

Suggested Ways to Save

Payroll/ HR/ Personnel

- Shut down for a week w/o pay
- Furloughs as before or some modified version
- Early retirement incentives for eligible employees
- 4 10-hours days
- Cut redundant positions
- Reduce some benefits temporarily
- Reduce amount of contributions to retirement programs
- Stop overtime payments
- Direct deposit mandatory
- Reduce number of holidays
- Hiring freeze/ delete unfilled positions
- Flexibility in the amount of furlough time taken
- Decrease tuition remission benefits for dependents
- Voluntary leave without pay
- Eliminate tuition remission for 1-2 years
- Furlough only people >\$100K
- Reduce number of VP Assistants
- Reduce assistant positions within Departments
- Reduce work hours
- 5-10% reduction in benefits
- Teleworking options
- 3% decrease in salary for those over \$100K
- Offer buy out option for employees within 1 year of retirement
- Decrease number of assistant Deans, managers, etc (FLUFF)

Facilities

- Turn off lights, computers and unnecessary equipment
- Too many lights in banks. Can reduce by half immediately to save
- Building temperatures 75 summer 68 winter
- Halt construction and renovations
- Reduce painting just for sake of painting
- Many of our water system leak. Bathrooms
- Turn computers off nightly
- Turn off coffee pots, printers, etc nightly
- Freeze new software implementations or upgrades to focus on improving current processes
- Reduce facilities management positions in favor of contracting out

Practices

- Mandatory use of State use industries
- Convocation and commencement activities combined for schools
- Turn off computers each night
- Flowers on campus
- Bulk mailing of paper or heavy card stock vs e-mail
- Too much Departmental moving between spaces
- Increase parking fees to encourage use of public transportation
- Increase tuition fees
- Decrease trash pick up to 2-3 days a week
- Decrease travel frequency of upper staff using State funding
- Freeze new software implementations and upgrades

Decrease consultant costs

Stop spending on maintenance of parks (Biopark)

Why are multiple guards at entrance stations?

Decrease Library hours

Decrease need for people to have State paid cell phones, blackberrys and IP Phones

Go back to reimbursement of meals at receipt amount only.

Decrease mail service deliveries

Entertainment

Skip Founders week lunch for staff and students

Reduce celebrations on campus

Eliminate need for guests to attend Staff Luncheon (Cost can be reduced in half)

Eliminate SOM Ice Cream social

Reduce elaborate seminar and workshop expenses tied to State funding

Printed materials

Voice online

Phone books

Paystubs online

Make brochures, invitations and letters in electronic form

Get the electronic time sheet working, save paper.

Procurement

centralized purchasing/leasing for computers and copiers