



University of
Central Arkansas™
OFFICE OF THE
PRESIDENT

MEMORANDUM

TO: Dr. Brian Bolter
Chair
Faculty Affairs II

FROM: Tom Courtway *Tom Courtway*

DATE: November 14, 2012

RE: Response to Athletic Program Questions

Attached are the responses to the questions regarding our athletic program sent to me on November 5, 2012. Each question is listed and the response follows.

The responses were prepared by Dr. Brad Teague, Ms. Diane Newton, Ms. Terri Canino and myself. We look forward to our meeting with your committee this afternoon.

MEMORANDUM

TO: President Tom Courtway
FROM: Brian Bolter, chair, Faculty Affairs II
RE: Athletic Program Questions
DATE: November 5, 2012

Attached are questions submitted by faculty across the university concerning athletic program issues. Although numerous questions were submitted, the ones the committee has included here are those we deemed pertinent to our charge.

We tried to organize the questions into categories to aid in your response.

As per our earlier discussion, I'd like to invite you and whomever else you'd like to be present to meet with the Faculty Affairs II committee on Wednesday, November 14, at 3 p.m. in the conference room of Torreyson Library.

Please contact me if you have questions.

Introduction

Thank you to the Faculty Senate and Faculty Affairs II Committee for taking the time to pose the following questions to the administration. It has been a nice exercise for our institution. We hope that the following answers will clear up any unknown issues regarding the athletics program and its funding. However, we certainly know that the answers may spawn new questions and we welcome those as well. We have published these questions and answers to our web site so that all can read and view the document. All of the attachments provide good information, but there are a couple of spreadsheets especially to note in the attachments (*Attachment E and Attachment K*).

Below are the questions as written by the Faculty Affairs II Committee. The answers are imbedded in the questions.

Raises for Coaches

Faculty have raised a number of concerns about raises for coaches at a time when faculty have received a cost-of-living adjustment one time in the last five years and this year received a one-time bonus of \$1000 that is not to become part of their base salary. Their concerns and questions include the following:

- a) **Board Policy 800 states "Administrative structures which would allow athletic programs to operate outside the University's normal rules and procedures of governance should not be allowed to develop." We have a university process in place for reviewing and recommending pay raises for both faculty and staff. Was the decision to give raises to certain coaches the result of a review and recommendation through one of these processes? If not, was the decision in violation of Board Policy 800?**

The process for reviewing and recommending pay raises for coaches was initiated by Dr. Brad Teague, Director of Athletics, who then consulted with the President of the University (Tom Courtway). Based upon this discussion and review, the raises were approved by Mr. Courtway and put on a "personnel list" for consideration by the University's Board of Trustees. The raises were then approved on the personnel list at the August 2012 meeting of the Board of Trustees. As stated at that time, the raises are to be paid from "private funds" meaning donations by supporters of the University interested in intercollegiate athletics and paid through the Purple Circle Fund of the University of Central Arkansas Foundation, Inc. All University policies were followed, including the provisions of Board Policy No. 800.

- b) **The Chairman of the Board of Trustees has stated that all raises given this year to coaches were required by contractual obligation. Please provide documentation to support this statement.**

The chairman stated that bonuses, not raises, were part of contracts.

- c) **Is the university contractually obligated to provide future raises to anyone on the coaching staff? If so, would you provide information concerning these raises?**

No. However, those specific prior year raises will be paid from private funds in perpetuity.

- d) **Has the university obligated itself this academic year to pay bonuses to anyone on the coaching staff? If so, would you provide information concerning these bonuses?**

Yes. All coaches have incentive opportunities. Bonus information is located at *Attachment A*. All bonuses are paid from private funds.

- e) **Some question of fairness has arisen related to merit pay, specifically, why do athletic department employees get a guaranteed merit pay raise/increase in their contracts when the rest of the UCA community does not?**

Athletics employees have incentive based contracts as is customary nationally and is part of the employee market in athletics. This is similar to the various markets for professors of different disciplines. The markets and salaries are different for each college or program. To attract and retain in the various disciplines, the market must be met.

- f) **Athletic Director Teague has stated that raises given this year to coaches have come from private funds; their total salaries are a product of state-paid, or university, funds and private dollars. Further, AD Teague stated that these increases to the coaches' current base salary will continue to be funded in the future by private dollars. Please provide this committee with the Memorandum of Understanding (MOU) between the Athletic Department and private foundation obligating these funds for this purpose. Also, please provide an explanation of the accounting practices used to comingle private funds into state-paid base salaries.**

No MOU is necessary. The above states what will occur regarding private funds. Also, to the extent any portion of a salary is paid by private funds, those private funds will be paid to the institution payroll. The employee will receive only one payroll check from UCA.

- g) **Some confusion exists about the source of private funds for coaches' raises. Can you clarify what exact source(s) provided the money for these raises?**

Private donors to the UCA Foundation for the Purple Circle Fund.

Impact of Athletics on Resources

When the move to Division I was being considered, the administration at that time provided information about the expected impact of the move, including both costs and future benefits. Numerous faculty have expressed concern about the true impact on

resources that our athletics program is having. The following questions reflect these concerns:

a) What is the process for measuring the impact of Division I athletics?

The move to Division I was most meaningful due to the academic requirements for student-athletes. The academic assessment over the last five years has seen marked improvement. *Attachment B* details the progress of GPA, Graduation rates, and Academic Progress Rates. The retention rate increased from 92% in 2006 to 96% today. Other tools include: event attendance and ticket sales, community support, private gifts, corporate gifts, and community engagement.

b) What is the process for assessing the impact of Division I athletics?

See question (a) above.

c) Since UCA moved to Division I, what has been the total amount spent on athletics?

Attachment C details all revenue and expenditures since FY03. Also within *Attachment C* is the FY12 comparison of all Arkansas public athletics revenues and expenses.

d) How much has been spent on upgrades to the stadium, athletic field, skyboxes, coaches' offices, etc.?

Attachment D details costs.

e) AD Teague stated that the move to Division I increased the athletic budget by only \$500,000 a year. Given that the athletic budget has almost doubled, faculty are having trouble with the math. What calculations produced this number?

Dr. Teague did not state this figure as the exact cost. It was used in an interview as a hypothetical figure. *Attachment E* details the theory on cost difference. Our last year in Division II was FY06.

f) Does any of the money that the athletic program generates go to the university's general operating fund to then be distributed to areas such as maintenance, technology, salaries, etc.

Attachment F.

g) What non-athletic programs are being tapped for financial resources to support athletics?

Attachment G details the non-athletics programs utilized for support. Also note that other auxiliaries like the Post Office and Radio Station are supplemented by the total fund balance of all auxiliaries.

- h) Often when universities receive a national research grant, the university takes a substantial portion of the money (40%) and shares it with the department and/or college to meet overhead costs. Why does the university not also share in the money given to Athletics from outside organizations since the athletic program does have overhead costs? Why the double standard?**

Athletics is an auxiliary enterprise of the university. What this question references is E&G departments. These are not comparable situations. Furthermore, many E&G departments make money and many do not. Those which make money for the institution along with tuition & fees cover those departments and programs which do not make money. Athletics does not make enough money to cover the program so other auxiliaries and student fees make up the difference similar to what happens on the E&G side.

- i) What is the present amount of deferred maintenance for UCA housing? Has that amount decreased or increased over the past five years, excluding stimulus money?**

The current amount of deferred maintenance for Housing is \$18.2 million; keep in mind this amount is constantly changing. With the university's financial improvement over the last five years there has been a conscious effort to set funds aside for the Housing deferred maintenance. Housing has been able to invest \$6.2 million since 2008 on facility upgrades and maintenance needs with plans to invest an additional \$1.1 million in summer 2013.

A housing master plan process and committee was established in August of 2012 to review and make recommendations to the administration on developing a plan to address current and future housing needs. The committee is currently meeting weekly. Furthermore, auxiliary accounts were left in tough shape after 2008. In fact, until June 30, 2012, a large deficit amount in the General Auxiliary account (as of 2009 \$11.6M) restricted the amount of funding that could be transferred to Repair and Replacement (R&R). These R&R accounts are used to fund the deferred maintenance and continued upgrades to the auxiliary facilities, particularly housing.

