

## **UW-Eau Claire Budget Frequently Asked Questions**

### **Q: Does the budget framework address the full \$12.2 million we are required to cut?**

**A.** We have identified about \$12.1 million in reductions, leaving about \$200,000 in cuts still to make—assuming our enrollment stays level. We anticipate that as we begin to implement our budget framework there will be changes, including unanticipated retirements, new efficiencies that we find, etc. The framework will position us to meet our budget challenge.

### **Q. What is our expected enrollment and how does that impact our budget?**

**A.** This year we expect to have the largest freshman class in two decades. But we also are graduating more students — one of our guidepost goals. At this time, we expect to be down about 90 FTE over last year — which adds about \$550,000 to our budget shortfall. Maintaining strong transfer and freshman recruitment levels *and* increasing our retention from second to third year will be important in the coming year.

### **Q: Will there be staff layoffs this year, and when will we know who will be affected?**

**A.** We do expect that there will be a limited number of involuntary separations necessary as units are consolidated. Most areas have accounted for their reductions, but Facilities still has a target cut to meet. Decisions on involuntary separations will be made by the end of October with a separation date no sooner than Feb. 1, 2016. (Separation dates for staff with academic contracts will reflect the contractual notification period.) It is our intent that all individuals who are involuntarily separated will have the opportunity to interview for any university positions for which they are qualified.

### **Q: Who will make decisions about involuntary layoffs?**

**A.** Chairs and directors, working with their respective deans and vice chancellors, will determine any involuntary layoffs. They will consider the anticipated changes we are making by consolidating units to create the One-Stop Student Services Center, the Administrative Support Center, the Advising and Student Success Center, and restructured Facilities and Creative Services functions. The plan will need to be implemented by every unit and department, as that is where the most strategic and effective decisions can be made.

### **Q: Are there plans to offer the VSIP again?**

**A.** There are no plans to offer the VSIP again. This budget reduction was unprecedented for UW-Eau Claire. Such a historic reduction required a special program to help us meet the challenge. The VSIP is a strategy we hope we do not need to use again.

### **Q: Is there a freeze on hiring?**

**A.** No. Across-the-board decisions, such as hiring freezes, do not enable strategic decisions. We know that a limited number of VSIP positions must be refilled to meet student and university needs. All requests to fill a VSIP position will be reviewed by the chancellor's executive staff. We also expect that there may be needs for select expertise as our new initiatives are launched. These requests will also be reviewed centrally.

### **Q: With colleagues leaving this semester and in January, how do we manage the workload? Are we just going to have to do more with less?**

**A.** In the short term, yes, many of us will be called on to do more. Because the budget reductions are required to be made immediately, we have no time to get our new service centers up and running before staff is reduced. That means that we will need to cover existing workloads as well as create new processes that will streamline our work. This fall will be a challenging time, but it is also an opportunity for us to examine everything we do to determine if we can give it up, change it or collaborate in new ways.

**Q: With so many positions unfilled, we have FTE available. Can we convert colleagues who are currently limited-term employees to full-time employees?**

**A.** As we move forward we want to be transparent in hiring. All LTE positions should be truly limited to four-month needs. Those positions that are needed for one to three years should be hired as project appointments. As our staffing changes and unit consolidations are finalized this semester, we will determine how many of our long-term LTE staff could become full time. Until then we ask departments and units to make only essential conversions in consultation with Human Resources.