



Navigating Budget Cuts

Out of Crisis Comes Creativity – How can we become better?

- Opportunity to re-think inefficient processes and make changes
- Opportunity to rethink responsibilities and shuffle work around to balance bandwidths
- We cannot cling to old norms, strategies, and rules in this new world we are in
- Let's do something new, create new wins, and then let's write about it
- This might be an opportunity to do some trainings and to acquire new skills

In making decisions that affect people

- Guiding question, "Who is contributing to and helping advance the mission?"
- Keep intangible and unmeasurable contributions on our minds as we make difficult decisions
- Remember that we are still building and shaping our organization for the future even while making these present cuts – Big Picture is Critical!
- We have to balance letting people grieve but also helping them move to the next step

Strategies for charged discussions where people disagree

- Fall back on the strategic mission and collective goals
- Lean into the group, be as collaborative as possible - as opposed to making decisions in isolation
- Allow ideas and decisions to come up from the faculty rather than dominating top down
- Set up a structure and process for voting when decisions need to be made

The financial impact will last longer than the crisis itself

- This is not just belt tightening or hunkering down for a bit to get through, we need to be actively looking for ways to generate revenue and increase the vitality of the institution
- Let's expand our view beyond our team, unit, college, university to include the whole system
- Working together across universities is becoming increasingly important
 - Course sharing, cross enrollment, sharing resources, etc.

Links Shared

[Arizona Budget Cut Model](#)

[Under Covid 19 University Budgets Like We've Never Seen Them](#)

[24/7 Resources from UM System Academic Affairs](#)

[Information on Microsoft Teams](#)