The debt was generated from years of cash purchases of land, apartment complexes, and major construction projects. In three short years, that debt has been paid off and the necessary transfers to R&R can again be brought back up to more acceptable levels. This will now allow our auxiliary units to address deferred maintenance issues. The plan has worked and will work while we continue to fund athletics through auxiliary means.

- j) What is the process for tapping into auxiliary funding? Who can make a request for these funds? How are these requests tied into the current Budget Review process?**

The budgets for the auxiliary units are managed by those unit directors, overseen by the appropriate vice president and the President. Funding requests for these funds would

generally not be made from outside the auxiliary funds, as those units are intended to be self-supporting.

k) There are state limitations to the number of scholarships Arkansas universities can give. What percentage of UCA's scholarship allotment goes to athletes? Are student athlete scholarships capped at a certain number?

The state limitation is 25% of the E&G portion of tuition and fees for FY13 and 20% for FY14 and beyond. Athletics scholarships do not affect state limits. The university awarded 14.2% of E&G expenses or \$17,632,401 last year while athletics awarded \$2,850,844. Therefore percentage of athletics scholarships then is 14% of the total awarded at UCA. While the university provides a little over \$1M in E&G funding to athletics, athletics paid \$1,706,230 back to the E&G budget through these scholarships. Those student-athletes on partial aid or zero aid also pay tuition and fees to the institution. This amount totals \$1,028,815 back to E&G. The athletics scholarship aid paid back to auxiliaries is \$1,011,167 and the student-athletes on no aid paid \$655,604. A spreadsheet detailing athletics scholarships and a spreadsheet on NCAA limits is *Attachment K*. It details by sport the amount of athletics aid provided to the student-athlete and the amount of regular student tuition and fees, room and board, paid in to the institution by those student-athletes' on less than full aid.

Funding for Athletics

Other concerns about the funding for the university's athletic program include:

a) For the sake of total transparency, is there any reason why the athletic fee cannot be adjusted to reflect the true cost of all athletic expenditures, as intended by state legislation?

The question assumes that state law "intends" that all athletic expenses be covered by the athletic fee. This assumption is, in our opinion, not accurate in that Arkansas law (i) specifically permits a "transfer" from educational and general funds to athletics (see: Arkansas Code Annotated Section 6-62-803), and in addition, (ii) provides that any athletic deficit is covered by the student athletic fee. The definition of "athletic deficit" is athletic expenses offset by athletic revenues, including "profits from other auxiliary operations." So, our state law clearly contemplates that before a student fee is used, an institution may use other auxiliary profits to support its intercollegiate athletic program.

In addition, for the current fiscal year the University has transferred from E & G to athletics less than the maximum amount authorized under this provision of state law.

With those points being made, theoretically the student athletic fee could be increased to cover the total cost of any deficit. Clearly, state law (Arkansas Code Annotated Section 6-62-804) provides for any "deficit" to be covered by this type of fee. Currently, the

University's fee (\$17.00 per credit hour) does provide the most significant portion of the revenue for the athletic department. In order to increase this fee, however, it would require (i) a recommendation from the UCA Student Government Association and (ii) action of the UCA Board of Trustees.

- b) A concern of some faculty is that students who live in campus housing are paying more of an athletic fee than students who live off campus, given that monies from the housing budget are transferred to the athletic program. Would it be fairer to adjust the fee so that students all pay the same for athletics?**

While it might be theoretically possible, this would be very confusing and almost impossible to do on an administrative level. You would have to adjust the fee on a semester-by-semester basis depending upon where a student lives. In addition, if the transfer is from "auxiliary" sources, it would be hard to say that at all times the funds are from housing, since they may also be from the bookstore, food service, etc.

Singling out one source of revenue (which supports a single division) and then segregating it out is, in our opinion, not the proper way to run a university, since all divisions comprise the university. For example, bookstore revenues are used to fund a portion of the Reynolds Performance Hall and the events held in Reynolds. However, not all students purchase books in the bookstore. So, should those who purchase books receive free admission to Reynolds while other students pay? While the question is a good one, in practice it would be difficult (if not impossible) to administer and detracts from the complete university experience.

- c) How much revenue has the athletic program received from ticket sales, merchandising, and TV royalties each year of Division I status?**

Attachment C details all revenue and expenses since 2002. The second sheet in this attachment details this revenue specifically.

- d) What is the total percentage as well as the dollar amount of auxiliary funds (proceeds from Aramark, the bookstore, housing, etc.) now going to Athletics?**

Attachment G details all auxiliary funding.

- e) It has been reported to faculty from someone at the Vice Presidential level that athletic program administration requested a change in policy to allow in-state tuition for out-of-state students living in campus housing.**

This policy was developed in 2002 without athletics input.

- f) What other schools in Arkansas have this policy?**

Henderson State and Southern Arkansas. Other state institutions and their out-of-state information is *Attachment H*.

- 1) What is the yearly cost to the university of this policy, that is, how many non-Arkansas residents live in campus housing? Of this total, how many are athletes?**

Attachment I details that 7.8% of the FY12 waivers go to student-athletes.

- 2) What is the yearly loss in tuition revenue?**

Attachment I. It is impossible to determine a loss. There is no way to tell how many would attend UCA without this waiver.

- 3) What percentage of athletic scholarship students attended high school outside of Arkansas?**

57%

- 4) What percentage of athletic scholarship *dollars* are spent on students who attended high school outside of Arkansas?**

68%

- g) In regard to the recent \$360,000 NCAA payment to the university, was 100% of this amount deposited into the general fund? or was a percentage distributed to athletics which would then represent an increase to the Athletic budget? Can you provide an accounting of where this payment was routed?**

We have not received an NCAA payment yet. It will come in this fiscal year and has been budgeted as revenue. The distribution of that expense is as follows:

E&G revenue reduction	\$110,300
Scholarship Increase	\$154,611
Team Doctor	\$15,000
Video Position not funded by Mass Comm	\$39,300
Net less revenue football guarantee game	\$20,000
Video Software football	\$20,000

- h) Where does the income from the skyboxes go?**

It is paid to the university and utilized for debt payments.

- i) Can you provide a detailed accounting of how the weight room and weight facilities were funded?**

The weight facility and equipment was paid for by a loan through the UCA Foundation. The total principal was \$1,712,574. This debt will be funded with surplus on suite leases and NCAA revenue.

Coaches' Role in the Academic Success Tutoring Center

The coaches' role and participation in the Academic Success Tutoring Center is unclear to some and troubling to many. The following questions have arisen:

- a) What is the overall budget for the Academic Success tutoring center?**

Budget for expenses is \$363,097 and for salary is \$217,525 of which \$98,318 is for coaches.

- b) What are the salaries of all people working in the tutoring center?**

Attachment J.

- c) Are coaches paid at an hourly rate higher than other tutors in the Academic Success Center? If so, why?**

The coaches who work in the Academic Success Center are not tutors. These coaches are monitors of study hall.

For many years the University split most all athletics salaries with another unit on campus. The university funded those units to cover the athletics salaries so the unit would not be spending its customary budgeted funds. Some of the units included Academic Success (ASC), HPER, Admissions, Development, and various instructional roles. Three years ago, the university began the process of moving the salary lines to athletics. To date, 80% of the \$500,000 which was in ASC has been move, 100% of the \$90,000 in HPER has been moved. Next year the remainder of the ASC and Admissions lines will be moved to athletics. This will place all athletics salaries in athletics except for those in fundraising (Development) and the several coaches who instruct in various departments. These coaches teach half-time in those departments and are paid half-time. Beginning FY14, the four year commitment to removing all athletics salaries from other units on campus will be completed.

So, three years ago, \$500,000 was set aside by the University for the ASC to assist with coaches salaries. This fiscal year, that number is down to \$98,000. Next year it will be zero.

- d) Who keeps up with the time coaches spend in the Academic Success Center?**

The supervisor of ASC.

- e) What is the dollar amount of coaches' salaries paid by the tutoring center?**

\$98,318

f) What percentage of the tutoring center's budget goes to coaches' salaries?

