

## **Budget Review Open Forum on March 9, 2010 – 2:00 p.m. Academic Hall Auditorium**

Regarding the sustainability report, it states that shutting buildings down in the summer cannot be done because there are faculty that might want to come in to work and would need the air conditioning; however staff employees don't seem to be considered when the heat needs to be shut off. Staff is expected to work next week without heat, worked for a week in January without heat, and worked without water and bathroom access for a week last summer. **(Utilities/Sustainability)**

Response:

- Not intended that way. Unforeseen emergencies occur like when the heat was off in January and the water lines broke last summer.
- We have to have scheduled outages. Facilities look at a time that will affect the least amount of people. Spring break is the best time to do the necessary preventive maintenance. Students aren't here and the weather is generally mild.

Suggest that instead of offices being cooled in chance faculty might come into their office during the summer, have specific days for office hours or work from home. **(Utilities/Sustainability)**

Response:

- There is a discussion regarding conservation days.

Has the sick leave policy structure been looked at? **(Employee Benefits)**

Response:

- Committee did not present a recommendation on this, but could certainly take a look at it.
- Usage is generally not going to present an opportunity for savings; unless there is an abuse occurring.

Is there equitability to staff vs. faculty loss/contribution in the changes proposed? **(Employee Benefits)**

Response:

- That was considered as the committee looked at recommendations but it's impossible to get parity with time off with pay since faculty already do not get all the holidays (4<sup>th</sup> of July) or energy conservation days off.

- Is definitely equitable when looking at health insurance adjustments.

How can a student accrue \$5,000 in debt? Can't we force the student to pay upfront? **(Other Common Fees)**

Response:

- The \$5,000 was used as an example only. However, an out-of-state undergraduate could easily owe \$5,000 for a semester of classes.
- Asking a student to pay all of their tuition upfront is not how it is done in higher education as a whole. We do have a payment plan in place to help students.

Faculty seems to be bearing the brunt of the cuts with 24 of colleagues being cut. The academic department (English) took a vote yesterday proposing that salary cuts be initiated in order to save the jobs of fellow faculty. Perhaps cuts of 3% to everyone making more than \$100,000; 2% to everyone making more than \$75,000; 1% to everyone making more than \$50,000; and incrementally to those below \$50,000. **(Academic Activities)**

When reviewing the sustainability report, noticed that all the University buildings were listed except Grauel and Pacific Hall. Why were they left off? **(Utilities/Sustainability)**

Response:

- Not all the information was back in yet. FM is still waiting for information on those two buildings. Report was not intended to be complete, is still in progress.

Are Residence Life buildings (dorms) being looked at to pointset? **(Utilities/Sustainability)**

Response:

- Residence Halls are being looked at. People live there year round. Like other buildings, they have to work with set points. Residence Hall Supervisors ask students to unplug items during breaks to save energy.

In regard to Athletics, there are a lot of assumptions regarding revenue generation. Since the amount of revenue to be generated is about equal to a one-day furlough for all employees, how do we assure that Athletics will meet their apportioned cut and we won't end up funding them? **(Intercollegiate Athletics)**

Response:

- The guarantees are the easy part and have already been set in motion. As was stated, any excess guarantee money will be held in escrow to offset any deficiencies in ticket sales or booster donations if necessary.
- Athletics fully understands their obligations regarding the budget cuts.

There is money spent on morale boosting events such as the PSC and CTS luncheon and Administrative Professional day activities (luncheon and speaker). While these are very nice things to have, if we did away with these events campus-wide, we may be able to save dollars. **(Employee Councils)**

We could look at eliminating CAP and CPS for the clerical/technical staff. If the certifications are necessary for a job on campus, then that should be included in the pay range. **(Employee Benefits)**

Regarding cut positions, weren't most of the positions that were cut already vacant positions?  
**(General)**

Response:

- Most of the positions eliminated were either vacant or were becoming vacant from retirements.
- On the staff side, the individuals in the filled positions that were being eliminated are being interviewed for other positions on campus. So far 6 of these individuals have found another job on campus.

Could we go to a 4 day work week like they used to have? **(Employee Benefits)**

Response:

- Has been looked at and we don't save any dollars by shutting down one day.

Could individuals telecommute (allowing buildings to be shut down)? **(Utilities/Sustainability)**

Response:

- Was not part of the charge, but alternative work schedules would probably not work. We still have to have people here five days a week.

Not necessarily a cost savings idea, but could we get better assistance in determining what the out-of-pocket cost to employees would be for adding family insurance, since the cost is paid with pre-tax dollars, it's not the full cost of the premium. Maybe this could be done through the benefit enrollment process? **(Employee Benefits)**

Response:

- That is something that can be looked at. Benefits office should be able to come up with something for that.

We shouldn't have spent \$64,000 for consulting fees for a Provost search. That \$64,000 could have saved two \$30,000 positions for another year. **(General)**

Response:

- The consultant is in the business of getting the most qualified candidate. Getting the best candidate can in the long run end up saving the institution money.

If a student owes \$5,000 shouldn't we be turning them over to a collection agencies? **(Other Common Fees)**

Response:

- We do use collection agencies.

If we can save money from adjusting the temperature a couple of degrees, why can't shutting down a building save even more? **(Utilities/Sustainability)**

Response:

- Absolutely it could, but we must strategically decide which buildings to take down

Have we considered an early retirement program? **(Employee Benefits)**

Response:

- Same as was given at morning session.