

UFF-FSU Caucus Ideas on FSU Budget Cuts Draft of December 12, 2008

Some expect the Florida legislature to hold a special session soon to address a worsening state budget deficit. The FSU central administration has asked deans and directors to prepare plans for 10% budget cuts in their respective units. A special committee has been appointed to deal with FSU's budget crisis, and a special Blackboard site has been created to offer information and to solicit suggestions for coping with the budget crisis. VP Bradley told the December FSU Faculty Senate that layoffs seem almost inevitable.

There is much in the wind, but it is very likely that these matters will come to the bargaining table as administration proposals before very long. Rather than wait for the administration to finalize its plan, our faculty bargaining team decided to sketch some ideas of its own, incorporating some ideas from others but also some of its own as part of a plan for coping with as yet uncertain, but seemingly very likely, cuts in state funding.

1. **Increasing revenues and reducing non-central operations.** Before we consider salary cuts, layoffs, furloughs, etc., in units central to the university's academic mission, there are several proposals for reducing expenses or increasing revenues that have been suggested, some by VP Bradley or other FSU administration sources. Some of these and others should be implemented before there is any discussion of closing the budget gap through cuts in core faculty and staff, or their compensation.
 - a. Close, sell, or reduce operations at Asolo, the Ringling Museum, and Panama City. Reduce the budget for athletics. None of these relatively expensive operations is central to FSU's primary academic mission.
 - b. Shift appropriate costs to student fees. Example: Charge indirect costs to Student Affairs for managing student funds.
 - c. Support tuition increases, increase out-of-state enrollment, and develop other options to improve revenues.
 - d. Roll back administration levels. See "Where Does the FSU Money Go?" study posted at the www.uff-fsu.org web site. Assess whether we need all of the assistant/associate Deans, VP's, etc.
 - e. Reassess the policy of hiring "retired" post-DROP employees into high level administration positions at high salaries. Eliminate positions, if possible, and replace others by promoting existing employees. These post-DROP employees will be relatively well off without drawing their high post-retirement salaries.
 - f. Truly freeze hiring, including "Pathways of Excellence." Use internal reassignments to cover vacancies when possible. Specify narrow and stringent criteria for limited exceptions, such as to prevent collapse of core academic programs.
 - g. Reduce state-funded portions of salaries for highly-paid athletic coaches or others who have substantial salary supplements or similar support from non-state (non-Education and General or non-E&G) funds to \$1 annually.
 - h. Identify E&G funding of "capsules" (institutes, programs, centers) that are not essential to FSU's academic mission, and eliminate their E&G funding.

2. **Employee compensation: Principles and preferences.** If the preceding are insufficient to avert cuts aimed at core faculty and staff compensation, the UFF-FSU demands that the following principles and preferences be incorporated in administration plans.
- The pain should be shared, across all units, all ranks, all disciplines, all employee groups (including administration).
 - The measures should be progressive (cut higher percentage from the most well-paid who can better afford income losses).
 - No cuts to pay rates, including summer teaching pay rates.
 - Before layoffs or pay cuts, we strongly prefer progressive furloughs. Example: Days furlough = (Salary - \$40,000) / \$5,000. See table below.

9-month Salary	Furlough Days	As % of 192 work days of 9-month contract
\$ 50,000	2	1.0%
\$ 60,000	4	2.1%
\$ 70,000	6	3.1%
\$ 80,000	8	4.2%
\$ 90,000	10	5.2%
\$100,000	12	6.3%
\$110,000	14	7.3%
\$120,000	16	8.3%
\$130,000	18	9.4%
\$140,000	20	10.4%
\$150,000	22	11.5%
\$160,000	24	12.5%
\$170,000	26	13.5%
\$180,000	28	14.6%
\$190,000	30	15.6%
\$200,000	32	16.7%
\$210,000	34	17.7%

Note: A similar formula is needed for 12-month contract employees.

Why furloughs? The problem is not that our pay rates are too high, but that there are insufficient funds. Layoffs place the entire burden on an unfortunate few, and not necessarily those who can best cope with reduced income. Furlough time holds some potential for productive alternate uses. One might accelerate progress on a research or creative project or grant proposal, find temporary supplemental employment or consulting work, or take unpaid vacation. Furloughs are hardly desirable, but they are preferable to the alternatives of layoffs and pay rate cuts.

Comments? The preceding is intended to provide a brief sketch of preliminary ideas on how best to respond to the university's budget crisis. Comments will be greatly appreciated. Please submit your comments via the UFF-FSU Budget Crisis Poll.