

Questions/Comments from UBC meeting Aug 27, 2020 via the public forum and Chat:

John Cleary:

- 1) We're not allowed to furlough - according to CSU, we are all "one university". We'd like someone to convey that we're unhappy with layoffs and we don't want anyone to lose their job, in one of the most expensive areas to live in the United States. We want to know why we're not allowed to help our co-workers in every way possible.

Answer: Campus leaders, including President Mahoney, have consulted with the Chancellor's Office about campus-based furloughs and the definitive answer is that furloughs can only be initiated at the system level. Layoffs can be initiated at the campus level.

- 2) In looking at the numbers, staff hiring has remained static and MPP hiring has gone up 60-70%, depending on how many years you go back. We feel like we're doing more work with less staff already. We're wondering if these numbers have been taken into account, especially when MPPs make significantly more money than staff.

Answer: Campus leadership is very appreciative of the hard work staff perform to support the campus' core mission and operations. A thoughtful analysis was performed across all employee classifications including MPPs to ensure workforce reductions are responsibly aligned with maintaining our commitment to instruction and maintaining the campus' core operations. Managers should work with Human Resources to ensure staff employees are disproportionately affected by a smaller workforce. This will be an ongoing priority.

- 3) Lastly, re: President Mahoney's remarks re: in all of these conversations we often feel powerless so we don't really get a vote in these decisions, even though we're the most at-risk on campus because of our lower salaries. Even if you add people to this committee, we won't be the ones probably making the decisions in the end, but we're being asked to take reductions in our workforce without an equal say in those decisions. We'd like you to consider that.

Answer: Additional staff members will be added to the UBC through a revision to the UBC charge, which is now in progress. The UBC is an advisory committee to the President, not a decision-making body. As well as advising the President, it also plays a significant role in increasing budget literacy and transparency across campus. Staff members will play a vital role in helping UBC fulfill its charge.

Darlene Yee-Melichar:

What are the (UBC's) thoughts about campus community engagement and input? Will there be plans for opportunities to share the information that we've heard today with the broader campus community, and will there be opportunities to solicit input from our campus constituents, whether they be faculty, staff, students, administrators? I would like to hear about how our broader community can get this information and perhaps provide input on some of the discussions and decision-making.

Answer: The UBC charge is being revised to include additional staff representation. Although the Zoom format has allowed for greater participation during 2020, the UBC co-chairs will continue outreach efforts through 2020-2021 by hosting Budget forums specifically formatted to solicit feedback. All meetings will be announced via the weekly Campus Memo and announced to stakeholder groups.

Danny Paz Gabriner:

- 1) Re: the deficit savings of the hiring slowdown, the reduction in student assistant wages and the lower operating expenses; sounds like those were part of some process that happened within each Cabinet; am trying to get some clarity on what that meant.

Answer: In spring 2020, President Mahoney and Interim Vice President Wilson informed the President's cabinet that we should expect a 10% reduction in operating resources for 2020-2021. Chancellor White issued the hiring chill in March and vice presidents were advised to begin reducing their operating budget by 10% inclusive of savings from the hiring chill. To meet this goal, costs were reduced across the cabinet areas, including the reduction in student assistants.

- 2) How long will hiring chill last, and if there will be continued savings as it continues.

Answer: There are no immediate plans to end the hiring chill until after the campus has pulled through its current financial crisis and established the basis for sustainable budget moving forward. Salary savings from the hiring chill have helped the campus reduce the number of layoffs necessary to align the campus' costs with its resources. It should be noted that as the campus returns to full, face-to-face instruction and operations, some positions impacted by the hiring chill may need to be filled, while other savings will need to be identified.

- 3) With the reduction in the student assistant wages; are those student assistants who are already cut from the planning, or is this a planned cut for the fall and spring semester?

Answer: During the budget planning process divisions reduced their student assistant wages for 2020-2021. As with all positions, budget managers should only fill student assistant positions if they are necessary to support instruction and core operations.

Christian Rodriguez:

- 1) We learned that Academic Affairs has basically been working outside of their budget for a while now, and my question is 'why'? It's been a years-long process knowing the carryforwards are running out, so it seems to me fiscally irresponsible to continue operating that way. Now we find ourselves in a hazardous situation, given the pandemic and the economic depression fast approaching. I believe it was mentioned that Student Affairs is doing the same.

