

**University Budget Advisory Committee (UBAC)**  
**January 14, 2021 Agenda**  
**Time: 12PM - 1:30PM**

<b>Time</b>	<b>Activity</b>
12:00 p.m.	Call to order/Roll call [Wong-Lee]
12:05 p.m.	ACTION ITEM: December 10, 2020 meeting minutes [Hudson]
12:10 p.m.	ACTION ITEM: Budget Assist Recommendations (re-occurring/new) [Hamrick]
12:25 p.m.	ACTION ITEM: AY22-General Budget Recommendations (refer to list on next page): [Hudson, Retos]
12:55 p.m.	Introduction to Zero Base Budgeting [Hamrick]
1:15 p.m.	UPDATE: Undergraduate and graduate student recruitment strategies [Beseda]
1:20 p.m.	General Questions and Answers [All]
1:25 p.m.	Good of the order and next steps [Retos]
1:30 p.m.	Adjournment [Hudson]

Recommendations from UBAC to the President's Cabinet concerning fiscal year 2022 salary reduction programs, previously planned employee compensation increases, and austerity measures:

The UBAC recommends:

- The [current salary reduction program](#) be continued for fiscal year 2022, but with two modifications: change the reduction for the \$70,000 to \$100,000 compensation tier to 0% and change the reduction for the \$100,000 to \$130,000 compensation tier to 0%. The overall cap in reduction for USFFA members would continue to be 10% and for non-represented employees would continue to be 15%.
- Effective fiscal year 2022, and related to the previous item, move members of the university's Leadership Team to the same salary reduction program as non-represented employees.
- For the fiscal year 2022 operating plan, the President, his Cabinet, and the Board of Trustees provide the operating fund with support from liquidation of the quasi-endowment of at least \$2 million.
- The university continue with a hiring freeze except for any position deemed essential to continuity of USF's critical services.
- Postponement of all new, non-donor-funded, non-essential capital projects.

UBAC understands the listed items constitute recommendations to the President and his Cabinet and the collective bargaining units have a separate role to play in conversations related to various of these recommendations.