35.47%. Also note that these funds were placed in the ASC budget and when moved to the athletics budget, the funds will revert back to the academic budget.

g) The *Arkansas Democrat-Gazette* quoted AD Teague as stating "It was simpler for budget and payroll to put the total [Academic Success funding] on four coaches . . . [than] to have very small percentages on 20 coaches." We take this to mean that normal payroll procedures, i.e., people are paid only for the work they do, are not being followed. Is this correct?

As detailed in question (c) above: This fiscal year is the last of a process of moving salaries over to athletics. This year's snapshot has four coaches with salary aid from ASC.

h) Are other academic units allowed this kind of creative engineering of payroll?

If another department had been placed in the same scenario as athletics was years ago, then yes they would have been allowed to make corrections. We have made strong progress in bringing the accounting of the salary lines to the correct location.

i) Whose judgment is it that coaches are well qualified to provide this tutoring service?

Monitors not tutors.

j) Do administrators of the Academic Success Center have representatives on the search committee for coaches?

No. Not tutors.

k) If coaches are consistently assigned to the Academic Success Center, does the search committee ask candidates to speak to their abilities to tutor students?

No. Not tutors.

l) Are the coaches' credentials reviewed prior to placing them in the Academic Success Center? Who reviews them?

No. Not tutors.

m) The explanation in the *Arkansas Democrat-Gazette* for paying four coaches who have no tutoring duties in the fall was "because these coaches are busy in the fall, their tutoring duties will be in the spring semester." Many faculty have trouble with the logic of that statement, given the university's need to retain students entering in the

fall semester, many of whom will fail academically and leave UCA. Again, Board Policy 800 states that the University should ensure that athletic “programs and activities are consistent with the University’s academic mission.”

This was not the explanation given, nor what was written. Four coaches are being paid this fiscal year because it is the last year the coaches in any form will be a part of the ASC. Twenty coaches work during the year as proctors in the ASC. The coaches who coach spring sports work in the center in the fall and the coaches who coach fall sports work in the ASC in the spring. Both semesters are being covered by the same number of coaches.

n) What happens to those full-time staff and/or faculty who work in the Academic Success Center in the spring when, evidently, a great many coaches work there?

Again, to clarify, coaches work in the fall and spring in equal amounts. The ASC staff works the same in both semesters.

o) Are athletes required to spend a certain number of hours in the Academic Success Center?

Yes. All incoming student-athletes must spend four hours per week in the ASC. Once a minimum cumulative GPA is achieved (it varies per sport, but the minimum must be 2.5 or greater, some are 3.0), the student no longer is required to attend.

p) Of the students being served by the Academic Success Center, how many are non-athletes?

Last fiscal year, the number of students using the ASC was 795 in the fall. Of this number 232 were student-athletes. In the spring 479 students used the ASC and 140 of these were student-athletes. These student-athletes frequented the center 34% more than general students.

Coaches’ Role in the Admissions Office

It is our understanding that, currently, the salaries of the men’s and women’s head basketball coaches are partially funded by the Admissions Office. This has given rise to several questions:

a) In terms of actual dollars, what is the amount of money being spent out of the Admissions Office budget on these coaches’ salaries and travel?

The head men’s and women’s coach have 25% of their salary paid from the admissions office. This total amount is \$51,138.67. No other expenses are paid from the admissions office. This is another situation similar to the ASC, where these salaries have been paid partially for years. Although there is value to the amount of recruiting these coaches do in all the Arkansas high schools and some nice residual effect on general students, the University

decided three years ago to begin the process of moving all salaries to the athletics line. These two lines will be moved by FY14 as well.

b) For each of the years in which these coaches have worked in Admissions, how many scholarship basketball players have enrolled at UCA?

Estimate four per year for 15 years.

c) Who reviews the performance of these coaches in regards to admissions numbers?

Reviewed in the performance of their teams.

d) What input does the Admissions Office administration have in the hiring (and firing?) decisions concerning these coaches?

None.

A Final Question . . .

Regarding the move to Division I, then-University President Hardin provided documentation that he said demonstrated the move to Division I “would not influence the commitment to faculty/student ratios, salary raises, equity pool pay, or enhancement of infrastructure of the university.” Given your understanding of the overall costs of UCA’s Division I Athletic program, can you say this statement has held true?

With regard to the statement by former President Hardin, we believe that with regard to salary raises, equity pay pool and other matters the move to Division I has not affected those. The reason is that these types of matters are funded through the E & G portion of the University's budget, and as pointed out earlier in this response, for the current fiscal year (for the first time) we are transferring *less* than the maximum authorized under state law. The key to getting raises, having an equity pool and other matters on the E & G side of the budget is (a) increasing enrollment, both undergraduate and graduate, and (b) improving student retention, coupled with reasonable and prudent increases in tuition and fees (and taking into account our state appropriations and private giving for academics).

It is true that the transfer from auxiliary operations to athletics has increased since the move to Division I. However, this transfer would not have benefitted the E & G side of the budget since those funds would have remained on the auxiliary side of the budget. While this has had an affect on the auxiliary side of the budget, the larger problem on the auxiliary side was the negative fund balances created during an earlier administration. These negative balances have taken several years to eliminate, and those fund balances are now positive. So, for the end of the current fiscal year and beyond, we believe that even with the transfer from auxiliaries to athletics, we will be able to improve, renovate and maintain quality student housing and food service.

Another question was received verbally after these questions were submitted via email.

- a) It has been reported by someone at the Vice Presidential level that Bear Hall is full of student-athletes. Is this the case?**

Bear Hall is a freshman dorm and the EPIC residential college. Residents must apply for occupancy. The housing department reports that 19 of the 350 beds or 5% are occupied by student-athletes.

Attachments

A	Incentives
B	Academic Metrics
C	Revenues and Expenses
D	Facility Expenses in DI Era
E	DII to DI Cost Differences
F	Institutional Support
G	Auxiliary and Other Funding
H	Out of State Information Other Institutions
I	Out of State Waivers UCA
J	Academic Success Center
K	Athletics Scholarship Information

Attachment A

University of Central Arkansas Coaches Incentives

[illegible]

Coach Rushing

4. Incentives: In accordance with Ark. Code Ann. 6-62-103, if any one or more of the following described events occurs in a given contract year, the University is authorized to make additional payments to Coach from private contributions or from the proceeds from private contributions designated for such purposes:

- (a) \$2,500 – Conference Regular Season Champions
- (b) \$1,000 – Conference Division Champions (not paid if (a) is earned)
- (c) \$2,500 – NCAA Tournament
- (d) \$5,000 – NCAA Tournament victory (per victory)
- (e) \$2,000 – Women's National Invitational Tournament
- (f) \$2,000 – APR (50th percentile)
- (g) \$2,500 – winning 20 games in one season
- (i) \$2,500 – Team cumulative grade point average of 3.00 for two consecutive semesters
- (j) \$500 – for each student/athlete to graduate

The parties agree that if Coach earns any of the incentive payments set forth above, that University shall have sixty (60) days after the last University basketball game each year to pay such amounts to Coach, and such payment shall be made to Coach by separate check, with applicable federal and state taxes withheld on such payment. Such amount shall be considered to be "bonus" and not compensation for fringe benefit purposes.

If none of the events described above occurs in a given contract year, no incentive amounts will be paid to Coach.

Coach Conque

4. Incentives: In accordance with Ark. Code Ann. 6-62-103, if any one or more of the following described events occurs in a given contract year, the University is authorized to make additional payments to Coach from private contributions or from the proceeds from private contributions designated for such purposes:

- (a) \$2,500 – Conference Regular Season Champions (\$1,875 if Co-Champions)
- (b) \$2,500 – NCAA Playoffs
- (c) \$3,000 – NCAA Playoffs (per victory)
- (d) \$10,000 – National Championship
- (e) \$3,000 – Multi-Year APR (50th percentile)
- (f) \$2,000 – Team grade point average of 2.70 for two consecutive semesters
- (g) \$250 – for each student/athlete to graduate
- (h) \$1,000 – Regional Coach of the Year
- (i) \$2,500 – National Coach of the Year

The parties agree that if Coach earns any of the incentives set forth herein, that that University shall have sixty (60) days after the last University football game each year to pay such amounts to Coach, and such payment shall be made to Coach by separate check, with applicable federal and state taxes withheld on such payment. Such amount shall be considered to be "bonus" and not compensation for fringe benefit purposes.

