

## FacultySenateNov14.

Will participate via computer in Wednesday's Faculty Senate Meeting..loulou at 01:52 AM, 14 Nov 2012 via

Senator AllenJeff Allen at 06:32 AM, 14 Nov 2012 via

Once again UNT is looking to hire an upper level administrator (VPRED) without addressing poor performance and top heavy structure of OREDSenator Srivilliputhur at 16:27 PM, 14 Nov 2012 via

UNT ORD has 1 VP, 1 Senior Associate VP, 1 Associate VP, 1 Assistant VP, 2 Senior Directors, 2 Directors + 7 other managers: TOTAL=15Senator Srivilliputhur at 16:28 PM, 14 Nov 2012 via

STANFORD UNIVERSITY has: 1 Associate VP, 1 Special Assistant to AVP (called Executive Director), 2 Directors, + 4 other managers: Total=8Senator Srivilliputhur at 16:29 PM, 14 Nov 2012 via

Research Budget: UNT = \$25M Stanford = \$1.28BSenator Srivilliputhur at 16:29 PM, 14 Nov 2012 via

Question: Why do we have to hire a VPRED without understanding optimal ORED structure?Senator Srivilliputhur at 16:30 PM, 14 Nov 2012 via

I think we have to look at this historically as well. We are, de facto, reducing faculty & staff in some areas. What about administration?JQ at 17:32 PM, 14 Nov 2012 via

Agreed JQ. I gave this specific example for us to get startedSenator Srivilliputhur at 17:34 PM, 14 Nov 2012 via

I am out of town, but will log on during the meeting todayDE at 18:50 PM, 14 Nov 2012 via

The perception of the growth in Administration is this: 1) "Too many chiefs, not enough Indians", or "too many generals, not enough sGhostofHowardJohnson at 18:51 PM, 14 Nov 2012 via

2) Those at the top do not take cuts themselves, but pass those cuts along to the inferiors that do the work.GhostofHowardJohnson at 18:53 PM, 14 Nov 2012 via

Cutting back on staff and increasing workload for those remaining while not allowing overtime.GhostofHowardJohnson at 18:53 PM, 14 Nov 2012 via

Over the decades, there has been an increase in the number of Administrator positions, and each new Administrator position is generally well

GhostofHowardJohnson at 18:53 PM, 14 Nov 2012 via

It might be interesting to compare ourselves with other "emerging" research institutions in the state... here is a link to Texas Tech's Rese

DE at 19:07 PM, 14 Nov 2012 via  
ran out of room. Here's the

link...<http://www.depts.ttu.edu/vpr/downloads/VPR-org-chart.pdf>

DE at 19:08 PM, 14 Nov 2012 via  
and here is Houston's full research staff

list...[http://www.research.uh.edu/Home/DOR-](http://www.research.uh.edu/Home/DOR-People/Staff-List.aspx)

[People/Staff-List.aspx](http://www.research.uh.edu/Home/DOR-People/Staff-List.aspx)

DE at 19:12 PM, 14 Nov 2012 via  
and here is UT Dallas' staff list for their research

office...<http://www.utdallas.edu/research/directory/>

DE at 19:15 PM, 14 Nov 2012 via  
Here is UNT's org chart for our research office...

[http://www.unt.edu/president/executivestaff/orgs/2012-13\\_OrgChart\\_ResearchEconomicDevelop](http://www.unt.edu/president/executivestaff/orgs/2012-13_OrgChart_ResearchEconomicDevelop)

DE at 19:19 PM, 14 Nov 2012 via

UNT's org chart...

[http://www.unt.edu/president/executivestaff/orgs/2012-13\\_OrgChart\\_ResearchEconomicDevelopment.pdf](http://www.unt.edu/president/executivestaff/orgs/2012-13_OrgChart_ResearchEconomicDevelopment.pdf)

DE at 19:27 PM, 14 Nov 2012 via

Here is Stanford's org chart...

[http://adminguide.stanford.edu/12\\_12.pdf](http://adminguide.stanford.edu/12_12.pdf)

DE at 19:48 PM, 14 Nov 2012 via

Keep getting emails about new VP or assistant counselor being hired (or newly hired Administrators are introduced at campus wide meetings).

