



TO: Eligible Employees

FROM: The Office of Human Resources

DATE: August 11, 2026

RE: 2026 Voluntary Employee Retirement Incentive

This documentation provides information about the Voluntary Retirement Incentive Program with the University of Arkansas at Pine Bluff (UAPB). Jay Silveria, President of the University of Arkansas System, approved a Voluntary Retirement Incentive Program on August 3, 2026, for 100% state-funded, full-time, staff and faculty who meet the following criteria as of June 30, 2026: (i) are age fifty-five (55) or older with at least 15 years of service in a faculty or staff position with UAPB, (ii) any age with at least twenty-five (25) years of service in a faculty or staff position with UAPB, or (iii) are age fifty-five (55) or older with at least five(5) years of service in a faculty or staff position with UAPB and the employee's age plus their years of service equal seventy (70) or more.

For all eligible employees identified herein, any proposed program agreement must provide a net savings in personnel costs within seven years of its effective date.

Below you will find the job titles and ages, grouped by division, for eligible and ineligible employees.

No supervisor should provide any legal advice or encourage an employee to accept this voluntary offer but should instead direct all questions to Human Resources.

This information is subject to change. For example, if an individual leaves employment prior to Dec. 31, 2026, the employment change renders them ineligible for the Voluntary Retirement Incentive Program. If you would like to receive updated information or if you would like the information presented in a different format, contact the Office of Human Resources who will consider your request.

Please review this documentation carefully. Employees are encouraged to consult with legal counsel prior to signing the Agreement, Waiver, or Assurance.



Academic Affairs				
Position	Age	# Eligible	# of Ineligible	Total
Administrative Analyst	57		1	1
Administrative Specialist II	27		1	1
Administrative Specialist II	28		1	1
Administrative Specialist II	33		1	1
Administrative Specialist II	36		2	2
Administrative Specialist II	40		1	1
Administrative Specialist II	47		1	1
Administrative Specialist II	53		1	1
Administrative Specialist II	55		1	1
Administrative Specialist II	57		1	1
Administrative Specialist III	33		1	1
Administrative Specialist III	38		1	1
Administrative Specialist III	41		1	1
Administrative Specialist III	55	1		1
Administrative Specialist III	69		1	1
Admissions Counselor	57	1		1
Assistant Professor	27		1	1
Assistant Professor	29		1	1
Assistant Professor	33		1	1
Assistant Professor	36		1	1
Assistant Professor	38		1	1
Assistant Professor	39		1	1
Assistant Professor	39		1	1
Assistant Professor	40		1	1
Assistant Professor	41		1	1
Assistant Professor	42		1	1
Assistant Professor	43		1	1
Assistant Professor	50		1	1
Assistant Professor	55		2	2
Assistant Professor	57		1	1
Assistant Professor	59		1	1
Assistant Professor	60		2	2



Assistant Professor	64	1		1
Assistant Professor	66	1		1
Assistant Professor	68	2		2
Assistant Professor	69	1		1
Assistant Professor	74	2		2
Assistant Registrar	51		1	1
Assistant Registrar	62	1		1
Associate Librarian	35		1	1
Associate Librarian	49		1	1
Associate Professor	40		2	2
Associate Professor	44		1	1
Associate Professor	47		1	1
Associate Professor	48		1	1
Associate Professor	52		1	1
Associate Professor	54		1	1
Associate Professor	56	1	1	2
Associate Professor	57		1	1
Associate Professor	63	1		1
Associate Professor	83	1		1
Associate Vice Chan for Enrollment Mgmt	56		1	1
Associate Vice Chancellor Research and Graduate Studies	40		1	1
Asst Dir Financial Aid	50		1	1
Computer Lab Technician	66	1		1
Computer Support Specialist	59	1		1
Dean	45		1	1
Dean	48		1	1
Dean	64	2		2
Department Chairperson	41		1	1
Department Chairperson	44		1	1
Department Chairperson	50		2	2
Department Chairperson	51		1	1
Department Chairperson	56	1		1
Department Chairperson	58		1	1
Department Chairperson	59	1	1	2
Department Chairperson	61	1		1