Answer: This is an excellent question. Historically, the campus had not maintained sound budgeting and monitoring processes that have allowed Academic Affairs leadership to understand the true costs of delivering instruction, services, and programming across the division. The work of Academic Affairs' Budget Advisory Council, together with improved campus-wide budgeting and monitoring processes over the past two years, have revealed the extent to which the annual cost of operations has exceeded the size of the Division's annual allocation. While this *structural deficit (that is, misalignment of costs with revenue)* has been managed from year to year through the application of carryforwards, it has clearly produced an unsustainable situation.

[here can you address the question about SAEM?]

Carmen Domingo:

- 1) It seems that Scenario 2 would provide us with some additional time to be strategic, at the risk of miscalibrating enrollments, but the gain would be a reduction in the number of layoffs. It's a risk, but I would like to advocate for that, while trying to be really strategic around our enrollments in the coming year.

Answer: Generally, this is the scenario the President has adopted for 2020-2021. It lowers the number of workforce reductions, adds risk, and does allow for more time to understand the short- and long-term economic consequences of the pandemic. Additional actions, including more workforce reductions, may be

necessary, but the campus will have several months to plan more strategically. We very much hope that, by implementing alternative measures that result in long-term savings, the campus will be able to avoid or minimize future workforce reductions.

Sandee Noda:

- 1) As a UBC member, even though non-voting, why one has to wait until the public forum to ask questions.
- 2) As a UBC non-voting member, should still know what voting members are voting on, and, how they voted.
- 3) For nominating staff representatives to UBC, all staff should be able to vote on nominated members, but there's a question of SSO for staff and the possibility of ballot-stuffing, which impedes a fair process.
- 4) (in response to how to answer forum questions post-meeting): Perhaps you can make the comment the answers to the questions available on the UBC site so people can access them. At the CSUEU they send responses to all members who attended the meeting.

Answer: Revisions to the UBC charge are in progress to address, items 1-3. For item 4, UBC will improve its open forum practices to ensure questions are answered when asked or later if more analysis and context is needed.

Darleen Franklin:

- 1) Regarding COVID-19-related expenses the University is incurring as we go along: is there going to be a reimbursement coming specifically to us, which will be reflected in the budget (in either scenario)?

Answer: The campus has set aside a portion of CARES Act funding to support these costs. The campus also plans to submit a claim to FEMA for reimbursement of costs allowed by FEMA.

Genie Stowers:

- 1) Objected to co-chairs not answering questions during at the public forum, which goes against transparency efforts.

Answer: UBC will improve its open forum practices to ensure questions are answered when asked or later if more analysis and context is needed.

Jerry Shapiro:

- 1) I don't think we've had a clear representational picture of option 1 or option 2.
- 2) In our prior experiences, there was discussion, but no clear indication as to where that discussion lead in terms of formalizing a decision. Will there be follow up in terms of members communicating their inclination towards option 1 or option 2, or somewhere in the middle, which I think was another option? This goes back to committee process.

Answer: The UBC charge is being revised to define the process for bringing items to the committee, having discussions, soliciting feedback, and make recommendations to the President.

Questions/Comments from the meeting Chat:

Amy Sueyoshi:

Ingrid, do we need to keep that [layoff estimate] number to ourselves?

Ingrid Williams: Amy, no need to keep that number to just the UBC.

Lynn Mahoney:

Genie, apologies for speed about CARES III decision. This timing of these funds and need for fall drove a process that we all agree is not ideal.