GhostofHowardJohnson at 19:51 PM, 14 Nov 2012 via

These often appear to be new positions and not simply opening being refilled. It seems this often occur under the label "reorganization"

GhostofHowardJohnson at 19:53 PM, 14 Nov 2012 via

The increase in administrators seems to be related to an increasing level of micro management coming out of several offices across campus. I

Sudo Nythm at 19:57 PM, 14 Nov 2012 via

Is this big government?

Medeses at 20:12 PM, 14 Nov 2012 via

Floor has been opened to discuss "Perception of Growth of Administration vs. Hiring Freeze"

Faculty Senate Meeting at 20:17 PM, 14 Nov 2012 via

One senator stated that information is not readily available to the public.

Faculty Senate Moderator at 20:20 PM, 14 Nov 2012 via

We would like to see numbers: "Show me the money"

Faculty Senate Moderator at 20:20 PM, 14 Nov 2012 via

Another senator said that departments with more senior faculty have been frozen.

Faculty Senate Moderator at 20:22 PM, 14 Nov 2012 via

Senator: The problem is we are arguing about the "perception" and not the actual numbers.

Faculty Senate Moderator at 20:23 PM, 14 Nov 2012 via

The overwhelming majority of cash flow is in faculty-student relationships. However resources are being allocated to overhead, instead.

Faculty Senate Moderator at 20:24 PM, 14 Nov 2012 via

Another senator, "I don't see the point of discussing what we don't know"

Faculty Senate Moderator at 20:25 PM, 14 Nov 2012 via

Clearly there is a problem when there are more chiefs than Indians, and salaries and/or positions are frozen, to the detriment of the student

loulou at 20:25 PM, 14 Nov 2012 via

Chair states, "This is what faculty are raising as a concern."

Faculty Senate Moderator at 20:26 PM, 14 Nov 2012 via

NEED DATA DATA DATA DATA DATA DATA DATA

DATA DATA DATA DATA DATA DATA DATA DATA

DATA DATA DATA DATA DATA DATA DATA

DATA

GhostofHowardJohnson at 20:26 PM, 14 Nov 2012 via

Senator suggests that negative perception could lead to negative morale.

Faculty Senate Moderator at 20:27 PM, 14 Nov 2012 via

Senator stated that history of UNT is important (i.e.,

How did we get here?)

Faculty Senate Moderator at 20:28 PM, 14 Nov 2012 via

**3 to 1: That's the Best Ratio of Tenure-Track Faculty to Administrators, a Study Concludes**GhostofHowardJohnson at 20:29 PM, 14 Nov 2012 via

**Another Senator: "Is there really a perception?"**Faculty Senate Moderator at 20:33 PM, 14 Nov 2012 via

**Admin needs to talk honestly to everyone about UNT challenges and not just conceal the unpleasant and cheerlead the good too much empty talk**Sudo at 20:33 PM, 14 Nov 2012 via

**My perception is that people just don't care.**Medeses at 20:34 PM, 14 Nov 2012 via

**People do care they need to be treated like adults and engaged**Sudo at 20:35 PM, 14 Nov 2012 via

**Question was posed by a Senator: "It seems odd that administrators would seek to only hire administrators...What drives that?"**Faculty Senate Moderator at 20:36 PM, 14 Nov 2012 via

**Another senator suggests that the issue is more idiosyncratic than an ideal ratio.**Faculty Senate Moderator at 20:38 PM, 14 Nov 2012 via

**When will hiring freeze end?**Medeses at 20:39 PM, 14 Nov 2012 via

**Chair states this is a "complex nut" and that faculty would like to allow their voices be heard.**Faculty Senate Moderator at 20:40 PM, 14 Nov 2012 via

**Floor is opened up to Provost, Dr. Burggren.**Faculty Senate Moderator at 20:41 PM, 14 Nov 2012 via

**Provost Burggren reports numbers in hiring and retention of faculty.**Faculty Senate Moderator at 20:42 PM, 14 Nov 2012 via

**The net gain of UNT is 22 faculty over 3 years.**Faculty Senate Moderator at 20:43 PM, 14 Nov 2012 via

**Provost Burggren suggests that we're doing "more with less"**Faculty Senate Moderator at 20:43 PM, 14 Nov 2012 via

**Provost Burggren apologizes for not passing on data on administrative costs and annual operating budget.**Faculty Senate Moderator at 20:44 PM, 14 Nov 2012 via