If none of the events described above occurs in a given contract year, no incentive amounts will be paid to Coach.

Coach Williamson

4. Incentives: In accordance with Ark. Code Ann. 6-62-103, if any one or more of the following described events occurs in a given contract year, the University is authorized to make additional payments to Coach from private contributions or from the proceeds from private contributions designated for such purposes:

- (a) \$5,000 – Conference Regular Season Champions
- (b) \$1,000 – Conference Division Champions (not paid if (a) is earned)
- (c) \$5,000 – NCAA Tournament
- (d) \$5,000 – NCAA Tournament victory (per victory)
- (e) \$3,000 – National Invitational Tournament
- (f) \$3,000 – APR (50th percentile)
- (g) One Month's salary – winning 20 games in one season
- (h) \$3,000 – Team grade point average of 2.80 for two consecutive semesters
- (j) \$500 – for each student/athlete to graduate

The parties agree that if Coach earns any of the incentive payments set forth above, that University shall have sixty (60) days after the last University basketball game each year to pay such amounts to Coach, and such payment shall be made to Coach by separate check, with applicable federal and state taxes withheld on such payment. Such amount shall be considered to be "bonus" and not compensation for fringe benefit purposes.

If none of the events described above occurs in a given contract year, no incentive amounts will be paid to Coach.

Attachment B

Academic Integrity
Athletics Metrics

		-----Spring Cumulative-----					
		2007	2008	2009	2010	2011	2012
GPA	Women	3.02	3.03	3.11	3.17	3.16	3.18
	Men	2.74	2.75	2.73	2.78	2.79	2.82
	Total	2.77	2.85	2.87	2.92	2.94	2.98
GSR	Women	76%	77%	79%	90%	86%	95%
	Men	48%	49%	52%	62%	68%	75%
	Total	55%	57%	61%	73%	74%	81%
FGR	Women	58%	56%	60%	61%	55%	58%
	Men	35%	50%	39%	41%	50%	43%
	Total	48%	54%	49%	51%	53%	50%
	Student Body	45%	43%	41%	41%	42%	41%
APR	Women	929	956	947	979	960	980
	Men	902	919	938	955	957	955
	Total	914	933	941	966	959	966

Attachment C

UNIVERSITY OF CENTRAL ARKANSAS
SURVEY OF INTERCOLLEGIATE ATHLETICS REVENUES AND EXPENDITURES

		Actual												Budget		% of Total	
		2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2012-13	2013-14	2004-05	2011-12
R	TICKET SALES	74,358	97,812	206,391	321,375	374,011	487,389	432,114	412,493	412,341	417,505	460,000	-	460,000	-	5.15%	4.42%
E	MEDIA/TOURNAMENT/BOWL	42,094	5,904	41,421	55,762	23,093	-	-	-	8,536	74,473	-	-	-	-	1.03%	0.79%
V	CONCESSIONS/PROGRAM SALES	27,897	13,235	11,147	11,397	16,273	16,958	21,373	16,191	22,340	17,277	15,000	-	15,000	-	0.28%	0.18%
E	GAME GUARANTEES	-	5,000	-	5,000	213,070	224,300	397,300	447,100	415,750	814,805	670,000	-	670,000	-	0.00%	8.63%
N	FOUNDATIONS/CLUBS & OTHER PRIVATE GIFTS	11,693	80,607	130,960	75,576	132,543	113,172	255,964	297,825	220,433	276,825	190,000	-	190,000	-	3.27%	2.93%
U	STUDENT ATHLETIC FEES	2,270,876	2,687,509	2,795,128	3,076,044	3,225,929	3,236,172	3,796,589	3,896,835	5,053,343	4,973,184	5,016,000	-	5,016,000	-	69.69%	52.69%
E	OTHER INCOME	157,091	27,796	15,528	9,167	43,141	69,210	72,728	17,123	80,038	154,605	450,000	-	450,000	-	0.39%	1.64%
O	CWSP FEDERALLY FUNDED PORTION	92,357	72,069	60,410	69,993	76,994	73,875	133,309	138,222	113,568	92,466	126,000	-	126,000	-	1.51%	0.98%
T	OTHER AUXILIARY PROFITS	-	-	-	405,000	1,516,020	1,664,169	1,218,461	1,702,750	1,375,481	1,462,407	1,200,000	-	1,200,000	-	0.00%	15.50%
H	TRANSFERS FROM UNRESTRICTED E&G	750,000	750,000	750,000	980,000	1,050,000	1,075,000	1,124,400	1,124,720	1,142,715	1,154,142	1,069,387	-	1,069,387	-	18.70%	12.23%
R	PRIOR YEAR FUND BALANCES	52,918	-	-	-	-	-	187,154	-	-	-	-	-	-	-	0.00%	0.00%
	TOTAL REVENUES FOR ATHLETICS	3,479,284	3,719,932	4,010,985	5,009,314	6,671,074	6,960,245	7,639,392	8,053,259	8,844,605	9,437,689	9,196,387		9,196,387		100.00%	100.00%
E	SALARIES	713,166	810,381	892,996	1,132,000	1,253,805	1,397,585	1,446,312	1,457,607	1,928,725	2,058,933	1,977,478	-	1,977,478	-	22.31%	21.82%
X	FRINGE BENEFITS	195,178	233,147	255,166	320,814	415,501	419,245	438,523	415,375	600,876	632,908	613,018	-	613,018	-	6.38%	6.71%
P	EXTRA HELP	177,310	107,006	66,558	100,786	148,488	225,134	243,602	251,527	314,284	241,162	254,414	-	254,414	-	1.66%	2.56%
E	CWSP- TOTAL COST (FEDERAL AND STATE MATCH)	92,357	72,069	60,410	69,993	76,994	73,875	133,309	138,222	113,568	92,466	126,000	-	126,000	-	1.51%	0.98%
N	GAME GUARANTEES	14,000	10,550	29,921	-	132,150	16,900	64,200	92,000	68,500	177,550	205,000	-	205,000	-	0.75%	1.88%
D	ATHLETIC SCHOLARSHIPS	834,013	951,018	1,009,185	1,276,808	1,862,095	2,186,220	2,392,357	2,606,595	2,696,233	2,850,844	2,779,370	-	2,779,370	-	25.22%	30.21%
I	MEDICAL INSURANCE/INJURY CLAIMS	83,380	89,807	185,804	107,272	147,604	120,854	126,944	118,216	114,281	125,966	141,688	-	141,688	-	4.64%	1.33%
T	TRAVEL	329,333	314,276	426,983	650,952	1,267,660	1,146,648	1,203,579	1,111,319	1,140,164	1,311,588	1,202,500	-	1,202,500	-	10.67%	13.90%
U	EQUIPMENT	104,818	12,635	-	-	21,032	20,250	2,780	40,585	43,745	5,179	20,000	-	20,000	-	0.00%	0.05%
R	CONCESSIONS/PROGRAMS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%	0.00%
E	M & O	292,981	352,619	322,734	488,702	536,682	705,995	684,007	883,606	857,208	894,793	882,076	-	882,076	-	8.06%	9.48%
S	FACILITIES	210,644	291,667	312,822	419,014	296,446	292,718	437,512	478,644	475,247	389,990	313,500	-	313,500	-	7.82%	4.13%
	DEBT SERVICE	364,355	439,766	439,473	440,708	486,791	316,399	414,287	403,821	420,826	374,455	382,576	-	382,576	-	10.98%	3.97%
OTHER	OTHER EXPENSES OR TRANSFERS TO OTHER ACCTS:	67,678	25,000	-	-	25,826	38,422	51,980	50,902	51,245	281,855	298,767	-	298,767	-	0.00%	2.99%
	TOTAL EXPENDITURES FOR ATHLETICS	3,479,213	3,709,941	4,002,052	5,007,049	6,671,074	6,960,245	7,639,392	8,053,259	8,824,902	9,437,689	9,196,387		9,196,387		100.00%	100.00%

Source ADHE Form 21-1

Notes

- 1 Source: ADHE 21-1 and 21-2
- 2 Line 10 = E&G allowable transfers. The cap for FY13 in \$1,180,687
- 3 FY10-11, the student fee increased to \$17 per hour.
- 4 FY10-11 \$400,000 in salaries were moved from the Academic Success Center back to Athletics.
- 5 Line 27 FY12 is \$230,000 transfer to Unexpended Plant for projects and \$51,855 Cheer & Dance Teams; FY13 Budget is \$240,000 transfer to Unexpended Plant Projects and \$58,767 Cheer & Dance Teams.

