

REDUCTION IDEA NOTES

TABLE 1

SUGGESTIONS	COMMENTS
Change summer to 4-8 rather than have 4-10 in summer	This is a negotiation item.
Job sharing	This is a negotiation item.
Reduce division offices from 5 to 3 for summer and parts of January	This is a negotiation item.
Reduce FT faculty overload to lower hourly pay	This is a negotiation item.
Charge a fee for student petitions.	There may be a legal issue and a negative impact on student experience.
Will the Ohlone Pony go away with the opening of the ACB?	Yes, the Ohlone Shuttle is funded by Measure G solely to address campus wayfinding during construction of ACB. With ACB and the South Parking Structure in place, it should minimize the up and down walking.
Reduce initial set of classes available to students and then build new sections as needed	Yes, this is a good idea. Academic Affairs is already implementing this.
Re-evaluation of responsibilities for all and eliminate unnecessary tasks and/or frequency. This allows to condense positions as people retire.	Yes, this is a good idea. Managers are aware of the need to become more efficient within their departments.
Convert low enrolled classes to non-credit or community education.	Students needs to sign up for non-credit and this will not count toward their degree. Enrollment is still an issue.
Be judicious about taking on new activities (grants etc).	Yes, this is a good idea. We will be looking at total cost of operating new grants.
Does reducing the maximum vacation hours allowed create an accounting liability? If so, can the maximum allowed vacation on the books be reduced?	This is a negotiation item.
Establish FTES efficiency targets per division.	Yes, this is a good idea. Academic Affairs will plan this out.
Create a UFO contract procedure for when FT faculty cannot make load and there are no adjuncts, the FT faculty salary gets reduced.	This is a negotiation item.
Eliminate the SAS supervisor position.	All vacant positions are being reviewed.
Be more efficient on how we do collegial governance (e.g. does every dean need to be here?)	As college leaders, there is a need to see the big picture.

TABLE 2

SUGGESTIONS	COMMENTS
Lease out the Newark Center.	Leasing out the Newark Center will have a negative effect on enrollment and will also have an effect on

SUGGESTIONS	COMMENTS
	the status of Newark Center and the funding associated with it.
Completely dispense athletic/can we do it? What would that do to the college?	We are looking at the viability of all programs.
For position that not filled yet, can we merge position?	All vacant positions are being reviewed.
How big is the reduction?	This question has been answered during the funding formula forums. Please see the slides.
Can we cut across the board?	This strategy is proven to be not effective because it will potentially affect growth strategies.
Review and analyze each area and look at efficiency?	Yes, this is a good idea. Managers are aware of the need to become more efficient within their departments.
Review the duty and responsibility of each unit/ can we do it with one less?	Yes, this is a good idea. Managers are aware of the need to become more efficient within their departments.
Can we not continue health science one of the most expensive program?	We are looking at the viability of all programs.
Currently the hold harmless \$ allowed us to fund many positions, when the hold harmless is no longer there, what can we do?	This question has been answered.
Adjunct \$? Full-time faculty, how we do release time? That backfill formula needs to apply to staff as well.	We are looking at efficiencies.
What about ASL program? Look at cost per FTES per program?	We are looking at the viability of all programs.
Review efficiency of hourly employment.	Yes, this is a good idea.
Review total overtime cost and efficiency.	Yes, this is a good idea.
Class size minimum.	Yes, this is a good idea.
Explore consolidation of program and division (from management, faculty and staff)	We are looking at the viability of all programs.
Across bargaining units concession moving forward	This is a negotiation item.

TABLE 3

SUGGESTIONS	COMMENTS
Recalibrate staffing to FTES.	This is being considered where applicable.
Look at programs that are low hanging fruit – and eliminate.	We are looking at the viability of all programs.
Start with efficiencies – is there a measure of efficiency for classified and managers.	Yes, this is a good idea.
Restructuring the whole college to our FTES.	Yes, this is a good idea.
Go through all degrees and analyze.	Yes, this is a good idea.
Grow programs for revenue.	We are looking at the viability of all programs.
Compare our staffing numbers to like schools.	Yes, this is a good idea. We do this frequently.
Redefine our mission.	This is part of the strategic planning process. This will happen in fall 2019.

TABLE 4

SUGGESTIONS	COMMENTS
Should be thinking about a yearly process for looking at cost reductions.	Yes, this is a good idea. We are currently doing this.
Don't look at it through a lens of fear - need to think through how this might be an opportunity. What can we do that is going to promote our programs and increase enrollments?	Considerable efforts and marketing activities and outreach in place. Recall the college worked with a consultant to develop a marketing plan.
Request for a 3 year plan about how the college is cutting admin costs	We are reviewing all positions.
What can we outsource? This would affect CSEA/SEIU employees - Police force, Facilities/janitorial, IT	This is negotiation item.
Need upfront investment in technology upgrades to make things more efficient (look at short term costs and long term benefits). Upgrading technology/increasing efficiency only is a cost-saving measure if you also reduce staffing costs so this would need to be combined with a SERP or other ways to reduce staff costs	Yes, this is a good idea.
Look at costs of vendor services – renegotiate contracts, new vendors, lowering utility costs (fix solar panels)	Yes, this is a good idea.
Use fewer consultants and start looking at the skillset and talent of people we already have.	Yes, this is a good idea.
Can we offer a SERP? - this idea was brought up by CSEA and UFO.	This is under consideration and is negotiable.
<p>Need to look at the reality of whether we are overstaffed.</p> <ul style="list-style-type: none"> • Analysis by staff units • Opportunity for professional development for people to add responsibilities to their jobs for positions that are not refilled • Do an analysis to determine whether our administration and staff numbers have reduced along with FTF and FTES • Study other college staff structures and numbers that have similar FTES to us - caution to not look at a college that might have similar challenges to us 	Yes, this is a good idea.

SUGGESTIONS	COMMENTS
<ul style="list-style-type: none"> Who can we look at outside of the CCC system that we can learn from? 	

TABLE 5

SUGGESTIONS	COMMENTS
Gather qualitative data from the high schools, career and industry trends, etc. to create a 5 to 10 year vision for the programs at the college and use that information to consider program discontinuance.	This is part of the strategic planning process.
Looking at cost/staffing in units since our high water mark in 2007.	Yes, this information exists.
Reconsider previously approved expenditures and reconsider if it makes sense to implement them considering expected decline (i.e. arming of police officers)	Yes, this is a good idea.
Merge admin positions and reconsider how many Exec Team members are needed for a college of 7300.	We are reviewing all positions.