


MEMORANDUM

DATE: October 3, 2023

TO: CALES Academic Unit Heads
CALES Academic Business Officers
CALES Faculty Senators
Ashlee Linares-Gaffer, chair, CALES/CES Faculty Council
Rachel Doty, chair, ALVSCE Staff Council
Darin Knapp, chair, Cardon Academy of Teaching Excellence
Channah Rock, chair, Dean's Research Advisory Council

FROM: Shane C. Burgess 

SUBJECT: For Immediate Action: Faculty Hiring Pause extension to all faculty positions.

As we work through the financial and budgetary changes necessitated by the abrupt and un-modellable change in CALES revenue resulting from moving from the RCM revenue model to the AIB revenue model, my priority is our existing employees. To decrease, but currently not eliminate, the probability of implementing "RIFs" (reductions in force) described by UA CFO Rulney to all college business officers on September 22, 2023, see Janis' recent communication to you (attached), **all new faculty hiring will pause, effective immediately.**

This affects eight posted positions in six academic units. This pause will remain in effect until I can be assured that hiring new faculty will significantly decrease the risk to the continued employment of our current employees. I may consider exceptions on a case-by-case basis only if the hire in question will demonstrably increase the probability of existing CALES employees' continued employment.

Janis Rutherford, Mike Staten, and Jon Chorover are working with all academic unit heads, business officers and shared governance leaders to identify how the CALES revenue under AIB will cover CALES costs.

NOTE: this does NOT apply to Cooperative Extension System faculty searches because 1. the CES has a separate state budget line and can afford its planned hires and 2. an equivalent hiring pause would significantly increase the risk to continued employment for current CES employees.

I absolutely recognize and appreciate the significant work that search committees and many others have put into their respective searches. I have not taken this action lightly. I have consulted with Provost Marx on this action, who concurred.

Att.

cc: Ron Marx, Interim Senior Vice President, Academic Affairs and Provost
ALVSCE Executive Council

[ec-alsvce] FW: 9/22 Financing the Mission w/Lisa Rulney Notes

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on behalf of

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Wed 9/27/2023 4:41 PM

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On Friday Lisa Rulney, UA CFO, held another “Financing the Mission” meeting with lead business officers across campus. These meetings take place over zoom a few times a year. The last one was in July where we heard Lisa say for the first time to “preserve cash balances”. In Friday’s meeting, some important points are:

- UA has more students than ever before at about 53K. Our revenues are positive and although FY23 audit is not complete, it looks as good as Lisa reported to ABOR in June.
- Lisa referred to the FY24 new budget allocations as an “authorization to spend” up to a specific amount. Funds will be transferred after expenses post – *until further clarification, I assume this refers to “new SBA”*.
- Any unit in (or planning to be in) a deficit position will receive guidance from SLT regarding a limit on how much they can be in deficit. It will include SLT’s expectations regarding operational expenses.
- Regarding preparation for FY25 AFMY process:
 - “we must do a better job setting expectations regarding deficit spending/planning”
 - SLT is putting up “guard rails” around SBA budget requests moving forward to ensure that requests from colleges are within bounds of what SLT can allocate.
 - “units that do not forecast sufficient sources to cover expenses must **plan for a reduction in activity, service, and/or force**”
- This is the first time Lisa has been direct about needing reduction in force. She mentioned HR is available to help units and colleges navigate reductions in force. She referenced “employees” and did not specifically state faculty or staff.
- More annual salary increase programs (SIP) are planned. This is not a “budget cut” but a “budget restraint” as we invest in our current employees. A possible change would include eliminating the 30% merit obligation and allowing as much merit as a college wishes to give, but still not “peanut butter” approach. All merit must be specific.
- Lisa is pleased to be part of the efficiency project, which is long term and will take time to implement.

Jeff and Carolyne were also present. If there is anything I didn’t add to this, please chime in with your input.

Thanks,
Janis



Janis Rutherford

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10/3/23, 4:18 PM

[ec-alvsce] FW: 9/22 Financing the Mission w/Lisa Rulney Notes - Burgess, Shane C - (shaneburgess) - Outlook

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