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## Reorganization led to Clemson cost growth, Barker says

### Retired faculty member issues report critical of administrative costs

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COLUMBIA — Double-digit raises for some Clemson University administrators and personnel costs that by Clemson's calculations have risen about 54 percent over three years have drawn fire from a retired faculty member, prompting Clemson President Jim Barker to reassure the campus that most of the perceived administrative growth is the result of reorganization.

His comments were sparked by a report to the school's Faculty Senate by a retired professor that was circulated among faculty and legislators.

John C. Bednar, a professor emeritus and a former chairman of the Faculty Senate's finance committee, said personnel costs in Barker's office, the provost and the advancement office increased by \$6.6 million, or 58 percent, during the period, without considering fringe benefits.

Clemson officials say the costs rose \$6.37 million, or 53.9 percent.

From 2006 to 2008, according to the school, personnel costs in the three offices rose from \$11.8 million to \$18.1 million. While Bednar says there have been 90 positions added during that period with salaries of \$30,000 or more, Clemson says it added only nine new "upper-level" administrators, those at the associate dean and associate vice president level and above.

Barker wrote that "most of the perceived growth in administration is actually the result of reorganization."

Clemson spokeswoman Cathy Sams said what may look like new positions were in fact the same people going from one salary category to another.

Barker said some of the increase in administrative personnel cost has come from added programs, such as the Academic Success Center, Creative Inquiry and the Bridge to Clemson

Even so, Barker wrote, the school's administrative overhead costs are below peers in North Carolina and Georgia.

Bednar said such raises, when the school is struggling with budget shortfalls and has asked some emeritus professors to teach for free, is wrong.

Barker noted that the increases in personnel came at a time when the school's endowment was receiving double-digit returns and state funding had been increased. And he said the university has spent \$12.7 million on new faculty positions and raises beyond state-ordered raises from 2002 to 2008.

Faculty numbers have grown by 95, or 8.8 percent, from 2006 to 2008, according to the university. The average faculty salary grew 4.1 percent over that time period, according to Clemson, while the average administrative salary grew by 8.8 percent.

Barker has promised that the school's administration will bear a disproportionate share of upcoming budget cuts.

Bryan Simmons, president of the Faculty Senate, said a committee has been examining administrative personnel costs in greater detail than Bednar since November and expects to complete its work soon.