

Budget Ideas for USF - St. Petersburg

1. Each office probably has extra office supplies or supplies for equipment

they no longer have but maybe another office has a need for that item. For instance, a toner cartridge that they no longer have the printer for. Tampa has a website for this purpose to get rid of excess property they no longer need or want. I would suggest we start our own list serve for this purpose. Another idea I had was to have each department get together items they no longer use, need or they have excess of and we do a swap. Maybe in DAV 130 or the CAC we schedule a day and time when departments put out their items and we "shop" for what we need. Similar to a garage sale with out the exchange of money. I think by exchanging office supplies we don't need it would save departments from having to buy so much through the year. My department may have two boxes of hanging folders but we only need one since we are recycling old ones. Another department may have an excess supply of notebooks they no longer need. Instead of things sitting around getting dusty or being thrown away they can be traded to one another. A money saving idea!

**Sue Ryan
Cashier's Office
June 23, 2007**

2. Just a couple of items to ponder:

1. Consider more native plants for campus landscaping. A native plant nursery, excellent resource and good neighbor, Twigs and Leaves, is located a few blocks from campus, on the other side of Bayfront Medical Center. Native plants thrive in our sandy Florida soil, are drought tolerant, are beautiful, and require fewer pesticides. The savings could be significant. Additionally, it would be great to eliminate pesticide toxins in our environment, too, especially since we are so close to water's edge.
2. Encourage EVERYONE on campus to turn lights off when leaving a room. Example – on Fridays, even though all classrooms are not being used, most rooms have lights on. Turning off lights is just a good habit for ALL of us to develop. This could extend to cleaning hours, too – just keeping lights on in the rooms as they are being cleaned. Side note – I salute OAMOF/Physical Plant for installing fuel efficient light bulbs around campus and raising the thermostats. Cost efficient and environmentally friendly!

3. Encourage EVERYONE to use both sides of copy paper – and to utilize used paper for file copies (X-ing out the used side), internal memos, and scrap paper.
4. Ask Café vendors to use “green” biodegradable products instead of styrofoam, acrylics. This may help instill good habits in all of us and if not cost efficient right away, maybe in the long-run.
5. Don’t know if this is at all possible, but it would wonderful if Office Stores could be enticed to identify recycled office products – and then advertise them “on sale” throughout the year. It could be a win-win situation.

**Sudsy Tschiderer
Coordinator,
Campus Events
July 23, 2007**

3. **Install and use sensor switches on all light switches campus wide** (office spaces and classrooms). When motion is detected, the light automatically turns on and stays on. Likewise, when motion is not detected for an extended period, the light automatically turns off. Maybe energy savings light bulbs is a better idea!

**DeeLynn Rivinius
Office of the Regional
Chancellor
July 27, 2007**

4. **I proposed the following idea at our CAS Staff Meeting yesterday, 7/20:**

Faculty Voluntary Leave Option--I propose that we ask whether or not any full-time faculty would be interested in taking a semester voluntary leave without pay for personal or professional reasons.

Even if an adjunct is needed to cover a couple of courses taught by a professor on leave, the salary dollars saved from even a small number of faculty members on leave would benefit the university in this time of cut-backs. Plus, leave could provide well-needed time for faculty to spend on scholarship, family, or other personal needs.

In addition to my earlier suggestion, I’d like to submit an idea not for cutting costs but for generating revenue. I pitched this idea a couple of years ago at one of the Dean’s meetings, but no one seemed interested in making it happen then. St. Petersburg is an area full of a resource which, for some reason, we have yet even begun to tap: Rich, retired, but still

active people. The country clubs are full of them! We could benefit from this resource by offering non-credit, for profit, continuing education/lifelong learning courses of interest to this age group. Initially, my idea was for CAS to offer non-credit courses in theatre and the arts that could spin-off of our Special Program in English called "Texts and Performance." At that time, I spoke to Joani Spadaro in Graphic Design, who also had ideas for courses in the visual arts. Karen White may have some ideas about music courses. There are many other areas in which we could put together non-credit courses and hire instructors easily.

