

- The current furlough plan is based on a catastrophic projections in enrollment (30% drop) which did not pan out.
New student applications have increased.

New Student Enrollment Update			
June 1, 2020	Percent +/-	2019	2020
Applications	3.92%	40,462	42,049
Admits	5.59%	34,277	36,193
Enrollment Fee paid	-3.87%	8208	7890
Orientation (OR) sign-up	-3.55%	7571	7302

– UA owns reserves in the form of Investment Assets worth \$1.35 Billion.

Projected deficit is only \$93 Million and was shown to be grossly overestimated.

Therefore UA own enough assets to offset losses without resorting to furloughs

As of June 30, 2019	
Investments by Fair Value Level	
Certificates of Deposit	\$ 27,344,000
Common Stocks	5,960,000
Corporate Bonds	495,513,000
Equity Mutual Funds	45,934,000
Federal Agency Securities	58,738,000
Fixed Income Mutual Funds	3,350,000
Money Market Mutual Funds	193,350,000
Municipal Bonds	1,652,000
Mutual Funds - Asset Allocation	652,000
Preferred Stocks	2,158,000
Private Equities	1,158,000
Real Estate	557,000
US Treasury Securities	51,884,000
Total investments by fair value level	\$ 888,250,000
Other Investments at Fair Value	
Academic Enhancement Fund Trust	247,812,000
Interest in Permanent Endowment	9,526,000
State Treasurer's Pool 3	1,860,000
University of Arizona Foundation	200,596,000
Total other investments at fair value	\$ 459,794,000
Investments at Net Asset Value (NAV)	
Equity Mutual Funds	3,264,000
Total investments at net asset value	\$ 3,264,000
Total investments at fair value	\$ 1,351,308,000

[From the 2019 Comprehensive Annual Review of Finances p. 47](#)

– UA financial reserves have been fluctuating by nearly \$300 Million in the last 4 years.

This is much larger than the projected deficit of \$93 Million

Concerns over UA credit rating (Moody's) do not seem warranted.

As of June 30, 2019	
Total investments at fair value	\$ 1,351,308,000

As of June 30, 2018	
Total investments at fair value	\$ 1,509,246,000

As of 6/30/2017	
Total investments at fair value	\$ 1,488,255,000

As of 6/30/2016	
Total investments at fair value	\$ 1,219,053,000

[From the 2019-2015 Comprehensive Annual Review of Finances](#)

The furlough plan proposed by central administration has a salary cap of \$200,000 yet multiple administrators make over \$800,000.

<https://openpayrolls.com/university-college/university-of-arizona/2019/emp-robert-robbins>

**Furlough-Based Salary Reduction
and Pro-rated Personal Flex Time Days for
Academic Employees***

Effective Dates:
8/17/20 - 5/23/21 - For academic employees paid over 9 months
7/1/20 - 6/30/21 - For academic employees paid over 12 months
Based on 1600 hrs (AY)

Gross Annualized Pay	Personal Flex Time Days	% Furlough-Based Salary Reduction
\$44,500-\$44,999	11	5.38%
\$45,000-\$45,499	12	5.77%
\$45,500-\$45,999	12	6.15%
\$46,000-\$46,499	13	6.54%
\$46,500-\$46,999	14	6.92%
\$47,000-\$47,499	15	7.31%
\$47,500-\$47,999	15	7.69%
\$48,000-\$48,499	16	8.08%
\$48,500-\$48,999	17	8.46%
\$49,000-\$49,499	18	8.85%
\$49,500-\$49,999	18	9.23%
\$50,000-\$50,499	19	9.62%
\$50,500-\$75,000	20	10.00%
\$75,001-\$75,499	21	10.38%
\$75,500-\$75,999	22	10.77%
\$76,000-\$76,499	22	11.15%
\$76,500-\$76,999	23	11.54%
\$77,000-\$77,499	24	11.92%
\$77,500-\$77,999	25	12.31%
\$78,000-\$78,499	25	12.69%
\$78,500-\$78,999	26	13.08%
\$79,000-\$79,499	27	13.46%
\$79,500-\$79,999	28	13.85%
\$80,000-\$80,499	28	14.23%
\$80,500-\$80,999	29	14.62%
\$81,000-\$150,000	30	15.00%
\$150,001-\$150,499	30	15.38%
\$150,500-\$150,999	30	15.77%
\$151,000-\$151,499	30	16.15%
\$151,500-\$151,999	30	16.54%
\$152,000-\$152,499	30	16.92%
\$152,500-\$199,999	30	17.02%
\$200,000-\$200,499	30	17.31%
\$200,500-\$200,999	30	17.69%
\$201,000-\$201,499	30	18.08%
\$201,500-\$201,999	30	18.46%
\$202,000-\$202,499	30	18.85%
\$202,500-\$202,999	30	19.23%
\$203,000-\$203,499	30	19.62%
\$203,500+	30	20.00%

<https://hr.arizona.edu/FY-2020-2021-Furlough-Program>

The executive team who approved a salary cap of \$200,000 for the furlough plan has an average salary of \$388,550.

