

## Monday Video – February 8, 2010

Good morning and welcome to this week's message!

I keep hearing positive feedback about these regular communications. Whether the news is good or bad, I hope everyone feels more informed about our university.

Today I thought it appropriate to spend some time addressing decisions and actions that pre-date my announcement of the projected 10 percent cut for 2010-11.

Two years ago, our budget team forecasted some darker budget days and called for more prudent spending. At that point, I asked each division to restructure how it should fill current positions — as well as apply a critical eye when thinking of creating new jobs on campus. As you know, our campus spends a huge percentage of our general fund budget on personnel and compensation. More than 85 percent of our state funding goes to pay our faculty and staff, leaving little to cover the total expenses it takes to run a major university.

With that in mind, ALL new positions had to receive approval from the President's Cabinet and be deemed mission critical before they could move forward.

The result — a great many jobs on campus have gone unfilled. There are numerous examples where departments have elected not to fill a position because of the budget crisis and the financial uncertainty surrounding it. It is difficult enough to make hard decisions about longtime members of the campus family, but bringing people aboard — in some cases where they may leave secure jobs — and then having to let them go is, frankly, unconscionable. So every organization tightened its belt, impacting effectiveness and efficiency. You cannot take a 22 percent budget cut and not feel the pain.

The scope of what we have done over the past two years is extraordinary. 112 positions, totaling over \$6.1 million dollars, have been lost dating back to 2008. This includes tenure-track faculty who have not been replaced, management, staff as well as some temporary assignments.

All of this makes the additional 10 percent cut for 2010-11 that much more difficult. All of the things that are important in supporting our faculty and staff — from professional development to presenting at academic conferences to basic operational expenses — have been scaled back dramatically.

I mentioned recently there are a number of things that will impact our budget before next year can be finalized. Last Friday we met with the Labor Council to inform its members that Cal Poly Pomona is planning to send out information on a voluntary work reduction program to all campus bargaining units. We will be preparing the notices in the next couple of days and providing drafts to our labor council representatives. As soon as everyone has had a chance to review, we will e-mail this information, ideally the same day.

I spent some time speaking with other CSU presidents the past few weeks to gauge the severity of cuts on their campuses. What I can tell you is that they're all in different places. You will certainly hear that some CSUs may not be compelled to make workforce reductions or address the

restructuring of academic programs. Every campus budget is unique. That said, many are facing difficult decisions just as we are

My focus will be on the students, faculty and staff of Cal Poly Pomona — NOT the business practices of another campus. We will make decisions that are in the best interests of OUR community.

Now for a couple of shout outs: I hope you read on PolyCentric about the \$1.2 million dollars in federal funding — totaling \$5 million over six years — to continue upgrading our aerospace engineering laboratories and equipment. This was great news and would not have happened without the work of the chair of the department, Professor Ali Ahmadi, Engineering Dean Ed Hohmann, Governmental Affairs director Doug Glaeser and our good friend Congresswoman Grace Napolitano.

Later this month, Professor Renford Reese will be part of a 30-second promotional spot for Black History Month on ESPN. The network selected 13 people associated with universities whose work benefits black Americans. The name of the series is "Realizing the Dream." You will see Dr. Reese during college basketball games on ESPN, ESPN2 and ESPNU in March. Congratulations Renford for having your work singled out in this manner!

Tomorrow night, ASI President Richard Liu and I will host our annual open forum Q & A designed for our evening students. Brown Bag with the Presidents begins at 6 p.m. in the Bronco Student Center – Ursa Major Suite. In years past, we served pizza, so I don't know if that will affect attendance. But we will still provide the students with the chance to ask questions about campus life and get straight answers. If you are a faculty member who teaches on Tuesday between 6 and 7 p.m., I hope you will consider bringing your students and letting them take part in this dialogue.

Next week, I will be here to record the video message — but the capable members of the team who do the filming will not. I hope everyone will be enjoying a much deserved holiday in celebration of Presidents' Day. But watch for my return on February 22. Until then, take care!