Administrative Structures and Organization Task Force
James F. Barker, Chair

Relevant Guiding Principles:
1. Students are our top priority.
2. Budget cuts will be disproportionately larger at areas furthest from the core.
3. We will work to protect people, though not necessarily specific jobs.
4. We will not sacrifice gains made in our quest to Top 20.

Observations:
1. Compared to peer institutions, Clemson’s administrative and support costs are below average, and many reductions and cost efficiencies have already been implemented through the ongoing work of the Discovery Council, a standing university council established in 2003 to continually review institutional support operations to find ways to cut costs and increase efficiencies.
2. State regulations often add significant costs and decrease efficiencies.
3. All new investments in administrative and support programs or services since 2001 must be re-evaluated in light of current economic conditions.

Recommendations:
1. Administrative and support units will be given a specific budget cut target ranging from 10 to 15 percent and asked to develop a plan for review by the budget strategies team. Staff members and directors are the most knowledgeable about their operations and are best positioned to recommend specific strategies for meeting budget cut targets. Actual cuts will be determined as part of the overall budget planning process.
2. Administrative organizational structures will be reviewed for possible consolidation and elimination of duplicative infrastructure. There will be direct communication with individuals impacted by organizational changes before details are publicly released.
3. Given the current economic environment, administrative positions and compensation will be evaluated.
4. State regulatory relief should be a priority as it has the potential to yield greater operational cost reductions than any salary, organizational or staffing changes.