

## UBC MEETING, FEBRUARY 26, 2009 QUESTIONS/OBSERVATIONS

The option was given to the full UBC and to the invited members of CAD, Chairs, Staff Council, Associated Students and the Senate to submit questions coming from their constituencies. They are provided here for UBC and Division heads to assess and respond to.

1. We have a tremendous pool of talent on this campus that should have greater contact with our students. I would recommend that all senior administrators, including vice presidents, deans, and associate deans, be asked to teach one class per year. These are talented, successful educators who can bring a wealth of experience to our students and faculty. Putting them on the "frontline" would put them directly in contact with many of the issues faced by our students and faculty. They will have a greater appreciation for the challenges we face and become more effective administrators. I think they would enjoy it and they would remember why they are in higher education. It would result in budget savings---how many sections would this account for?

*(Provost). Several of our deans and unit managers have offered to teach a course to accommodate student demand in these trying times (one already teaches) and I very much appreciate those offers. At the same time, I recognize that the workload of these individuals is also increasing as a result of budget reductions in their respective units.*

2. Suspend or reduce UNIV 101 for one semester---I like the course, but there are other choices in area E. We were fine without it for many years.

*(UED). FYE has invested considerable resources largely supported from external funding (AACU Bringing Theory to Practice Project and Chancellor's Office grants) in the redesign of UNIV 101. We feel it is becoming an enormously successful course in integrating our students into the university and community and preparing them for success.*

3. Figure out how to only have one person pay benefits instead of two, if they are both employed at CSU, Chico. I know this used to be an option..."flex-cash" or something like that...Think of the savings!

*(VPBF). The system wide Flex -Cash program specifically prohibits use of this program if both employees are CSU employees. The program still exists but is only open to those who get their benefits from someone other than CSU. The program never allowed option of flex cash to be paid when both employees work for CSU and their only insurance is CSU. One employee can sign up for employee and spouse coverage and the other for no coverage (since they are covered as a spouse) but the one who has no coverage does not get flex cash. We would have to get the system to change the flex cash program.*

4. Reduce assessment dollars by 50%. I am a big believer in assessment, and the buyout has significantly helped move us forward. However, I don't know if we can afford the same financial commitment. I viewed those dollars as start-up costs, and I think we could reduce those across the board.

*(Provost). The WASC Visiting Team in its final report found "that CSU, Chico's current framework for assessment of student learning is a model that could be adopted at other universities and contains the potential for sustainable efforts in the areas of assessment and program review." The Team recommended that the university "continue to provide essential resources to support the significant (assessment) work undertaken by academic affairs, the colleges, the departments and the faculty." They further recommend "Maintain and refine the current structure of assessment efforts through the Office of the Senior Vice Provost for Academic Affairs, the Academic Assessment Council (AAC), the college assessment coordinators, and the department assessment facilitators." I want to make sure that assessment becomes embedded in the culture of our programs and will review yearly allocations for assessment in that light.*

5. Suspend "non-essential" committee work for one year. We are trying to do more and more with less and less, eventually leading to faculty/staff burnout. Let faculty focus on core work --teaching and scholarship....

*(Provost). The Council of Academic Deans and I have been engaged in a series of streamlining, re-engineering, and re-visioning exercises. We continue to look for ways in which to focus our limited resources. A review of 'non-essential' committees throughout Academic Affairs, and indeed the university, is in order and encouraged.*

6. Figure out how to extend "alternate" year evaluations for outstanding and senior staff employees, at their request. In other words, if they are doing a great job and their evaluation is already outstanding, why spend the energy/time on another evaluation.

*(VPBF). We have previously looked at the question of whether we could not do "annual" evaluations on outstanding staff and instead do evaluations every other year. For unionized staff most agreements require annual evaluations and we would have to bargain a change. MPP system wide HR from 2001 requires annual evaluation. We could request that they consider a change but that would not likely happen quickly if at all.*

7. I know a lot of this comes from AS, but there seems to be a significant amount of printing that goes to all faculty/staff mailboxes. What happened to sustainability?

*All divisions continue to make deliberate efforts to reduce the carbon footprint of the campus. While printed materials are still being distributed, we are using more electronic forms of communication. The numbers of Campus Announcements are up 30% over last year. Departments are printing and distributing to a much smaller group, therefore saving on printing costs. We urge all to be even more diligent in these efforts.*

8. I don't understand how we're doing strategic budgeting based on strategic priorities and decisions when the scenarios are % cuts across divisions and within those divisions, often across units. Question: How are we making strategic decisions?"

*(President). All divisions follow the four strategic priorities of the University: student learning/success/progress to degree; diversity; regional service; protecting our workforce. All are required to demonstrate how they do this. All apply these priorities to their budget management. Thus, global priorities; local application. Both reflect strategic decisions and actions.*

9. Regarding potential layoffs:

- a. Has the system told us not to consider layoffs as part of a reduction strategy?

*No*

- b. Does it appear that we can avoid layoffs with what we know about our budget situation?

*System-wide level discussions are occurring and this direction would come from the Chancellor's Office.*

10. When are we going to review where we are currently in the decision making process, not as a fiscal statement of facts but as a projection of timelines and scale of decisions being made so that individuals can be heard and have a chance to process what these cuts mean to them?

*(Provost). The Council of Academic Deans and I have been involved in budget planning over the past eighteen months. These planning efforts have been within the university's planning parameters, that is planning for a 5% reduction for 2008-2009 and a 5% reduction for 2009-2010. As decisions were being made / are being made they were / are shared with the Council of Academic Deans and the Council of Academic Chairs.*

11. The College of Ag seems to be very top heavy in the administrative areas. There appears to be a lot of redundancy, especially compared with other larger colleges. Can someone explain to me how a College of less than 350 FTE can have the following: Dean, Associate Dean, Program Coordinator, Development person, Outreach person? Take a hard look at the top layers of the College of Agriculture.

*(Provost). All college deans and unit managers within Academic Affairs have been asked to review their administrative structures. I know that the Dean of the College of Agriculture is carefully reviewing the administration of both the College and the Paul L. Byrne Agricultural Teaching and Research Center (a.k.a. the University Farm).*