SURVEY OF INTERCOLLEGIATE ATHLETICS REVENUES AND EXPENDITURES

		ASU	ATU	HSU	SAU	UAFS	UALR	UAM	UAPB	UCA	
R	TICKET SALES	1,296,962	195,587	27,446	27,605	22,354	465,696	35,874	580,759	417,505	3,069,788
E	MEDIA/TOURNAMENT/BOWL	333,375	-	12,991	-	-	310,685	-	-	74,473	731,524
V	CONCESSIONS/PROGRAM SALES	97,330	-	20,522	9,433	44,699	11,951	-	81,626	17,277	282,838
E	GAME GUARANTEES	2,245,200	36,000	98,250	253	11,800	104,570	75,308	853,449	814,805	4,239,635
N	FOUNDATIONS/CLUBS & OTHER PRIVATE GIFTS	84,237	81,166	7,234	-	38,491	308,696	-	-	276,825	796,649
U	STUDENT ATHLETIC FEES	3,521,922	2,873,863	1,210,341	1,159,872	2,666,434	4,295,375	790,993	1,175,220	4,973,184	22,667,204
E	OTHER INCOME	1,545,768	46,190	9,395	26,715	42,334	463,596	14,144	242,699	154,605	2,545,446
O	CWSP FEDERALLY FUNDED PORTION	-	12,642	-	-	-	-	48,604	-	92,466	153,712
T	OTHER AUXILIARY PROFITS	2,816,638	-	1,016,154	601,861	308,530	-	1,726,818	2,265,192	1,462,407	10,197,600
H	TRANSFERS FROM UNRESTRICTED E&G	1,154,142	1,124,400	1,154,142	1,154,142	-	1,118,625	600,000	1,078,234	1,154,142	8,537,827
E	TRANSFERS FROM STUDENT FEES FROM OTHER AUX	-	-	-	-	-	-	-	-	-	-
R	PRIOR YEAR FUND BALANCES	-	-	-	-	-	-	-	-	-	-
	*11	-	-	-	-	-	-	-	-	-	-
	TOTAL REVENUES FOR ATHLETICS	13,095,574	4,369,848	3,556,475	2,979,881	3,134,642	7,079,194	3,291,741	6,277,179	9,437,689	53,222,223
E	SALARIES	3,108,693	885,128	937,717	583,053	852,900	2,264,772	689,418	1,580,454	2,058,933	12,961,068
X	FRINGE BENEFITS	890,677	282,122	308,504	221,937	250,147	564,623	229,380	483,607	632,908	3,863,905
P	EXTRA HELP	259,099	153,547	-	181,277	61,216	152,257	54,604	134,922	241,162	1,238,084
E	CWSP- TOTAL COST (FEDERAL AND STATE MATCH)	-	16,856	21,055	4,209	-	-	48,604	-	92,466	183,190
N	GAME GUARANTEES	590,010	13,500	-	-	13,500	-	3,000	-	177,550	797,560
N	ATHLETIC SCHOLARSHIPS	3,462,575	1,233,263	1,457,985	965,103	1,038,968	1,876,239	786,946	1,627,288	2,850,844	15,299,211
D	MEDICAL INSURANCE/INJURY CLAIMS	11,957	394,938	-	180,546	55,179	21,105	310,460	141,050	125,966	1,241,201
I	TRAVEL	1,988,849	315,857	244,698	383,239	427,043	1,005,414	222,876	710,404	1,311,588	6,609,968
T	EQUIPMENT	33,562	-	36,498	8,250	-	28,582	-	13,684	5,179	125,755
U	CONCESSIONS/PROGRAMS	-	-	-	13,740	33,399	-	-	-	-	47,139
R	M & O	1,846,764	319,076	426,064	234,311	242,306	864,714	474,887	940,493	894,794	6,243,409
E	FACILITIES	873,925	289,009	105,078	114,199	76,272	225,454	301,544	68,822	389,990	2,444,293
S	DEBT SERVICE	29,461	195,649	-	90,016	-	76,034	105,308	571,106	374,455	1,442,029
	OTHER EXPENSES OR TRANSFERS TO OTHER ACCTS:	-	44,935	18,876	-	83,712	-	64,714	5,349	281,855	499,441
	FINANCING	-	-	-	-	-	-	-	-	-	-
	USES	-	-	-	-	-	-	-	-	-	-
	TOTAL EXPENDITURES FOR ATHLETICS	13,095,572	4,143,880	3,556,475	2,979,880	3,134,642	7,079,194	3,291,741	6,277,179	9,437,690	52,996,253

NCAA Report	2007	2008	2009	2010	2011
Ticket Sales	393,879.00	487,388.00	432,114.00	412,493.00	412,341.00
Revenue from Broadcast, Television, Radio, and Internet Rights	-	64,700.00	103,100.00	68,425.00	-
Program Sales, Concessions, Novelty Sales, and Parking	25,432.00	16,958.00	58,120.00	17,417.00	23,806.00
Royalties, Licensing, Advertisements & Sponsorships	13,140.00	14,488.00	89,070.00	103,683.00	88,990.00
Total	432,451.00	583,534.00	682,404.00	602,018.00	525,137.00

****2012 has not been prepared and will not be available until after January 15, 2013.***

Attachment D

Index	Athletics Projects	As of 11-5-12							
		2007	2008	2009	2010	2011	2012	2013	Total
710004	Rings & Pendants	4,070.20	-	-	-	-	-	-	4,070.20
710004	Club Car	7,247.34	-	-	-	-	-	-	7,247.34
710004	Football Headsets	-	-	-	-	92,822.95	-	-	92,822.95
710004	Estes Stadium Sound System	-	-	-	-	25,000.00	8,000.00	-	33,000.00
710004	Farris Center Bleachers	-	-	-	-	-	112,390.00	-	112,390.00
Foundation	Sky Boxes	-	-	-	-	-	-	2,183,044.00	2,183,044.00
Foundation	Weightroom	-	-	-	-	-	-	1,712,574.00	1,712,574.00
710020	Track/Soccer Complex	1,580.52	2,415,557.39	2,976,733.58	146,159.21	-	-	-	5,540,030.70
710132	Artificial Turf Project	-	-	-	-	947,187.50	332,997.50	-	1,280,185.00
710155	Softball Locker Room & Batting Cage	-	-	-	-	-	46,164.74	-	46,164.74
Total Athletics Projects		12,898.06	2,415,557.39	2,976,733.58	146,159.21	1,065,010.45	499,552.24	3,895,618.00	11,011,528.93

Attachment E

	DII	DI	Difference
FY06 Expenses	\$ 5,009,314	\$ -	
FY12 Expenses*	\$ 5,747,250	\$ 9,437,689	\$ 3,690,439
			\$ -
E & G #	\$ 980,000	\$ 1,154,142	\$ 174,142
External	\$ 478,277	\$ 1,755,490	\$ 1,277,213
Federal Work Study	\$ 69,993	\$ 92,466	\$ 22,473
Auxiliaries	\$ 405,000	\$ 1,462,407	\$ 1,057,407
Student Fees ^	\$ 3,076,044	\$ 4,973,184	\$ 1,897,140
			<u>\$ 4,428,375</u>
Cost Difference			<u>\$ 2,413,226</u>
Scholarships Paid	\$ 1,276,808	\$ 2,850,844	\$ 1,574,036
Students T&F Paid	\$ 1,319,778	\$ 1,649,723	\$ 329,945
Total Back to Institution	\$ 2,596,586	\$ 4,500,567	\$ 1,903,981

* DII based on today's dollar value of \$5,009,314

The state limit in 2006 was \$980,000 and in 2012 was \$1,154,142

For FY13 the E&G amount for Athletics is \$110,300 less than state limit

^ The fee was \$11.50 in 2006 and is \$17 in 2012.

