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## Resource Allocation Changes Between 2007-2011

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# Resource Allocation Changes Between 2007-2011

Submitted by: Marc Cyr

9/5/2011

## **Question:**

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(1) What was our student enrollment at GSU at the start of Fall 2007 and what is the figure for Fall 2011?

(2) How many administrators -- both academic and non-academic, including interim positions, from Department Chair and Program Director level through to the President, including our sports programs, and including such positions as assistant and associate deans or vice-presidents -- did GSU have in Fall 2007 and how many do we have in Fall 2011?

(3) How many full-time temporary faculty did GSU have in Fall 2007 and how many do we have in Fall 2011?

(4) How many full-time permanent non-tenure track faculty did GSU have in Fall 2007 and how many do we have in Fall 2011?

(5) How many full-time tenure-track and tenured faculty (excluding administrators with faculty rank) did GSU have in Fall 2007 and how many do we have in Fall 2011?

(6) How many part-time faculty did GSU have in Fall 2007 and how many do we have in Fall 2011?

(7) How many staff (excluding administrators) did GSU have in Fall 2007 and how many do we have in Fall 2011?

(8) What did GSU spend on administrators' pay in 2007-2008 and what will we spend, or what is projected to be spent, in 2011-2012?

(9) What did GSU spend on faculty pay in 2007-2008 and what will we spend, or what is projected to be spent, in 2011-2012?

(10) What did GSU spend on staff pay in 2007-2008 and what will we spend, or what is projected to be spent, in 2011-2012?

## **Rationale:**

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The Atlanta Journal-Constitution ran a series on Georgia higher education 7/24-31/2011. They reported that between 2007-2011, the USG pay for deans, vp's, and presidents has risen about 30%, a rate that "grew faster than salaries for professors." This leaves the situation unclear partly because it seems to be a comparison of the lump-sums paid for all "top officials" and all faculty, and does not break down the data to show how many administrators and faculty there were in 2007 vs. 2011, and how much if any the salary levels for either group and its members have changed in that period. The remark that the pay rate for administrators "grew faster than salaries for professors" is particularly confusing since, at Georgia Southern, it has been years since faculty have seen their pay rise at all, though the number of students they teach has risen steadily. I would like to ascertain, in this period of austerity, how economic strains are being distributed and to what effect on our core mission of educating our students. The information requested, or some of it, might be extant, but I do not want to make errors in determining authoritative sources or misreading data.

## **Response:**

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9/12/2011: The SEC approved this request for inclusion on the agenda of the October meeting of the Faculty Senate. We request that Ms. Virginia Samiratedu respond. For [administrative response](#), see attachment.

Minutes: 11/16/2011: Frederic Mynard (COST) asked if President Keel had a specific example in mind of RFIs that may take an inordinate amount of staff time.

President Keel noted he had hoped that no one would ask for a specific example because it gives the impression that the administration is singling out an individual or a particular instance, which he did not want to do. That said, an example did come to his mind of when just a simple asking of a question to someone else would have precluded the need for a formal RFI process: The administration had to spend a tremendous amount of time looking at the issue of how many administrators GSU had and currently has. He thought that was an incredibly valid question, and it came from an AJC article that asked a similar thing about other institutions, but it took a tremendous amount of

time to collect and go through all that information. He asked that faculty not get him wrong, that he was not saying don't ask questions and don't submit RFIs, but that in some cases information could be attained without having to go through that formalized process. Once we get to a formalized process, it requires a formalized response. And that means going through a tremendous amount of information to get that data. Many of these things can be addressed more cordially without having to go through a formalized Process.

Mynard (COST) noted that the particular RFI used as an example by President Keel had a follow-up report slated on the agenda for later in the meeting.

Moderator Krug added that this had not been staged.

Fred Mynard (COST) apologized for going back to the issues of the RFI on numbers of personnel in various categories, and the remarks on the Pathways committee. He further apologized in advance if what he was going to say sounded confrontational; this was not his intent. He saw the RFI and Pathways as linked. He understood it had caused a hassle to dig through the data, but this was precisely so that we as a body can have a conversation about what options are on the table if we want to develop research. For instance, if it appears that the resources directed towards administrative positions are significant, we can have a conversation on whether the resources should go towards administrative positions or faculty positions. Pathways is one thing, but the best way to develop research and everything else in this university is to create faculty positions. Therefore, though it might be a hassle, he thought this a very important RFI.

12. Follow-Up to a Request for Information about the Increased Number of Administrators at GSU: Marc Cyr (CLASS): Since time was pressing, Moderator Krug asked Cyr to distribute the follow-up by email, but give a pithy summary sentence. Not wanting to waste anyone's time, Cyr assented. He noted this information had been found by SEC member Fred Mynard (COST) only late the afternoon before: According to the GSU Fact Book, in the period 2007-2010, GSU added 111 people to the Executive/Admin/Managerial category and 12 to Faculty, so roughly 9 Executive/Admin/Managerial personnel added for every 1 faculty member, or a 133% increase in the number of Executive/Admin/Managerial personnel, compared to a 1.7% increase in Faculty over that four-year period.

Minutes: 2/24/2012: An update on the Number of Administrators Employed by Georgia Southern University: Tony Barilla and Marc Cyr continue to work with Paul Michaud of Human Resources, to determine the number of administrators employed at Georgia Southern University. They do not have a final report yet.

Minutes: 3/19/2012: Update: The Number of Administrators Employed by Georgia Southern University (see data table below): Tony Barilla (COBA). He and Marc Cyr were tasked by the SEC to figure out if there was a difference in the number of administrators versus the number of faculty hired from 2007-2011. They attempted to figure out spreadsheets that were given by Paul Michaud. The data were quite convoluted and so he went the old government way, which is two big groups, faculty/non-faculty, broken down by pay range (in thousands), just using 0-49, 50-75, 75-100, 100-150, and 150 and over. 80% of the Non-Faculty make less than \$50,000; he assumed no administrator or any person with any type of authority or responsibility makes less than that. So figure that 80% are groundskeepers, building service workers, and so on. Cyr wanted to know the difference in hiring, and if you look at just the Non-Faculty above \$50,000, there are 31 more of them than there were in 2007. In contrast, for the faculty, there are 62 more of them in 2011 than in 2007.

Re: pay ranges, faculty numbers are dwindling above \$75,000, but increasing in the lower pay ranges; we can likely make the assertion that that is more temporary hires or a lot more new hires at the assistant level than before. In contrast, for Non-Faculty in the higher income levels there are more people hired. Those, of course, are administrators, or administrative assistants, and so forth. Re: pay raises, Cyr had requested a listing of the top twenty salary earners here on campus. Barilla could explain every one of these away by either a market adjustment, a new hire, some people that are putting on more work than they were previously, or new lines that were created and weren't here before. But some of the administrators did not take raises like a lot of people thought, at least from 2007-2011. So for all of us, Barilla asked President Keel,

"Where's our money?"

President Keel said our money is in Atlanta. He further noted that 2009 was the most money we've ever received from the state in terms of our formula funding, and it equated to right at \$99 million, and it was approximately \$6,000 per FTE. For 2012, that's dropped to about \$70 million, which equates to about \$4,000 per FTE. So our state funding has decreased 33%.

[Questions re: Admin Numbers](#)

[Personnel RFI Follow-up](#)

[Follow-up Questions re: number of Administrators](#)