Other universities across the country have generated funds from these kinds of courses—and here we are, with a higher population of potential students than any of those places, even more than Tampa—and we have yet to create such a program. It's a shame to miss such an opportunity to increase our budget (particularly Arts and Sciences) and to further our outreach into the community. I think offering these courses in the arts would be a productive and creative way for us to grow here at USFSP.

Lisa Starks
Associate Professor
English,
Associate Dean
College of Arts & Sciences
July 21 - 25, 2007

5. Generate more revenue:

1. Enroll more international students, both at undergrad and grad levels. We know international students pay more tuitions and fees, currently at \$16,000 range for undergrad based on the figure on International Affairs website. I am not sure if we have any international students here at USF St Petersburg campus, but I know it is rare if not none. From my personal experience, I know lots of young talents from China want to come to US to further their studies, and indeed, there are over 10 young people from China studying at SPC and Schiller International University (in Dunedin). I chatted before with some of these international students, who told me their tuitions are over \$20,000 per year at Schiller. Wait a second, why not coming to USFSP? They told me they did not know USFSP is open to international students. O well, I think USFSP is more superior academically than the two institutions or colleges in St Pete area. Why do not we pitch our university to a potentially enormous pool of talented young people from China, or India, or anywhere internationally)? I would like to help in recruiting international students, especially students from China and east Asia, if needed.

2. Rent out classrooms or similar.

Outside of USFSP, I am a volunteer board member to a local Chinese community as well as a local Chinese language school. When the Chinese community organize special activities, such as New Year Celebration, we have to rent large classrooms or auditoriums. In the past, we (the Chinese community or the Chinese language school) rented SPC classrooms, as well as facilities of local high schools. I think USFSP can rent its classrooms too! Especially, most of the activity rental lies in weekend when there is no or few classes open at the university.

3. Teaching/Training classes over the weekend

I notice there are lots of training classes offered at local libraries at a cost, why not the university faculty/staff? For instance, I would like to teach some basic computer related stuff to the general public, other faculty/staff may willing to contribute as well.

Reduce cost:

1. Lower electric cost

I noticed from time to time that some places are very 'cold' to work, for instance, Pianoman, I would like to add an extra jacket to stay there. Sometimes, Bayboro Hall is also cold to me. If we can set up a proper comfortable high AC temperatures within any building, we can trim up some of the electric bill, can't we?

2. Trim personnel

I also notice from time to time that Bayboro Hall 1st floor is quite, same to other places within the campus. I know they are very busy sometimes when there are long lines waiting to be served. Can we make some adjustment by trimming some of the personnel work hours during the 'quite, low tide' season, while increasing man hour during the peak high tide?

Overall, I think the most important thing of my 2-cent is to enroll more international students!

Bob Wang
Lab Manager
Environmental Science
July 20, 2007

6. **I am originally from New Jersey and the majority of the Colleges up there close on Fridays for the Summer Semester.** This would save on operating expenses when enrollment and staff levels are at their lowest. Also, it would probably reduce the amount of time Faculty and Staff took time off because of the long weekends.

Joy Clark
College of Education
July 30, 2007

7. **Proposal of Revenue Generating and Cost Saving Ideas for USF St. Petersburg**

Cost Saving Ideas

Holiday Closure: Close the campus from Monday, December 24-Tuesday, January 1. This closure will save money and resources. The biggest saving will be as a result of the decreased use of energy resources. If the campus is closed we will need limited used to no use of air/heat, lights, computers and other resources. In addition to a monetary savings this will boost employee moral. This is especially important this year. Morale has been low due to the budget cuts, lack of a cost of living increase and the hiring freeze. This would provide a much needed boost to morale along with a different way to appreciate employees.

Recycling Program: Implementing an on-campus recycling program would allow us to conserve resources like paper, glass and aluminum. There may be financial incentives from the city and or state to begin such a program.