(This does not includes bonuses)

Executive Team	
Robert C. Robbins	\$875,000
President	
Lisa Rulney	\$450,000
Senior Vice President for Business Affairs & Chief Financial Officer	
Liesl Folks	\$460,000
Senior Vice President for Academic Affairs & Provost	
Elizabeth Cantwell	\$368,000
Senior Vice President, Research and Innovation	
Michael D. Dake	\$876,000
Senior Vice President, Health Sciences	
Jon Dudas	\$387,000
Senior Vice President & Chief of Staff	
Laura Todd Johnson	\$363,000
Senior Vice President for Legal Affairs & General Counsel	
Steve Moore	\$400,000
Senior Vice President & Chief Marketing and Communications Officer	
JP Rocznik	????????
President & CEO, UA Foundation and Vice President of Development	
Core Team	
Sangita Pawar	\$171,280
Vice President, Operations, Research Innovation & Impact	
Barry Brummund	\$301,000
Chief Information Officer & Co-Chair SPBC	
Helena Rodrigues	\$197,000
Vice President & Chief Human Resources Officer	
David Elmer	\$326,000
Associate Vice President, Finance and Administration, UA Health Sciences	
Nicole Salazar	\$220,164
Vice President for Financial Services	
Jim Florian	\$213,364
Associate Vice President, Institutional Analysis, Office of the Provost	
Kathy Whisman	\$220,450
Senior Associate Vice President & Chief Budget Officer	
EXECUTIVE TEAM AVERAGE SALARY 2019-2020	\$388,550

– The top 10 executives at UA had an average salary raise of \$105,000 between 2016 -2020

AVERAGE MANAGERIAL SALARIES AT THE UARIZONA

2016-2020

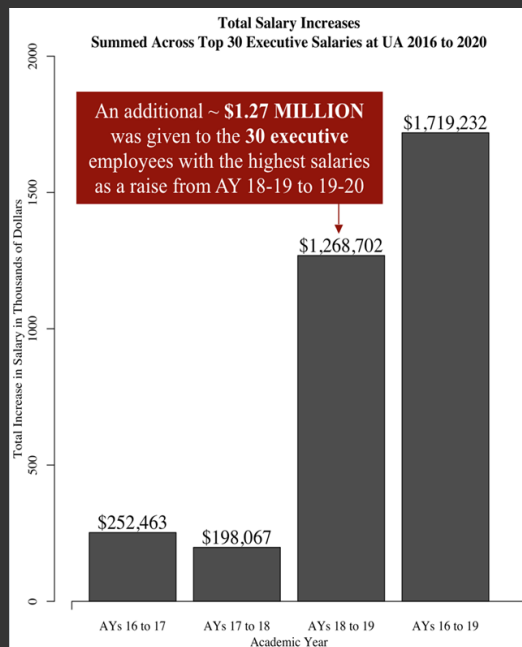
	2016-2017	2017-2018	2018-2019	2019-2020	Difference 2020-2016
TOTAL AMOUNT	\$8,923,538.00	\$9,176,001.00	\$9,374,068.00	\$10,334,979	\$1,411,441
AVERAGE-top 30	\$297,451.27	\$305,866.70	\$312,468.93	\$344,499	\$47,048
top 20 employees	\$333,188.75	\$345,743.80	\$356,580.75	\$393,574	\$60,385
top 15 employees	\$357,587.07	\$383,543.07	\$390,521.53	\$433,019	\$75,432
top 10 employees	\$383,400.50	\$431,170.20	\$438,935.60	\$488,482	\$105,081

This corresponds to a 30% salary increase in 4 years

Full data includes: President Of The University; Interim Senior Vice President, Academic Affairs-Provost; Senior Vice President, Chief Marketing/Communications Officer ; Senior Vice President And Chief Financial Officer, Business Affairs; Senior Vice President, Senior Associate To The President / Secretary Of The University; Associate Vice President, Biosciences And Technology; Vice President, Innovation - Office For Research And Discovery; Interim Vice President For Research; Senior Vice President, Legal Affairs/General Counsel; Vice Provost, Global Affairs; Associate Vice President, Community Engagement; Vice President, Information Strategy - University Libraries; Vice President, Academic Initiatives - Student Success; Assistant Vice President, Research Administration; Vice Provost, Inclusive Excellence; Vice President, Business Affairs And Human Resources; Assistant Vice President, Tech Launch Arizona; Assistant Vice President / Chief Operating Officer; Vice President, University Planning / Design And Operations; Vice President, Strategic Business Initiatives; Associate Vice President, Research; Assistant Vice President, Operations; Vice President, Enrollment Management / Student Affairs Advancement; Associate Vice President, Global Initiatives; Associate Vice President, Research; Assistant Vice President / Chief Of Staff, Operations And Planning; Vice Provost/Dean, Graduate Educ. Graduate College.

#WeWonder

We wonder why the top 30 administrators at University of Arizona gave themselves \$1.27M in raise in 2019 while allowing only \$5.6M for the whole 8,688 faculty and staff.



FY 2020 Strategic Investments

College of Med Phx Expansion & MD Waivers	\$8.0M
Strategic Planning Initiatives	\$7.5M
Faculty/Staff Merit Adjustments	\$5.6M
IT Infrastructure & Security	\$5.0M
Development Support Activities	\$3.0M
Operations of New Facilities	\$3.0M
Library Information Access	\$2.0M
Student Recruitment	\$1.0M
Marketing & Brand Management	\$1.0M
Diversity, Equity & Inclusion	\$1.0M