

# Financial Responsibility Survey Results

February 12, 2021





# Financial Responsibility Survey: Responses from Campus Community

An informal survey was made available to faculty and staff Dec. 7-10, 2020. It sought responses to questions about how UC Merced could best navigate the financial challenges brought by the COVID-19 pandemic.

- The survey had a 36% response rate – 671 out of 1,880 sent.
- Note: The survey also asked respondents to choose between three possible time and salary reduction models. On Dec. 14, 2020, Chancellor Muñoz announced such measures would not be used in the 2020-21 fiscal year.



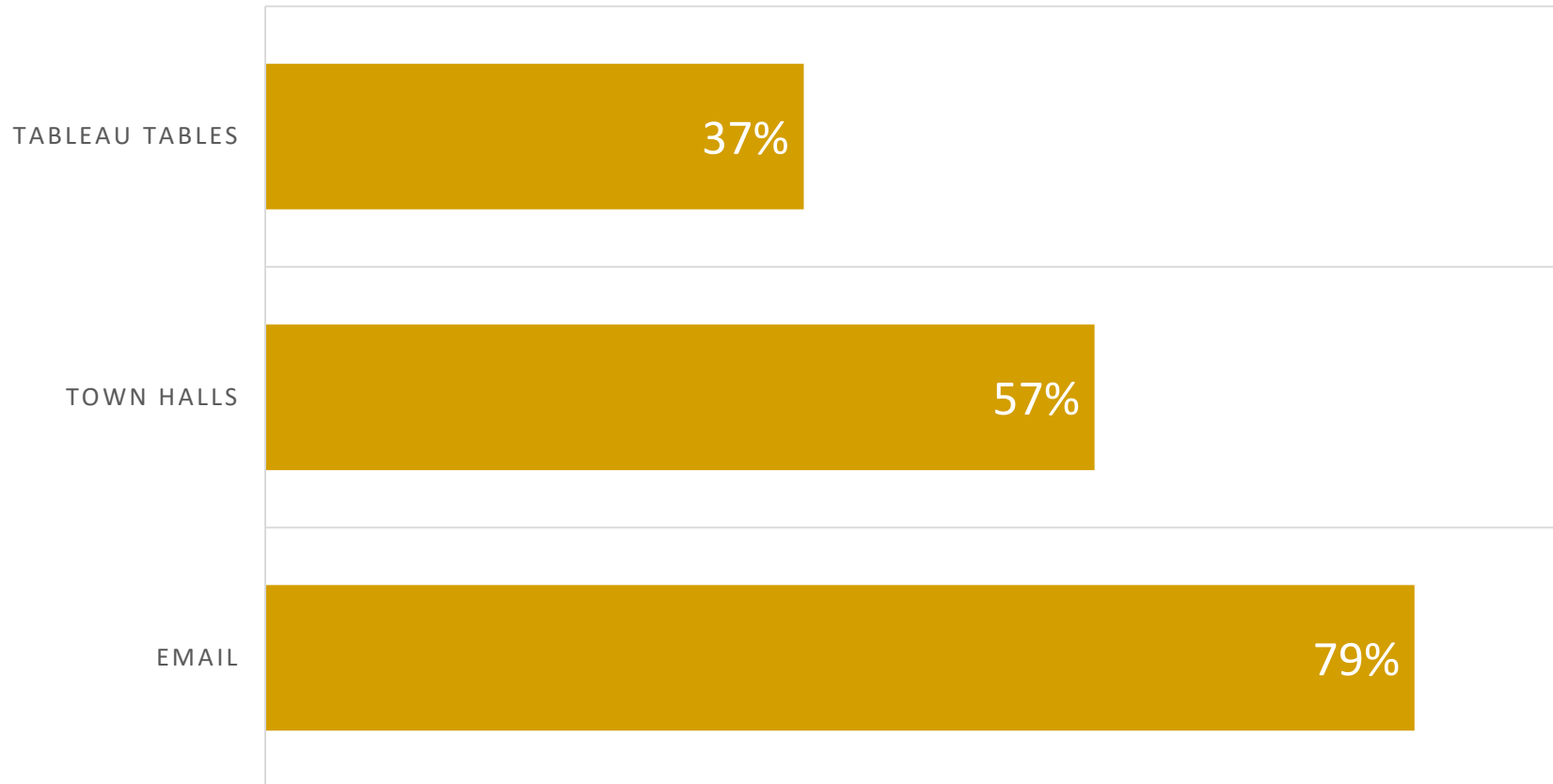
# What information would you like leadership to share routinely with the campus community?

## Most common responses:

- Fiscal strategies for the campus' long-term sustainability
- Campus' historical financial information
- Current hiring decisions and where the hires are being made



# How would you like to receive this information from campus leadership (select all that apply)?





# What cost-saving measures are you taking?

## Most common responses:

- Taking on extra/different work to reduce payroll expenses
- Paying for my own work-related expenses at home (utilities, supplies, equipment)
- Saving on supplies, services, travel, entertainment, subscriptions/memberships
- Saving campus utility costs by teaching and working remotely
- Forgoing merit pay, equity increases, reclassifications, employee STAR awards
- Saving on professional development
- Prioritizing projects
- Developing cost-saving processes for campus
- Boosting staff morale to prevent attrition
- Funding graduate students on grants
- Working to bring in more extramural funds



# What can the campus community do to save additional money?

- Reduce the number/salary of administrators
- Use fewer and less expensive consultants
- Hire fewer managers and more line staff
- Do not approve requests that increase personnel costs
- Delay capital projects
- Enhance cost controls
- Continue to defer backfills and hires
- Continue to support telecommuting
- Actively manage job performance
- Hold units responsible for cost savings in visibly transparent ways
- Focus on revenue generation
- Allow for voluntary time off without pay
- Use open recruitment to hire the most qualified candidates
- Use transparent spending consultation
- Integrate systems and increase automation
- Restructure debt and draw on existing loans



# Please provide feedback on time/salary savings models.

- Use a more graduated program that increases financial costs for administrators and those in the higher pay scale
- Work to cut expenses not related to payroll
- Use a voluntary separation program or time reduction program
- Ensure equity and fairness are addressed
- The burden of a program should be shared equally
- Use a model that is more closely aligned with our current financial situation
- Look at what other UC campuses are doing and ensure our actions are aligned closely
- Do not employ any program as we are already incurring significant financial losses
- I am upset campus leadership is proposing this program
- I support the campus taking a salary/time savings program
- We need to take this measure, and more, to protect our employees