Human Resources

Department Chairperson	63	1		1
Department Chairperson	69	1		1
Department Chairperson	70		1	1
Dir. of Disability Services	53		1	1
Dir. of Educ Assess	41		1	1
Dir. of Institutional Res	72	1		1
Director of Admissions	53		1	1
Director of Publications	35		1	1
Director of Recruitment	53		1	1
Director of Social Work	50		1	1
Director of Student Financial Aid	52		1	1
Education Counselor	39		1	1
Education Counselor	62	1		1
Extension Specialist IV	62	1		1
Financial Aid Analyst	29		1	1
Financial Aid Analyst	47	1		1
Financial Aid Analyst	64	1		1
Food Preparation Supervisor	54		1	1
HEI Program Coordinator	44		1	1
Instructor	32		1	1
Instructor	33		1	1
Instructor	34		1	1
Instructor	34		1	1
Instructor	36		1	1
Instructor	37		1	1
Instructor	39		2	2
Instructor	41		1	1
Instructor	42		1	1
Instructor	44		3	3
Instructor	45		1	1
Instructor	46		1	1
Instructor	47		2	2
Instructor	48		1	1
Instructor	50		2	2
Instructor	51		1	1
Instructor	52	1	1	2



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Instructor	53		1	1
Instructor	54		2	2
Instructor	55		2	2
Instructor	57		1	1
Instructor	58	1	1	2
Instructor	59	1		1
Instructor	61	1		1
Instructor	62	2		2
Instructor	63	1		1
Instructor	64	2		2
Instructor	69	1		1
Instructor	70	2		2
Instructor	71	1		1
Instructor	73	1		1
Instructor	79	1		1
Interim Asst. Dir. of Continuing Educ.	57		1	1
Laboratory Assistant	42		1	1
Laboratory Technician	42		1	1
Laboratory Technician	66	1		1
Library Support Assistant	26		1	1
Library Support Assistant	26		1	1
Library Support Assistant	74	1		1
Library Technician	60		2	2
Library Technician	77	1		1
Media Specialist	61	1		1
Multi-Media Specialist	26		1	1
Multi-Media Specialist	48		1	1
P00057470 Associate Librarian - Sonya Lockett	61	1		1
Professor	44		1	1
Professor	58	1		1
Professor	63	1		1
Professor	65	1		1
Professor	68	1		1
Professor	70	1		1
Professor	71	1		1
Professor	73	2		2



Human Resources

Professor	74	1		1
Professor	75	1		1
Project/Program Director	58	1		1
Project/Program Manager	53		1	1
Project/Program Manager	59		1	1
Project/Program Specialist	53		1	1
Project/Program Specialist	64	1		1
Project/Program Specialist	76	1		1
Provost	62		1	1
Registrar	53	1		1
Research Associate	47		1	1
Student Recruitment Specialist	24		1	1
Television Program Manager	50		1	1

Athletics				
Position	Age	# Eligible	# of Ineligible	Total
Administrative Specialist II	29		1	1
Administrative Specialist III	40		1	1
Assistant Coach	36		1	1
Assistant Coach	34		1	1
Assistant Coach	59		1	1
Assistant Coach	50		1	1
Assistant Coach	28		2	2
Assistant Coach	29		1	1
Assistant Coach	25		1	1
Assistant Coach	34		1	1
Assistant Director of Athletics	65	1		1
Athletic Ticket Sales Coord	63	1		1
Coach	32		1	1
Coach	38		1	1
Coach	39		1	1
Coach	41		1	1
Coach	42		1	1
Coach	27		1	1
Coach	52		1	1



Human Resources

Coach	32		1	1
Coach	50		1	1
Director of Athletics	54		1	1
Education Counselor	27		1	1
Eligibility Specialist	49		1	1
Head Athletic Trainer	33		1	1
Head Coach	52		1	1
Head Coach	50		1	1
Head Coach	43		1	1
Head Coach	51		1	1
Head Coach	46		2	2
Institutional Services Assistant	55	1		1
Network Analyst	40		1	1
Project/Program Specialist	44		1	1
Project/Program Specialist	25		1	1
Senior Women's Sports Administrator	68	1		1
Sports Information Director	46		1	1

Chancellor				
Position	Age	# Eligible	# of Ineligible	Total
Administrative Specialist III	57	1		1
Administrative Specialist III	47		1	1
Assistant to the Chancellor	41		1	1
Associate for Administration	74		1	1
Chancellor	51		1	1
Compliance Officer	48		1	1
Development/Advancement Manager	68		1	1
Director	50		1	1
Director of Alumni & Gov. Relations	82	1		1
Director of University Police	61		1	1
HE Public Safety Commander I	64	2		2
HE Public Safety Commander I	46		1	1
HE Public Safety Supervisor	39		1	1
HE Public Safety Supervisor	46		1	1



Human Resources

HE Public Safety Supervisor	42		1	1
HE Public Safety Supervisor	36		1	1
HE Public Safety Supervisor	47		1	1
Chief of Staff	58	1		1
Personnel Manager	49		1	1
Project/Program Manager	56		1	1
Project/Program Specialist	45		1	1
Project/Program Specialist	64		1	1
Project/Program Specialist	37		1	1
Public Safety Dispatcher	43		1	1
Public Safety Officer	57		1	1
Public Safety Officer	36		1	1
Public Safety Officer	42		1	1
Public Safety Officer	25		1	1
Public Safety Officer	29		1	1
Public Safety Officer	42		1	1
Public Safety Officer	29		1	1
Public Safety Officer	35		1	1
Public Safety Officer	39		1	1
Research Assistant	60		1	1