Beth Hellwig:

I believe staff should increase to at least 4. Staff are very much impacted by decisions surrounding the budget. [The UBC charge is being revised to include more staff representation.](#)

Genie Stowers:

I support more staff; doubling the current number would be good. I hope the subcommittee will also take up process issues, how UBC actually makes recommendations. The survey this month on the Student Affairs did not lead to full discussion and was quite non-transparent. Planning ahead of time for when decisions need to be made could perhaps eliminate the need to have surveys in between meetings. [The UBC charge is being revised to define the process for bringing items to the committee, having discussions, soliciting feedback, and make recommendations to the President.](#)

Andrew Carrillo:

I agree with Mary! [re: potential UBC steering committee: "want to make sure when the composition of that committee is put together that its representation is not just of the one group or two groups of the folks that are comprised in the larger committee."] [The UBC charge is being revised to include more staff representation and review overall membership procedures.](#)

Amy Sueyoshi:

My apologies! I don't know to whom to direct this question about UBC membership. Because I am the Dean on this committee, our college can't include a staff person and there are no faculty from our college on UBC. It's basically just me and there is one person that worried that the College of Ethnic Studies does not have enough representation. Maybe this is an offline conversation? [The UBC charge is being revised to include more staff representation and review overall membership procedures.](#)

Genie Stowers:

When did we decide on that process? [re: answering public forum questions at next meeting] I do not recall voting on that process. That really goes counter to an open, transparent process! We need to answer people's questions when they are asked, not at the next meeting! [UBC will improve its open forum practices to ensure questions are answered when asked or later if more analysis and context is needed.](#)

John Cleary:

I agree with Genie. Can someone address the numbers we've seen that MPP hiring has gone up while staff hiring has not. Shouldn't this be taken into account with lay-offs, especially when laying off MPP's garners more savings than laying off staff. I'm doing a job that two people used to do, we're already stretched thin as staff. [UBC will improve its open forum practices to ensure questions are answered when asked or later if more analysis and context is needed. MPPs will be included in workforce reduction plans.](#)

Dan Rosenthal:

[\[Answers provided by Pam Su, Associate Dean of Students. GHG Ambassadors report to the Division of Student Life\]](#)

This question is about the new "Wellness Ambassadors" implemented in recent times.

1. These are student workers; what sort of training are they receiving and for how long? How are they being supervised?

Answer: Yes, these are student assistants, employed by the Campus Recreation Department. They went through a hiring process, and a combination of virtual and in-person training took place over 2 days, for a total of 7.0 hours. Content was developed by our Student Affairs professionals, and Environment, Health, and Safety (EHS) group. Students were also required to complete the Student on-line "Preventing COVID-19" student training. The position-specific training focused on job duties, safe work practices, how to greet and encourage health and safety practices related to COVID-19, and how to handle anyone in non-compliance. Student have

general supervision, know how to reach a supervisor immediately if needed, and report to the Campus Recreation Department.

2. Why, when we have building managers are they not being asked and are they then at risk for "lack of work" layoffs?

Answer: The peer ambassador program is a best practice, occurring at campuses all across the country. All of the building managers were contacted to let them know of our program, and to gain their cooperation in allowing us to work within their buildings and store our items within their buildings. We also asked them to keep us apprised of any concerns or questions they had regarding our program. Considering a Gators Helping Gators Health & Wellbeing Ambassador is stationed at the designated entrance to each building and cannot leave their post while the building is open and operational, it was not practical for the Building Managers to fill this role and be able to fill their own, primary role.

3. Considering the risk to the safety of individuals as seen with individuals filmed at Starbucks, Costco, or Walmart - the idea of non-compliance and risk for those workers.

Answer: Thank you for your consideration of the safety of our Student Ambassadors. Our first week has been a huge success. Because of the good communication going out to students, faculty, and staff prior to their arrival to campus, people are wearing face coverings and being very respectful of keeping everyone within our community safe. Please know that each Ambassador has extra face coverings to give to someone who may arrive without one. However, everyone has been very cooperative this week. Our Student Ambassadors are trained on how to de-escalate a situation of an unruly visitor, should the situation arise. A further risk for our student assistants has been the poor air quality due to the wildfires simultaneously during this time of COVID-19. We have been working very closely with EHS on how to address this -- making sure they have N95 masks, and helping figure out whether our Student Ambassadors should be stationed inside or outside of the building. We are fortunate to have such caring professionals on our campus, with great expertise, who have been working so collaboratively with us to make sure this program is successful for our entire community.

Kay Gamo:

Yes as the UAD unit representative it would be appreciated for it to be officially announced; did the President approve having the union members on UBC?

Answer: Announcements and welcome letters are forthcoming to new members.