

PROPOSED RESOLUTION, SENATE MEETING, NOVEMBER 2, 3-5p.m., SIBLEY AUDITORIUM

Whereas, Our campus mission is teaching, research, and service with the only role of the administration being to support the students and faculty in performing that mission;

Whereas, Administrative staff are not just entries in a spreadsheet --- they work hard supporting the campus and presumably understand as individuals what they themselves are doing and why;

Whereas, Purely individual level understandings of this work are not enough since all well-functioning organizations need to collectively understand what each piece is doing and why;

Whereas, There have been recent allegations of waste at the UCOP level and campus level analyses indicating that central campus administrative spending has grown disproportionately in recent years at Berkeley, as well as being significantly out of line with peer institutions;

Whereas, Managing an enterprise of the size and scope of UC Berkeley is a seemingly impossible task given its accreted web of administrative structures;

Whereas, It is possible to draw upon the vast knowledge and expertise of the UC Berkeley faculty to help reorient the administrative structures to better align with the core missions of the campus, with an aim of cooperating with campus leadership to place the campus on much firmer financial ground;

Be it therefore RESOLVED that:

1. It is the sense of the UC Berkeley faculty that a faculty-led study into the services provided at the central campus level should be performed.
2. The Senate leadership (with guidance from CAPRA) shall request from the administration such information as deemed necessary to understand in some detail what services central campus provides, how those services support the core mission of campus, and how the provision of those services maps directly and indirectly to the campus organizational chart and budget. To the extent that any information is requested from central campus employees themselves, those employees shall also be provided the opportunity to give suggestions for how their work could be made more efficient and more supportive of the core mission. To the extent possible, the choice of information requested should be minimally disruptive to staff morale or the efficient administration of the campus, while still allowing a strategic understanding of what is being done and why.
3. Our fellow faculty are urged to volunteer to help examine these and other materials from CAPRA in the context of the core teaching, research, and service missions of the campus. The committee service credit and faculty volunteer selection to help CAPRA in this manner should be handled in a manner analogous to how CUSHFA leverages faculty volunteers for the Regents' and Chancellor's Scholars programs.
4. CAPRA, with the help of this group of evaluating faculty, shall produce a report for sharing with the campus that:

- a) Explains in some detail the services being provided to students and the faculty by central campus, explains why/whether each service is essential, and provides approximate costs in terms of staff salaries and other direct expenses.
- b) Recommends how these resources, if justified, could be better deployed to support our core missions of teaching, research and service.