

December 6, 2023

Dear President Robbins and Senior Leadership Team,

Staff Council has been busy since you sent out the University Financial Update on November 22, gathering feedback and offering staff a chance to voice their concerns. Staff are hungry for information and want to engage: our 11/28 meeting tripled typical attendance, with 450+ joining us on Zoom to discuss the University's financial situation. Some expressed appreciation that there will be no cuts to retirement benefits or furloughs, but concern remains high about staff vulnerability to layoffs. Many have expressed frustration that staff with the least economic mobility, who aren't responsible for budgeting decisions, are at the highest risk of losing their livelihoods in our immediate efforts to "right the ship."

As you prepare your plan to address our budget in the short-term, please consider these suggestions, keeping in mind that staff retention costs less than new hiring when turnover is high. Since continued investment in staff is a cost-effective way to positively impact the University's financial situation while advancing our education, research, and outreach mission, we recommend by majority vote:

- Pause the Salary Increase Program (SIP) in 2024 only for individuals earning \$120,000+
- 15% reduction in travel for 6 months for all units OR Reduce travel to essential travel only for 6 months
- 15% reduction in Business Meeting Expenses for 6 months for all units
- Hiring freeze for units consistently operating in a structural deficit
- Freeze on creating new administrative units

As a longer-term strategy, we would like to see:

- Reduction in administrative senior leadership
- Pause on capital projects which are not funded by external entities/donors

By majority vote, Staff Council opposes:

- University-wide hiring freeze
- Ending the tuition guarantee for incoming students

We thank you for considering staff perspectives before presenting your plan to campus in advance of ABOR's December 15 deadline. Though time is short, if you wish to speak with our officers about these staff priorities, we are available.

Respectfully,

University of Arizona Staff Council

CC: Lehman Benson, Brad Bohlander, Barry Brummond, Gail Burd, Elliott Cheu, Michael D. Dake, Jon Dudas, N. Levi Esquerra, Marla Franco, Dave Heeke, Craig Henderson, Jane Hunter, Laura Todd Johnson, Amanda Kraus, Ronald Marx, Gary Packard, Steve Patterson, Celina Ramirez, Jon-Paul Roczniak, Helena Rodrigues, Andrea Romero, Lisa Rulney, Mary Beth Tucker, Kasey Urquidez, Steve Voeller, Kendal Washington White, Robert Williams, Jr., Craig Wilson, Faculty Senate, GPSC, ASUA.