Equipment Reduction: Departments can consolidate and share fewer pieces of office equipment like printers and copy machines. Multiple computers can be networked to print on a single printer or a copy machine. As a result of the consolidation, fewer copy machines will need to be leased. Cutting down on color printing will also save money on ink cartridges.

Better Utilization of Technological Resources: Better utilization of blackboard will result in a cost savings for paper and copies. Professors can distribute online links to articles and other required readings. They can also take advantage of library resources.

Motion Detectors: Adding motion detectors in classrooms and offices to automatically shut-off lights after a specified period of time without activity will save energy and money.

Revenue Generators

After Hours Child Care: Utilize students who are education majors to provide low cost child care during evening courses. This would attract more non-traditional undergraduate students and graduate students. Current education students would work under the supervision of a faculty member. There would be a low cost fee for students and a slightly higher cost for faculty and staff. The ideal location for this program would be the juvenile reading room in the Poynter Library. Alternate locations could be Davis 130 or the Florida Center for Teachers. This program could highlight education faculty and outstanding students. This could also be an opportunity for students to earn course credit or use this as an independent study project.

Senior Summer Program: USF St. Petersburg would host a week-long summer educational program for senior citizens. The participants would live in Residence Hall One and participate in daily classes, programs and workshops. This program could be affiliated with a college and/or a program of distinction. It would highlight our faculty and their research.

Current Student Summer Program: Recruit students from other colleges and universities to visit USF St. Petersburg for a week or a few weeks in the summer to participate in an accelerated educational program for credit. Participants would live in Residence Hall One.

Future Student Summer Program: Target high school juniors to come to USF St. Petersburg for a week or a few weeks in the summer to participate in an educational program. Participants would live in Residence Hall One. At the end of the program they would ideally apply to USF St. Petersburg. This program could also be repeated for students that have been accepted to USF St. Petersburg but have not committed to attend.

Fall and Spring Pre-Freshman Visits: Weekend visit program for students who have applied to USF St. Petersburg. Ideal candidates are those who have been accepted but not committed to attend. Students would stay two days and one night at USF St. Petersburg and stay in Residence Hall One. Multiple visits would be planned for the same weekend and an evening activity would be organized for all visiting students and their host. Activities could include USF or local sporting events and a wide variety of community events.

Increase Number of Graduate Level Courses: Increasing the number of graduate level classes will yield an immediate increase in revenue per student credit hour. Offering more evening and weekend classes along with classes on an accelerated schedule will make the campus more competitive with other local institutions.

Campus Food Carts: Providing remote locations for food purchase from the campus food service provider. The ideal location for this is at the College of Business.

University Discount Card: Work with local businesses to provide a discount to USF St. Petersburg students, faculty and staff. Businesses would pay to be part of the retailers list and students, faculty, and staff would purchase the discount cards. The discount cards would be sold throughout the year including at orientation, move-in day and other large campus activities. The revenue from the card would be used to support campus improvements.

**Katie Giglio, Alumni Relations
Barb Higel, College of Business
Anne Killenberg, Poynter Library
August 8, 2007**

8. Less use of personal vehicles for USF related business and more use of State vehicles.

An average round trip to USF Tampa from USF St. Petersburg is approximately 66.18 miles (based on Map Quest)

At .44.5 cents a gallon an employee would be given \$ 29.45 however, the average cost of a gallon of gas in the Tampa Bay area is \$2.76. With an auto that gets approximately 18 miles to a gallon this trip would cost USFSP approximately \$10.16 which would equate to \$19.29 per trip.

This is a major cost savings.

**Barbara Fleischer
Human Resources
August 16, 2007**

9. Since 2001, the number of academic administrators at U.S.F. - St. Petersburg has exploded. The obvious solution with the least impact on U.S.F. students is to reduce the number of administrators on campus.

