3-10                       | <b>LIM:</b>                        | \$93,180             |
| <b>Working Title:</b>                  | Assistant Professor                 | <b>Estimated<br/>Salary Range:</b> | \$40,000-\$70,000    |

|                            |                     |
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| <b>Board Approval Date</b> | <b>May 26, 2016</b> |
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|  |                                   |

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| Institutional Finance              |  | Date: |  |
| ADHE Director                      |  | Date: |  |

# Non-Classified Central Pool Justification Form



|  |                                     |                                    |                      |
|--|-------------------------------------|------------------------------------|----------------------|
| <b>Institution:</b>                    | <b>Southern Arkansas University</b> | <b>Date:</b>                       | <b>June 22, 2016</b> |
| <b>Requested<br/>Authorized Title:</b> | Faculty: 4-10                       | <b>LIM:</b>                        | \$93,180             |
| <b>Working Title:</b>                  | Assistant Professor                 | <b>Estimated<br/>Salary Range:</b> | \$40,000-\$70,000    |

|                            |                     |
|----------------------------|---------------------|
| <b>Board Approval Date</b> | <b>May 26, 2016</b> |
|----------------------------|---------------------|

## Justification

Please see attachment.

## Educational Requirements

Doctoral degree in computer science preferred; ABD may be considered; ability to teach undergraduate and graduate students; excellent communication skills, ability to work well with others; Strong desire to interact with students in both classroom and undergraduate research.

## Duties

Teaching responsibilities may include both undergraduate and graduate computer science courses. Other assignments may include; serving on committees; and engaging in recruitment, retention, advising, scholarly activity, undergraduate research, and other duties as assigned.

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| Institutional Finance              |  | Date: |  |
| ADHE Director                      |  | Date: |  |

# Non-Classified Central Pool Justification Form



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|--|-------------------------------------|------------------------------------|----------------------|
| <b>Institution:</b>                    | <b>Southern Arkansas University</b> | <b>Date:</b>                       | <b>June 22, 2016</b> |
| <b>Requested<br/>Authorized Title:</b> | Faculty: 5-10                       | <b>LIM:</b>                        | \$93,180             |
| <b>Working Title:</b>                  | Assistant Professor                 | <b>Estimated<br/>Salary Range:</b> | \$40,000-\$70,000    |

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|----------------------------|---------------------|
| <b>Board Approval Date</b> | <b>May 26, 2016</b> |
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## Justification

Please see attachment.

## Educational Requirements

Doctoral degree in computer science preferred; ABD may be considered; ability to teach undergraduate and graduate students; excellent communication skills, ability to work well with others; Strong desire to interact with students in both classroom and undergraduate research.

## Duties

Teaching responsibilities may include both undergraduate and graduate computer science courses. Other assignments may include; serving on committees; and engaging in recruitment, retention, advising, scholarly activity, undergraduate research, and other duties as assigned.

## Additional Information

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Non-Classified Central Pool  
Justification Form



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| <b>Justifications</b>                                |                                   |
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| <b>Signatures (for official use only)</b> |  |              |  |
| <b>Institutional Finance</b>              |  | <b>Date:</b> |  |
| <b>ADHE Director</b>                      |  | <b>Date:</b> |  |



# Non-Classified Central Pool Justification Form



|  |                                     |                                    |                      |
|--|-------------------------------------|------------------------------------|----------------------|
| <b>Institution:</b>                    | <b>Southern Arkansas University</b> | <b>Date:</b>                       | <b>June 22, 2016</b> |
| <b>Requested<br/>Authorized Title:</b> | Faculty: 6-10                       | <b>LIM:</b>                        | \$93,180             |
| <b>Working Title:</b>                  | Assistant Professor                 | <b>Estimated<br/>Salary Range:</b> | \$40,000-\$70,000    |

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|----------------------------|---------------------|
| <b>Board Approval Date</b> | <b>May 26, 2016</b> |
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## Justification

Please see attachment.

## Educational Requirements

Doctoral degree in computer science preferred; ABD may be considered; ability to teach undergraduate and graduate students; excellent communication skills, ability to work well with others; Strong desire to interact with students in both classroom and undergraduate research.

## Duties

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| <b>Institutional Finance</b>              |  | <b>Date:</b> |  |
| <b>ADHE Director</b>                      |  | <b>Date:</b> |  |

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|                                    |                                     |                                |                      |
|------------------------------------|-------------------------------------|--------------------------------|----------------------|
| <b>Institution:</b>                | <b>Southern Arkansas University</b> | <b>Date:</b>                   | <b>June 22, 2016</b> |
| <b>Requested Authorized Title:</b> | Faculty: 7-10                       | <b>LIM:</b>                    | \$93,180             |
| <b>Working Title:</b>              | Assistant Professor                 | <b>Estimated Salary Range:</b> | \$40,000-\$70,000    |

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|----------------------------|---------------------|
| <b>Board Approval Date</b> | <b>May 26, 2016</b> |
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## Justification

Please see attachment.

## Educational Requirements

Doctoral degree in engineering preferred; ABD may be considered; ability to teach undergraduate and graduate students; excellent communication skills, ability to work well with others; Strong desire to interact with students in both classroom and undergraduate research.

## Duties

Teaching responsibilities may include both undergraduate and graduate engineering courses. Other assignments may include; serving on committees; and engaging in recruitment, retention, advising, scholarly activity, undergraduate research, and other duties as assigned.

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|                                    |                                     |                                |                      |
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| <b>Institution:</b>                | <b>Southern Arkansas University</b> | <b>Date:</b>                   | <b>June 22, 2016</b> |
| <b>Requested Authorized Title:</b> | Faculty: 8-10                       | <b>LIM:</b>                    | \$93,180             |
| <b>Working Title:</b>              | Assistant Professor                 | <b>Estimated Salary Range:</b> | \$40,000-\$70,000    |

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| <b>Justification</b>   |  |
| Please see attachment. |  |

|  |  |
|--|--|
| <b>Educational Requirements</b>  |  |
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| <b>Requested<br/>Authorized Title:</b> | Faculty: 9-10                       | <b>LIM:</b>                        | \$93,180             |
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|--|-------------------------------------|------------------------------------|----------------------|
| <b>Institution:</b>                    | <b>Southern Arkansas University</b> | <b>Date:</b>                       | <b>June 22, 2016</b> |
| <b>Requested<br/>Authorized Title:</b> | Faculty: 10-10                      | <b>LIM:</b>                        | \$93,180             |
| <b>Working Title:</b>                  | Assistant Professor                 | <b>Estimated<br/>Salary Range:</b> | \$40,000-\$70,000    |

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