Attachment F

		As of 11-05-12							
Index	Athletics Support to E&G	2007	2008	2009	2010	2011	2012	2013	Total
421000	Athletic s Acad Advising	-	-	-	-	48,000.00	67,000.00	65,000.00	180,000.00
428000	Registrar's Server	-	-	-	-	17,000.00	-	-	17,000.00
335100	Band Stipends/Shirts	-	-	-	15,000.00	24,000.00	10,962.60	-	49,962.60
810013	Staff Senate Ushers	1,600.00	5,262.00	6,330.00	5,340.00	6,125.00	5,040.00	-	29,697.00
Total		1,600.00	5,262.00	6,330.00	20,340.00	95,125.00	83,002.60	65,000.00	276,659.60

Attachment G

	Actual 2011-2012			Budget 2012-2013		
	5% Other Aux Revenue	Does NOT Go to Athletics 5% Student Fee	% of Auxiliary Actual going to Athletics	5% Other Aux Revenue	Does NOT Go to Athletics 5% Student Fee	% of Auxiliary Budgets going to Athletics
Housing	707,807.31		5.00%	693,407.00		5.00%
Food Service	393,776.76		9.04% *	371,678.00		6.33% *
HPER	2,972.53	100,565.73	0.14%	2,249.00	121,402.00	0.09%
Farris Center	-	7,297.77	0.00%	-	7,500.00	0.00%
Student Center	5,680.76	61,820.99	0.42%	4,208.00	62,175.00	0.32%
Bookstore	17,500.00		5.00%	17,500.00		5.00%
Student Health Services	7,125.55	78,689.43	0.42%	6,100.00	81,075.00	0.35%
Post Office	2,964.34		5.00%	-		0.00%
Access & Security	6,416.68	31,286.32	0.85%	6,000.00	31,825.00	0.79%
Admin Charge to Athletics	1,144,243.93		4.16%	1,101,142.00		3.43%
Admin Charge to Gen. Aux.		279,660.24				
Admin Charge to E&G					303,977.00	
Auxiliary Transfers-Concessions	13,740.07			12,000.00		
Auxiliary Transfers to Athletics:						
Food Service	318,162.90 *			98,858.00		
E&G Transfer to Athletics	1,154,142.00			1,069,387.00		
Athletics Student Fee	4,973,184.13			5,016,000.00		
Federally Funded CWSP	92,465.65			126,000.00		
Total	7,695,938.68			7,423,387.00		

Attachment H

HENDERSON STATE UNIVERSITY

OUT-OF-STATE FEE WAIVER



Application and Declaration of Intent

Undergraduate students who meet the following conditions may request a waiver of out-of-state tuition not to exceed 16 hours. Awards based on **incomplete work** are subject to **cancellation of waiver**.

1. Must have completed high school in Texas, Oklahoma, Missouri, Tennessee, Mississippi, or Louisiana.
2. Entering freshmen must meet Henderson State University admission standards.
3. Transfer students must have a cumulative grade point average of 2.0 or above after computation by the Henderson Admissions Office.
4. Students must live in university-owned housing (this does not include Whispering Oaks).
5. Students must participate in at least a ten (10) meal plan.
6. Out-of-state waiver recipients must be full-time students and maintain satisfactory academic status.
7. Out-of-state waiver recipients must be U.S. citizens or be lawfully present in the United States according to federal immigration law.

As an eligible student, I do hereby request a waiver of out-of-state tuition not to exceed 16 hours and do hereby declare my intention to meet the obligations of the program as stated above. In so stating, I understand the following:

1. This application is to be completed and submitted with the Application for Admission. It must be approved before registration and fee payment.
2. If I should ever withdraw from the housing and/or meal program or fail to meet the academic requirements as stated in #6 above, I will be ineligible to receive the out-of-state waiver.

Student's Name (please print) _____ Social Security Number _____

Student's Signature _____ Date _____

PLEASE DO NOT WRITE BELOW THIS LINE

☐ Housing Contract ☐ Housing Deposit Date ____/____/____ Transfer Student GPA _____

Approved/Denied _____ Date _____

☐ Copy of approved fee waiver to financial aid Term Awarded _____

Please return to:

Office of Admissions
HSU Box 7560
Arkadelphia, Arkansas 71999-0001

SAU

Costs and Finances

Since Southern Arkansas University is supported by legislative appropriations, the tuition and fees, which the student pays, constitute less than 40 percent of the actual cost of one's education. Tuition and fees charged by the University are to defray, in part, the expense involved. Payment for tuition, books, and other fees may be made in cash, check, Visa, MasterCard, or Discover credit cards, or a student's account may be credited by scholarships and other financial aid awards.

The University administration reserves the right to increase the costs of tuition, fees, and room and board without advance notice if it is necessary to do so in order to meet increasing costs.

X

Out-of-State Tuition Waiver

Out-of-state tuition for students living in Louisiana, Oklahoma, Mississippi, Missouri, Tennessee, and Texas and for children of SAU graduates living anywhere is waived when these students choose to live in University housing.

Arkansas Taxpayer Waiver

Arkansas income taxpayers and their dependents who reside in one of the eligible counties or parishes of an approved state may enroll at any qualifying Arkansas public institution of higher education and receive the out-of-state tuition waiver.

In order to get the non-resident fee waived, the following criteria must be met:

1. Dependent student or parent must provide a W-2 or verification of Arkansas earnings of \$5,500 or more for the prior tax year.
2. Student and parent must live in one of the following counties or parishes:

Louisiana:	Clallborne, Union, or Webster parishes
Mississippi:	Coahoma or Tunica counties
Missouri:	Barry, Dunklin, McDonald, Oregon, Ozark, Pemiscot, Ripley, or Taney counties
Oklahoma:	Delaware, LeFlore, McCurtain, or Sequoyah counties
Tennessee:	Dyer, Shelby, or Tipton counties
Texas:	Bowie County

The Waiver of Non-resident Fees form is available in the SAU Business Office and must be submitted each semester. For more information about this waiver, call (870) 235-4019.

Arkansas Residents Aged 60 or Above

Act 678 of 1975 provides for tuition-free enrollment in academic credit courses for all Arkansas residents aged 60 or above on a "space available" basis upon proof of age. Enrollment options include credit registration (grade and transcript record), audit (no grade but a transcript record), or non-credit (no grade, no transcript record). Subsequently the University will waive the mandatory fees associated with the class.

Refund Policies for Title IV Withdrawals

When Title IV recipients withdraw on or after the first day of class during the period of enrollment for which they were charged, the University must determine the amount of Title IV funds a student has earned. This calculation is done in accordance with Federal Title IV guidelines. If the student has not been in attendance long enough to earn all of the awarded aid, the student may have to repay some of the unearned aid.

University of Arkansas

Enrollment Services Academic Scholarship Office

New Arkansan Non-Resident Tuition Award Scholarship

The New Arkansan Non-Resident Tuition Scholarship Award (NRTA) is a wonderful opportunity for students from the University of Arkansas' neighboring states, making tuition and fees even more affordable. The NRTA scholarship covers the majority of the difference between out-of-state tuition and in-state tuition, and is automatically granted to eligible students. Students must apply for admission to be considered, but are not required to submit a separate scholarship application. NRTA recipients will be first notified via their admission profile under the residency statement. Additional information from the Academic Scholarship Office will follow.

Eligibility

The NRTA is awarded to entering freshmen and transfer students from Texas, Louisiana, Mississippi, Tennessee, Missouri, Kansas, and Oklahoma. Entering freshmen must have a 3.25 or higher GPA and ACT of at least 24 or 1090 SAT (combined math and critical reading). Transfer students must have at least a 3.0 or higher cumulative college GPA and at least 24 transferable hours. Transfer students with less than 24 hours, must meet both the entering freshmen and transfer student requirements.

The NRTA is only available to incoming new students. A student who does not meet the eligibility criteria at the time of enrollment cannot become eligible for the award in a future term.