Finance and Administration				
Position	Age	# Eligible	# of Ineligible	Total
Accountant I	61		1	1
Administrative Specialist III	65	1		1
Associate Vice Chancellor	60	1		1
Budget Specialist	53	1		1
Business Affairs Administrator	44		1	1
Campus Maintenance Supervisor	49		1	1
Campus Maintenance Supervisor	34		1	1
Campus Maintenance Supervisor	72	1		1
Controller	54		1	1
Director of Administrative Services	49		1	1
Director of Computer Services	61	1		1



Human Resources

Fiscal Support Analyst	41		1	1
Fiscal Support Analyst	73	1		1
Fiscal Support Manager	40		1	1
Fiscal Support Manager	60		1	1
Fiscal Support Manager	35		1	1
Fiscal Support Specialist	49		1	1
Fiscal Support Specialist	43		1	1
Fiscal Support Supervisor	43		1	1
Human Resources Specialist	38		1	1
Information Systems Analyst	32		1	1
Information Technology Manager	58		1	1
Institutional Printer	30		1	1
Institutional Services Assistant	67	1		1
Institutional Services Assistant	42		1	1
Institutional Services Assistant	45		1	1
Institutional Services Assistant	46		1	1
Institutional Services Assistant	64		1	1
Institutional Services Assistant	21		1	1
Institutional Services Assistant	34		2	2
Institutional Services Assistant	65	1		1
Institutional Services Assistant	47		1	1
Institutional Services Assistant	66		1	1
Institutional Services Assistant	59		1	1
Institutional Services Assistant	47		1	1
Institutional Services Assistant	37		1	1
Institutional Services Assistant	55	1		1
Institutional Services Assistant	56		1	1
Institutional Services Assistant	59		1	1
Institutional Services Assistant	50		1	1
Institutional Services Assistant	53		1	1
Institutional Services Supervisor	62	1		1
Institutional Services Supervisor	68	1		1
Mail Services Coordinator	57	1		1
Maintenance Assistant	22		1	1
Maintenance Assistant	38		1	1
Maintenance Assistant	64	1		1



Network Analyst	73	1		1
Network Analyst	39		1	1
Network Analyst	40		1	1
Network Support Analyst	70	1		1
Payroll Services Coordinator	41		1	1
Project/Program Manager	26		1	1
Project/Program Manager	63	1		1
Project/Program Manager	62	1		1
Project/Program Manager	25		1	1
Project/Program Manager	55	1		1
Project/Program Specialist	61	1		1
Project/Program Specialist	59	1		1
Project/Program Specialist	62		1	1
Project/Program Specialist	59	1		1
Project/Program Specialist	69	1		1
Purchasing Specialist	42		1	1
Shipping & Receiving Clerk	58	1		1
Skilled Trades Supervisor	66	1		1
Skilled Tradesman	66	1		1
Skilled Tradesman	45		1	1
Skilled Tradesman	56	1		1
Skilled Tradesman	32		1	1
Systems Analyst	57	1		1
Vice Chan for Finance & Admin	47		1	1

Institutional Advancement				
Position	Age	# Eligible	# of Ineligible	Total
Development/Advancement Director	40		1	1
Dir. Corp. Giving/Development Officer	67	1		1
Project/Program Specialist	60	1		1

Student Affairs				
Position	Age	# Eligible	# of Ineligible	Total
Administrative Analyst	66	1		1



Human Resources

Administrative Specialist II	65	1		1
Administrative Specialist III	44		1	1
Administrative Specialist III	55	1		1
Administrative Specialist III	55	1		1
Assoc. Dean of Students	36		1	1
Asst Dir Student Union	33		1	1
Asst. Dir. of Coop Education	57	1		1
Dean of Students	35		1	1
Dean of Students	54	1		1
Director of Cooperative Education	74	1		1
Director of Counseling	49		1	1
Director of Health Services	64	1		1
Director of Student Union	47		1	1
HEI Program Coordinator	50		1	1
Public Safety Officer	29		1	1
Resident Hall Specialist	35		1	1
Resident Hall Specialist	40		1	1
Resident Hall Specialist	48		1	1
Resident Hall Specialist	53		1	1
Resident Hall Specialist	56		1	1
Resident Hall Specialist	60	1		1
Resident Hall Specialist	61	1		1
Resident Hall Specialist	65	1		1
Resident Hall Specialist	69	1		1
Vice Chancellor-Student Affairs	74	1		1