**The administrative costs in FY 2011 was 8.4% of all costs. The projected goal for FY 2015 is 7.5%.**Faculty Senate Moderator at 20:45 PM, 14 Nov 2012 via

**There is no meaningful way to compare these percentages with other universities.**Faculty Senate Moderator at 20:46 PM, 14 Nov 2012 via

**Though Texas A&M is operating on 5% administrative costs, they are operating on expenditures, so their numbers are not comparable.**Faculty Senate Moderator at 20:47 PM, 14 Nov 2012 via  
**Provost Burggren: "What we are interested in is reducing these costs."**Faculty Senate Moderator at 20:48 PM, 14 Nov 2012 via

**In 2010, a few administrators were bought out, thus the increase from 2009 to 2010.**Faculty Senate Moderator at 20:48 PM, 14 Nov 2012 via

**In 2012, there was a dip in cost (at 5.69%), though it is "phony number" since it is not on UNT's books.**Faculty Senate Moderator at 20:49 PM, 14 Nov 2012 via

**Provost Burggren presents organizational chart for academic affairs (available online).**Faculty Senate Moderator at 20:50 PM, 14 Nov 2012 via

**[http://www.unt.edu/president/executivestaff/orgs/2012-13\\_OrgChart\\_ProvostsOffice\\_UpdatedOctober.pdf](http://www.unt.edu/president/executivestaff/orgs/2012-13_OrgChart_ProvostsOffice_UpdatedOctober.pdf)**Faculty Senate Moderator at 20:51 PM, 14 Nov 2012 via

**Provost Burggren presents changes in administrative positions in Academic Affairs.**Faculty Senate Moderator at 20:54 PM, 14 Nov 2012 via  
**[Chair requests that the PowerPoint slideshow be placed on the Faculty Senate website.]**Faculty Senate Moderator at 20:55 PM, 14 Nov 2012 via

**Provost Burggren stated that many of the "new positions" semantically and not actual positions.**Faculty Senate Moderator at 20:56 PM, 14 Nov 2012 via

**Provost Burggren: "There are 59 deans at UNT."**Faculty Senate Moderator at 20:57 PM, 14 Nov 2012 via

**Provost Burggren stated that at times faculty take on administrative tasks, unnecessarily.**Faculty Senate Moderator at 21:00 PM, 14 Nov 2012 via

**Provost Burggren responds to the questions on hiring freezes with, "Hiring freezes are inherently unfair."**Faculty Senate Moderator at 21:00 PM, 14 Nov 2012 via

**Provost Burggren: We provide exemptions to particular students (e.g., veterans).**Faculty Senate Moderator at 21:05 PM, 14 Nov 2012 via

**Hardtimes@UNT. My area learns \$ is/will continue to be scooped from lines; no new hiring. Course loads & service increase; salaries hardly move.**Lean at 21:06 PM, 14 Nov 2012 via

**Provost Burggren opened up a question and answer session.**Faculty Senate Moderator at 21:07 PM, 14 Nov 2012 via

**"We'll increase in quality before we increase in quantity" - in response to question about enrollment goals by administration.**Faculty Senate Moderator at 21:09 PM, 14 Nov 2012 via

**Provost Burggren there are 50 administration whose sole job is reporting to the state of Texas.**Faculty Senate Moderator at 21:10 PM, 14 Nov 2012 via

**Provost Burggren stated that\***Faculty Senate Moderator at 21:10 PM, 14 Nov 2012 via  
**Senator: "how many administrators per student do we have?" "What are other local schools ratios?"**Faculty Senate Moderator at 21:13 PM, 14 Nov 2012 via

**Additional administrators do not facilitate faculty success, they impede it by creating more rules and micromanagement. Please explain.**Sudo at 21:13 PM, 14 Nov 2012 via

**Question and answer session has ended. The senate has moved onto the next topic.**Faculty Senate Moderator at 21:14 PM, 14 Nov 2012 via

\*Warren corrected himself later stating "those 50 individuals that report to the state are actually required to report to the state, federal and other entities."