Award Amount

Students entering Summer 2012, Fall 2012 or Spring 2013

New Arkansan Non-Resident Tuition Award recipients entering Summer 2012, Fall 2012 or Spring 2013 are billed at the in-state tuition rate and are assessed the NRTA Award Fee. The fee will be \$560 per semester (billed fall and spring semesters only) as long as students are receiving the award.

Students entering Summer 2013, Fall 2013 or Spring 2014

Entering freshmen with a 3.60 or higher GPA and a 26 or higher ACT (1170 SAT combined math and critical reading) will receive an NRTA that pays 90% of the difference between the in-state and out-of-state tuition. Entering freshmen with a 3.25-3.59 GPA and a 24 or higher ACT (1090 SAT combined math and critical reading) will receive an NRTA that pays 80% of the difference between in-state and out-of-state tuition.

Transfer students with a 3.30 or higher cumulative transfer GPA will receive an NRTA that

Refunds for short-term courses or courses starting at times other than the beginning of the semester will be calculated on the prorated basis of a regular semester course.

Fees for noncredit courses are not refundable after the first class meeting.

Students receiving Title IV funding (Federal Pell Grant, Federal SEOG Grant, or William D. Ford Direct Stafford Loans) who completely withdraw from classes will be subject to the "Return of Title IV" refund calculation, as outlined by federal regulations.

During the first 60 percent of an academic term, a student "earns" Title IV funds, in direct proportion to the length of time he or she remains enrolled. If a student withdraws before the 60 percent point, any unearned aid must be repaid to the respective Title IV program.

The Financial Aid Office calculates the amount of financial assistance the student earned while enrolled according to the following formula: number of days enrolled divided by total number of days in the semester. If the amount of federal aid disbursed exceeds the amount of aid earned as of the date of withdrawal, the student will be required to return some portion of the aid received.

Residency Determination

Students are classified as (1) in-state (have lived in Arkansas), (2) border state (have lived in Oklahoma, Missouri, Tennessee, Mississippi, Louisiana, or Texas) for at least six consecutive months prior to the beginning of the term for reasons other than attendance at UAFS, or (3) out-of-state and international for the purpose of determining tuition by legal residence.

The residency classification of a minor is the same as that of his or her parents or guardian unless the student is married or has otherwise established a separate legal residence.

Military personnel assigned to active duty in Arkansas shall be accorded in-state status. Military personnel assigned to active duty in Oklahoma, Missouri, Tennessee, Mississippi, Louisiana, or Texas shall be accorded border-state status. Spouses and dependants of active duty personnel shall be accorded in-state or border-state status as well, provided they reside in the states noted above. Forms for residency reclassification are available in the Records Office.

Students who knowingly give erroneous information in an attempt to evade payment of out-of-state fees are subject to dismissal from the University.

Tuition and Fees

The following tuition and fees are effective as of the Fall 2012 semester. Any and all fees may be increased or decreased and new ones established when deemed necessary.

TUITION FOR CREDIT COURSES

	Charge per Credit Hour	Full Time (15 hours)
<i>In-state</i>	\$130	\$1,950
<i>Out-of-state and international students</i>	\$355	\$5,325
<i>Border-state</i>	\$355*	\$1,950

**Border-state tuition is \$355 per credit hour with a discount of \$225 per credit hour for a net charge per credit hour of \$130, the same rate as in-state residents.*

MANDATORY FEES

	Charge per Credit Hour	Full Time (15 hours)
<i>Activity</i>	\$13	\$195
<i>Athletic</i>	\$15	\$225
<i>Technology</i>	\$12	\$180
<i>Campus Center</i>	\$2	\$30
<i>Library Fee</i>	\$3	\$45

Reduction of Tuition/Fees for Dropping to Fewer Hours

Students dropping to fewer hours before the end of the second day of the semester in a summer term, as listed in the Academic Calendar will receive 100 percent reduction for the courses which are dropped. Students dropping to fewer hours before the end of the fifth day of the semester in a summer term as listed in the Academic Calendar will receive an 80 percent reduction for the courses which are dropped. No reduction in tuition will be made after the fifth day of the semester. No reduction in fees will be made after the second day.

Students enrolled for the fall or spring semester who drop courses by the end of the fifth day of the semester, as listed in the Academic Calendar will receive a 100 percent reduction of tuition for the courses dropped. Thereafter, students enrolled who drop courses before the end of the twenty-fifth day of the semester will receive an 80 percent reduction of the courses dropped. No reduction will be made after the twenty-fifth day of the semester. No reduction in fees will be made after the fifth day of the semester.

Mini-terms and courses with unusual beginning and ending dates may have different reduction dates. It is the students' responsibility to verify dates with Student Accounts or the Registrars' Office prior to withdrawing.

Reduction of Room and Board

A student withdrawing from school will be charged pro rata room and board to the date of official check-out from the residence hall. It is the student's responsibility to make arrangements to do a complete check-out with their hall staff upon withdrawal from the university. Students moving from the residence hall at their request during an academic year will be charged the full room and board for term of their housing agreement (typically an academic year). Students moving into residence halls during a semester will pay a pro rata charge on room and board.

Students moving out of University Commons apartments before the end of their lease term will forfeit their deposit and will be responsible for all apartment rent.

* Out-of-State Residence Status for Tuition and Fee Purposes

Students classified as "out-of-state" must pay out-of-state tuition as shown in the section entitled "Fees and Charges."

No student who is a minor shall be admitted to Arkansas Tech University and classified as instate for fee purposes unless the parent or legal guardian is a bona fide domiciliary of Arkansas and has resided in this state in that status for at least six consecutive months prior to the beginning of the term or semester for which the fees are to be paid.

Any student not a minor must have lived in the state as a nonstudent for at least six consecutive months prior to the beginning of the term or semester for which fees are to be paid to be classified as an instate student. The policy in its entirety is available in the Office of the Registrar.

All undergraduate students (those who have not earned a baccalaureate degree) who are legal residents of states which are contiguous to Arkansas (specifically, Louisiana, Mississippi, Missouri, Oklahoma, Tennessee, or Texas) shall receive a waiver of out-of-state tuition charges.

A student from outside of Arkansas entitled to be treated as an instate student for fee purposes should complete an "Application for Residency Classification as Instate Domiciliary" and supply evidence to that effect.

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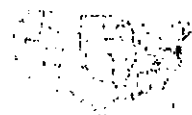
Institutional Scholarships

Meet the Staff

Contact Numbers

Private Scholarship Application for Currently Enrolled Students

Out-of-State Tuition Waiver



Includes out-of-state tuition only.

For residents of Texas, Louisiana, Mississippi, Oklahoma, Tennessee, and Missouri. Waiver is applied when student registers for classes.

If you have any questions about attending UAM or would like to schedule a visit, please contact us via e-mail at Whitingm@uamont.edu, call us at (870) 460-1026 or 800-844-1826, Fax to 870-460-1926 or write to us at:

UAM
P.O. Box 3600
Monticello, AR 71656

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ASU

ASTATE Spirit *Deadline: December 1, 2010	-Arkansas resident -U.S. citizen -2011 graduate of Arkansas high school -24 ACT and minimum 3.250 gpa	24 ACT - \$3,000	15 ASUJ hours on the ASUJ campus per semester and a cumulative 3.250 gpa Renewable up to eight semesters	-Be admitted to the university
Beyond Boundaries *Deadline: December 1, 2010	-U.S. citizen -2011 High School graduate -Minimum 26 ACT and 3.250 gpa	*\$2000	15 ASUJ hours on the ASUJ campus per semester and a cumulative 3.250 gpa Renewable up to four Semesters	-Be admitted to the university
Arkansas Promise Scholarship™ Deadline: June 1, 2011	-Arkansas resident -U.S. citizen -2011 graduate of Arkansas high school -Minimum 22 ACT and 3.000 gpa -Competitively Awarded	\$1,500	15 ASUJ hours on the ASUJ campus per semester and a cumulative 3.000 gpa Renewable up to eight semesters	-Be admitted to the university -Complete Arkansas Promise Scholarship™ Application (Details later) -Submit student resume and two reference letters
Transfer Scholarship Deadline: August 15, 2011 & January 15, 2012	-Arkansas resident -U.S. citizen -AA Degree or 60 transferable hours from an Arkansas two-year institution and minimum 3.250 gpa	\$4,000 plus \$2000 toward ASUJ housing	15 ASUJ hours at an ASU System campus per semester and a cumulative 3.250 GPA Renewable up to four semesters or until receipt of Bachelor's degree, whichever comes first.	-Be admitted to the university -Complete the Transfer Scholarship Application (application available online May 2011)
Out-of-State Scholarship	-U.S. citizen -Incoming Freshmen - minimum 24 ACT and 3.000 gpa -Transfer Students - minimum 24 transfer hours and 3.250 gpa	Equal to out-of-state tuition costs	Must be a full-time ASUJ student This benefit is not available to students who attend ASUJ during the summer unless the student attended ASUJ full-time the previous spring semester	-Be admitted to the university -Student athletes receiving institutional athletic aid may not qualify, please contact the ASU Athletic Compliance Office for determination of eligibility

-All scholarships are awarded based on the availability of funding. *Scholarship award letters will be mailed the third week of December.

