

**Problematic Institutional Patterns**

**OVER-CENTRALIZATION**

Taxing & sweeping funds from academic (production) units, which generate more and receive less, to subsidize central pools for reallocation to ill-defined priorities.

**MISPLACED PRIORITIES**

Shortchanging our students and compromising the institutional mission by reducing core academic (and support) personnel who uphold the educational, research, and service mission of a public flagship research university.

**LACK OF ACCOUNTABILITY**

Fostering a lack of transparency, accountability, and fiscal restraint within 1) central administrative initiatives, 2) support unit budgets and services, and 3) hiring practices that show disproportionate growth of senior administrative personnel, plus additional staff to support them.

**• Change to Administrator to Student Ratio**

- 154% increase for provosts.
- 74% increase for vice presidents.
- 5% decrease for deans.

**Current Trends from 2013 to 2022:  
Wrong-Sizing the Workforce**

**• Student Enrollment**

- Undergraduate student enrollments are up 27.6%.
- Graduate student enrollments are up 19.8%.
- Graduate students dropped from 22% of the total student population to 20.9% of the population.

**• Faculty & Graduate Assistant (GA) Hiring Trends**

- Tenure & tenure-track faculty decreased by 1.28%.
- GAs decreased by 1.9%.
- Other faculty (full-time non-tenure-track & part-time) increased by 20.2%, with the greatest increase in the last two years in part-time faculty.

**• Change to Faculty & GA to Student Ratio**

- 22% decrease for tenure-track.
- 5% decrease for other faculty.
- 22% decrease for graduate assistants.

**In FY2022, only 10% of all faculty hires were tenure-track faculty.**

**• Central Administration Hiring Trends (includes Associate, Assistant, and Senior VP roles)**

- Provosts increased 220%.
- Vice Presidents increased 119%.
- Deans increased 20%.

AIB processes undermine units' potential to plan, support students, and make hiring decisions.



General Faculty  
Financial Recalibration  
Committee (GFFRC)