Delivered:

Signature: 2/12  Date: 7/25/13

Approve:  
Disapprove: √
Remand:  

Comments: (please attach an additional sheet if necessary)

See attached

Signature: Linda Bleicken  Date: 10/17/13
Dr. Linda M. Bleicken, President
Armstrong Atlantic State University
New Administrative Positions Freeze Bill

Whereas the powers and responsibilities of the Faculty Senate are, according to Article III of the Constitution, to "advis[e] the President of the University on matters of university planning, governance, and resource allocations" and "represent faculty on matters pertaining to the appointment of administrative officers" and "budget and planning matters;"

Whereas the ratio of total faculty salaries to total administrative salaries is imbalanced and demoralizing when considering the number of employees represented in each category;

Whereas we are troubled by the documented national trend of administrative bloat*; and

Whereas faculty salary adjustments for cost of living, increased premiums, and compression have not been redressed and merit raises have not been prioritized;

The Faculty Senate advises and requests a freeze on the creation of any new administrative positions until the salary study has been completed and such faculty salary adjustments and increases have occurred.

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http://thebaffler.com/past/academy_fight_song

http://goldwaterinstitute.org/sites/default/files/Administrative%20Bloat.pdf


The University must be prudent in creating new positions in all areas: faculty, staff, and administrative. While the current bill was reportedly drafted to communicate the Faculty Senate's concern regarding administrative positions, this vehicle is an ineffective tool. First, the current bill fails to accomplish the Faculty Senate's stated goals of establishing a greater level of transparency and enhancing productive communication between the faculty and administration. In addition, the bill cannot be signed in its current form for the following reasons:

1. **It is unclear and provides no evidence for several key assertions.**
   - It makes sweeping generalizations regarding "administrative bloat," but does not provide any evidence that such imbalance exists here at Armstrong. The evidence that is cited reports national data at an aggregate level that does not directly reflect the realities here.
   - The language of the action called for is extremely broad and important terms lack definition. For example, what would constitute a "new position?" Would the new chief diversity and inclusion officer be a "new" position, since it has not yet been filled? If a division reorganized, eliminating some positions but creating others, would those be included as "new" positions?
   - Similarly, it is not clear what would constitute satisfaction of the condition that salary increases be implemented. Even "administrative" is left open to interpretation.

2. **The bill would unreasonably limit the University's ability to make decisions in the best interests of the institution.**

   Despite the lack of raises, the University has and must continue to make strategic hiring decisions, including the creation of new positions. While the implication of the bill may be that this has only occurred in the administrative ranks, the University has made key additions in faculty positions, as well. For instance:
   - In AY2013-2014 Armstrong has already filled or intends to fill a total of 30 faculty and department head lines, including:
     - 15 replacements
     - 3 new lines to support the QEP
     - 7 new positions
     - 5 upgraded positions (either limited term to permanent and/or NTT to TT)

   Armstrong has currently approved an additional 29 searches for AY2014-15, including:
   - 11 replacements
   - 12 new positions
   - 6 upgraded positions

In summary, this bill is not an optimal method with which to communicate faculty concerns. Rather than helping to establish open lines of communication, the tone and substance of this bill tend to create greater barriers.

As stated in the past, an open discussion of the facts by people of good will is much more likely to achieve the goals of transparency and shared governance.