

ADMINISTRATIVE REVIEW COMMITTEE

Whereas, the UMass Dartmouth administration has failed to meet its stated objective of administrative streamlining and has failed to implement any substantive administrative reform in the midst of an alleged fiscal crisis,

Be It Resolved, that the Faculty Senate will immediately appoint a nine member Administrative Review Committee, to include only tenure line faculty, and to include at least one tenure line faculty from each college or school, and

Be It Further Resolved, that said committee will conduct a comprehensive review of administrative organization on the UMass Dartmouth campus, including all positions, job descriptions, official forms, campus policies and procedures, and cumbersome approval and authorization processes, and

Be It Further Resolved that said committee is charged with making recommendations to the Faculty Senate designed to achieve, but not limited to, the following goals:

- to reduce and eliminate unnecessary administrative and staff positions that do not directly support the educational, research, and public service missions of the university,
- to create a transparent administrative search and screen procedures for all administrative and staff positions.
- to insure that academic decisions are not made by, and are not subject to review or veto by non-academic staff or non-academic administrators and to insure that the role of non-academic staff and administration is to implement decisions and policies made in the Academic Division.
- to eliminate false 'savings' by requiring that all changes of policy or procedure, implemented for the purpose of cost-reduction, be preceded by a comprehensive cost-benefits analysis that accounts for the true 'costs' of implementing and enforcing policies aimed more at centralizing decision-making than saving university funds.
- to review and identify the misuse of academic titles by individuals who are unqualified to hold such titles and who lack the required educational credentials or experience to hold academic titles.
- to review and identify false 'streamlining' efforts that involve the shifting of clerical and administrative work to faculty as opposed to genuine productivity improvements by the administration and staff.

- to reduce the number of forms, eliminate unnecessary or unqualified staff approvals, and to streamline accounts payable, human resource, and purchasing processes.
- to identify supervisory failures within the administration.
- to review and identify the unnecessary use of outside 'consultants' hired at considerable expense to the university to perform tasks that should otherwise be performed internally by administrative and staff personnel or, if such personnel lack the qualifications to perform those tasks, should be removed from those positions,
- to review and make recommendations on instructional support and academic support functions that have been improperly re-assigned and improperly classified as administrative rather than academic functions,
- to review human resource and equal employment opportunity procedures to bring them into compliance with generally accepted best practices in academia,
- to investigate and report on the true sources of the alleged UMass Dartmouth 'structural deficit', particularly since the annual operating budget has continued to increase each year during the alleged fiscal crisis, and

Be It Further Resolved, that the Administrative Review Committee will prepare and submit a formal written report of its findings to the Faculty Senate, the President, and the Board of Trustees.

By Clyde W. Barrow
Member, UMD Faculty Senate