

## ***Administrative Bloat***

USM has led the way in [massive growth](#) in administrators. As of 2009, *The Chronicle of Higher Education*, reported that USM had one of the “biggest increases” in the nation in “growth in managers and support personnel relative to enrollment.”: 84%.

The [following comment](#) is the primary point of this report.

### **selfdeflection** • 9 months ago

I am a student services person but decry the unnecessary hiring, especially at the mid-management levels in this domain. Here is what happens at my university. over and over and over:

- 1) Someone identifies a sub-cohort of students (older single moms, LGBT, 60+ years, etc.) and discusses their unique issues publicly
- 2) Someone decides the University is at risk in ratings, reputation or enrollment loss by not having a point-to-it department devoted to that sub-cohort
- 3) A position is created, usually at the \$60+K-ish level, to spearhead programs.
- 4) That person does NOT, however, become an expert at offering those programs. Instead, they hire an outside vendor/consultant to do this.
- 5) And, natch, they also need an assistant and a program admin to complete their “department,” as well as office space, computers, and new furniture.

As reported by [The Chronicle of Higher Education](#), Administrator Hiring Drove 28% Boom in Higher-Ed Work Force, Report Says By Scott Carlson:

... new administrative positions—particularly in student services—drove a 28-percent expansion of the higher-ed work force from 2000 to 2012.” Additionally, “ the report says, the number of full-time faculty and staff members per professional or managerial administrator has declined 40 percent, to around 2.5 to 1. Full-time faculty members also lost ground to part-time instructors (who now compose half of the instructional staff at most types of colleges), particularly at public master’s and bachelor’s institutions. And the kicker: You can’t blame faculty salaries for the rise in tuition. Faculty salaries were “essentially flat” from 2000 to 2012, the report says. And “we didn’t see the savings that we would have expected from the shift to part-time faculty,” said Donna M. Desrochers, an author of the report.

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Robert E. Martin, a professor emeritus of economics at Centre College who has [studied the effect of administrative bloat](#) on college costs, said that the role of student services has been growing since the early 1990s, when colleges believed that they had to provide more services outside the classroom.

Those services aren’t necessarily central to the mission of most institutions, Mr. Martin said. “At what point,” he said, “does that ratio of nonacademic staff to tenured faculty become completely untenable?”

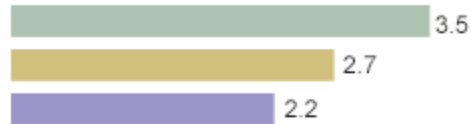
The [following chart](#) paints a troubling picture.

## A Rise in Administrative Ranks

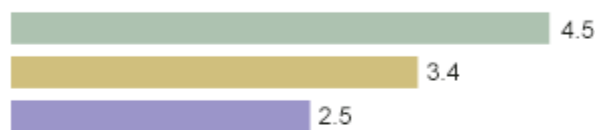
Since 1990, the number of faculty and staff positions per administrator has declined, measured on a full-time-equivalent basis, as the number of executive and professional staff members has climbed. The trend has affected all sectors of higher education.



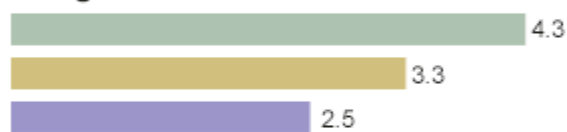
### Public research universities



### Public master's institutions



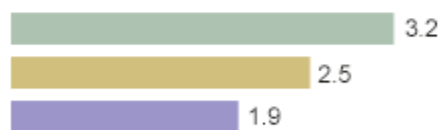
### Public bachelor's colleges



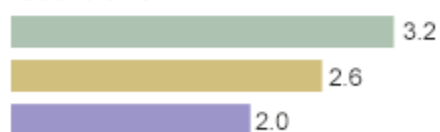
### Public community colleges



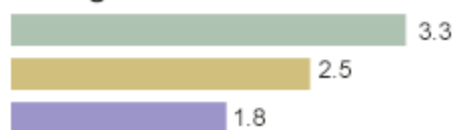
### Private research universities



### Private master's institutions



### Private bachelor's colleges



Note: Full-time-equivalent faculty members include research assistants.

Source: Delta Cost Project

How much lower will Southern Miss' student population fall before President Bennett and his fellow administrators understand that the mission of the University is to provide the best possible education to students, not support costly sports programs, build fences around campus, hire more assistants, etc.?