-All Scholarships are administered according to University guidelines. Please note that the Transfer Scholarship and the Arkansas Promise Scholarship™ require scholarship applications and have different deadlines.

-A scholarship award will only be made to those students who have applied and been admitted to Arkansas State University. For a student to be considered for admission, we must receive an admission application, along with an official six or seven semester high school transcript and official ACT score. Please visit www.astate.edu/admissions for complete admission details.

-Arkansas Scholar, Leadership and Pride Awards include an allowance for housing valued at a maximum \$3720 for the year. Recipients not living on campus will have their award reduced by \$3720. All housing scholarships are based on double room occupancy rates and are contingent upon the availability of on-campus housing.

Financial Aid & Scholarships - (870) 972-2310

Attachment I

Fiscal Year	Sum of Amount_Paid	Column Labels		
	Term	Reg Student Waiver	Athletic Student Waiver	Grand Total
2009	200910	890,002.50	89,377.50	979,380.00
2009	200920	842,227.50	77,520.00	919,747.50
2009	200930	96,475.00	1,530.00	98,005.00
2010	201010	1,025,691.20	121,753.63	1,147,444.83
2010	201020	1,017,219.01	117,502.88	1,134,721.89
2011	201110	1,078,619.05	95,233.38	1,173,852.43
2011	201120	1,133,575.16	68,665.76	1,202,240.92
2012	201210	1,253,354.86	116,483.06	1,369,837.92
2012	201220	1,186,260.00	89,864.77	1,276,124.77
2013	201310	1,176,894.95	155,716.69	1,332,611.64
Grand Total		9,700,319.23	933,647.67	10,633,966.90

Attachment J

ACADEMIC SUCCESS CENTER

FISCAL YEAR 2013

Base Budget all expense lines

363,097

ACADEMIC SUCCESS CENTER

<u>TITLE</u>	<u>Dept Salary</u>
VICKIE WYETH	41,718
KENNETH STEPHENS	36,689
ROBERT REISING	40,800
KENDRICK WILHITE	25,000
DANIEL AUGUSTINE	25,818
MATTHEW KUBIK	21,500
WILLIAM BEST	26,000
	<u>217,525</u>
KENNETH STEPHENS	700

Total Salaries wo/fringes **218,225**

Coaches

KENDRICK WILHITE	25,000
DANIEL AUGUSTINE	25,818
MATTHEW KUBIK	21,500
WILLIAM BEST	26,000
	<u>98,318</u>
	Fringe
	<u>30,479</u>
	<u>Total Coaches Salary & Fringe</u> <u>128,797</u>

Percent of coaches salaries compared to Academic Success Center Budget

35.47%

Attachment K

Sport	Count	Aid	Aid T & F	Aid Board	Aid Room	Aid Books	Aid Total	On Campus	OOS	Paid T&F	Paid Room	Paid Board	Total Paid
Baseball	41	26	\$171,720.43	\$0.00	\$3,446.00	\$0.00	\$175,166.43	12	10	\$115,279.57	\$42,240.00	\$14,400.00	\$171,919.57
Football	104	82	\$460,604.93	\$108,880.00	\$318,620.00	\$79,159.95	\$967,264.88	38	70	\$267,395.07	\$66,880.00	\$22,800.00	\$357,075.07
MBASK	15	13	\$88,944.20	\$30,240.00	\$41,040.00	\$19,300.00	\$179,524.20	14	9	\$16,055.80	\$7,040.00	\$2,400.00	\$25,495.80
MCC	27	22	\$85,115.84	\$4,040.00	\$7,240.00	\$5,850.00	\$102,245.84	19	12	\$103,884.16	\$59,840.00	\$20,400.00	\$184,124.16
Mgolf	8	8	\$48,492.60	\$0.00	\$18,650.00	\$0.00	\$67,142.60	0	6	\$7,507.40	\$0.00	\$0.00	\$7,507.40
Msoccer	28	19	\$99,826.78	\$5,120.00	\$23,026.88	\$16,000.00	\$143,973.66	13	14	\$96,173.22	\$31,649.92	\$11,980.00	\$139,803.14
Mtrack	25	14	\$41,121.24	\$2,520.00	\$3,620.00	\$0.00	\$47,261.24	20	6	\$133,878.76	\$66,780.00	\$21,480.00	\$222,138.76
Softball	21	20	\$125,725.61	\$0.00	\$24,489.30	\$6,400.00	\$156,614.91	11	14	\$21,274.39	\$37,179.60	\$13,200.00	\$71,653.99
Tennis	8	8	\$67,829.41	\$10,560.00	\$21,107.64	\$4,000.00	\$103,497.05	8	8	\$864.83	\$7,452.36	\$2,400.00	\$10,717.19
Volleyball	15	12	\$73,778.07	\$2,520.00	\$69,230.00	\$14,400.00	\$159,928.07	4	13	\$31,294.03	\$10,850.00	\$3,600.00	\$45,744.03
WBSK	15	14	\$105,114.83	\$4,640.00	\$79,240.00	\$22,400.00	\$211,394.83	2	5	\$8,587.45	\$0.00	\$0.00	\$8,587.45
WCC	21	14	\$69,583.44	\$5,340.00	\$22,070.00	\$5,600.00	\$102,593.44	12	5	\$77,416.56	\$32,170.00	\$9,060.00	\$118,646.56
WGolf	8	8	\$56,912.06	\$0.00	\$15,000.00	\$2,400.00	\$74,312.06	0	6	\$3,000.00	\$0.00	\$0.00	\$3,000.00
Wsoccer	29	29	\$135,206.15	\$2,840.00	\$5,430.00	\$0.00	\$143,476.15	25	16	\$68,458.95	\$82,670.00	\$28,200.00	\$179,328.95
Wtrack	22	14	\$76,254.58	\$0.00	\$5,147.80	\$1,600.00	\$83,002.38	15	6	\$77,745.42	\$44,132.20	\$16,800.00	\$138,677.62
TOTAL	387	303	\$1,706,230.17	\$176,700.00	\$657,357.62	\$177,109.95	\$2,717,397.74	193	200	\$1,028,815.61	\$488,884.08	\$166,720.00	\$1,684,419.69

NCAA

Scholarship Limits

	DII	DI
Football	36	63
Women's Soccer	9.9	12
Men's Soccer	9	9.9
Volleyball	8	12
Women's Track & CC	12.6	18
Men's Track & CC	12.6	12.6
Women's Basketball	10	15
Men's Basketball	10	13
Women's Golf	5.4	6
Men's Golf	3.6	4.5
Softball	7.2	12
Baseball	9	11.7
Tennis	6	8
Total Allowed	139.3	197.7
Total Given	120	173
Total Number SA's	300	398
Total Number Non-Equivalency	180	225
Tuition and Fees paid by SA*	\$ 1,319,778	\$ 1,649,723
E&G Budget Support to Athletics	\$980,000	\$1,154,142
Difference	\$ 339,778	\$ 495,581

* Based on current tuition and fees of \$7,332.10 per year on 15 hours