

To: Lesley Di Mare, President

From: Faculty Senate, AAUP and UBB representatives:
Susan Calhoun-Stuber, Dora Luz Cobian-Klein, Margie Massey, Tim Peters, Carol Loats,
Jonathan Poritz, Leticia Steffen, Helen Caprioglio

Date: January 8, 2014

Subject: Faculty Recommendations for Budget Restructure

CSU-Pueblo faculty have engaged in faculty forums, a special meeting of the faculty senate, email correspondence, an online forum and group discussions concerning the current budget situation at CSU-Pueblo. Input was gathered from faculty in several formats, with all faculty members invited to contribute, and then collated by a group with representation from Senate, UBB and AAUP. The CSU-Pueblo faculty is collectively focused on our mission of providing excellence in education to our students, leading to their graduation and successful contribution to society. Changes to University personnel must consider this focus in striving to maintain the quality of programs with the least disruption to students. Careful consideration of options and informed decisions as to reductions is crucial, as is verifying the necessary extent of downsizing. We have therefore proposed the following suggestions with rough estimates of potential savings, with longer term items for discussion listed below:

Temporary Buyouts of tenured professors (retirement)	\$ 1,000,000.00
Eliminate Asst Provost	\$ 100,000.00
Reduce to two college Deans	\$ 50,000.00-\$200,000
Reassign Dean of Grad Studies	\$ 20,000.00
Reassign Deans of Con Ed & Library	\$ 40,000.00
Reassign Asst Dean of Teacher Ed	\$ 20,000.00
Reassign Asst Dean of Nursing	\$ 20,000.00
Faculty move to 12cr semester load	\$ 400,000.00
Eliminate 1st year program	\$ 400,000.00
Downsize 2nd asst coaches	\$ 150,000.00
Do not fill 50% (7/14)visiting positions	\$ 118,000.00
	\$ 2,318,000.00

Long term discussions

Renegotiate the 91/9 formula for CSU/CSUP funding distribution
Forensic Accounting independent analysis
Negotiate for more time to make all the adjustments
Get State to forgive debt
Implement Tuition/scholarship for programs with excess capacity
Obtain Higher base funding (HSI / So Colo)
Investigate and reduce Building Management Costs
Delay construction
Increase revenues
Implement Strategic Budget Planning Process (prioritization)
Analyze revenues/expenditures (all units) and compare to best practices for efficiency
Eliminate Instructional Technology program
Faculty recruiting of students