**Art Schwartz
Professor Emeritus of
Finance and Real Estate
January 18, 2008**

10. USFSP teaches a much greater portion of students than we have of the total system budget. As a part of that budget, I understand we pay chargebacks to the system for a number of services administered in Tampa (e.g. interlibrary loans). If I've read the 06-07 budget correctly, that

was 1.645 million dollars this year. Because the system has emphasized protection of the educational experience of the students as a top priority in the past, I suggest that USFSP officials lobby the system to help protect the regional campuses, which are funded almost exclusively by the funds the state is about to cut.

As such, I suggest we lobby the system to suspend their chargebacks (which are redundant payments for services UST would be running anyway) to us, using their other revenue sources to cover the difference.

Start by requesting permanent canceling of those chargebacks. If that's refused, negotiate it down, or completely out and phased back in over five years.

Eric Odgaard
USF SP Asst. Professor
Arts & Sciences
January 17, 2008

- 11. All courses should have to financially justified, be able to self finance**, and generate excess funds for USF. I was a senior business executive for many years. As an instructor at COB I teach classes with 50 students, and often find myself next to a class with less than half as many students. One summer cutting my class for budget reasons was discussed, but then it was finally added. That same summer I had 50 students and taught next to a class that watched old Hollywood movies with less than 10 students. That is a financial waste. My recommendation is that instead of cutting, we should redirect efforts to classes that pay off, especially when based on the numbers registering for them, those are the classes most in demand by the students.

Charles D. Park
January 18, 2008

- 12. 4 day 10hr. per day work week Monday-Thursday.** Can shut down all non-essential electrical from Friday-Monday morning to save money while at the same time boosting employee morale with the extra day off.

Susan Donoff
Coordinator of
Employer Relations
January 22, 2008

13. Just my humble opinion and a quick suggestion or two to increase income.

It's clear to me that we must take our destiny into our own hands if we are to commit to high quality education at USF St. Petersburg. We have to look at ways to increase income that doesn't impact students/parents/citizens who cannot afford the increased costs of a college education.

Here's one idea to raise 1 million dollars:

Setup a "One Million Page or Wall" for common USF St. Petersburg supporters on the web site. The idea is to sell each of 1 million pixels for \$1.00. Each supporters section could link to their website and have a mouse-over message. This wall of supporters would stay up for 100 years (or a determined period). The low cost would allow students, faculty, staff and community to buy a place in the history of USF St. Petersburg. Sounds crazy? It has already worked... for a teenager. Why not us? Here it is: <http://www.milliondollarhomepage.com/>

Here's another idea:

Sell appropriate advertising on non-academic web pages - banner ads at page bottom. I emphasize on non-academic pages - we must avoid the even the appearance of impropriety on academic pages.

Note: there is a guideline that prohibits ads on USF web pages, but this prohibition should be reviewed - it is overly broad- as it blocks effective use of our web site pages to produce additional revenue. Interestingly, I do not believe that the guideline stands in the way of the million dollar wall because this page could be built to stand alone - separate from our other web pages.

A third idea:

Expand use of the web site - it's a low cost alternative. Use the web site as an "extra person" in each office. General examples: information that is given over the phone can be given on the web. Answer frequent questions with FAQ page and/or information request form.

I don't have any suggestions to cut back as we are already "at the bone". The only way to cut back is to shrink programs - offer fewer services to our clients.

**John Husfield
USF SP Webmaster
January 31, 2008**

14. A good recommendation is to add a fee for public safety or to include in the student tuition/fees a percentage for public safety. For example

add a %1 charge or a \$5.00 charge per student in which would raise funding for the public safety dept. It would benefit by adding additional personnel and equipment. I am sure that parents would not disagree to pay this fee especially due to the rising number of violent incidents that are occurring on several university campus through the U.S.

mdl
February 14, 2008

- 15. Can we offer tenure-earning faculty the option of stopping their tenure** clock and give them a full teaching assignment to cover the cost of offering classes rather than hire adjuncts?

Thanks,

Patricia White-Butcher
Dean's Office
College of Arts &
Sciences
February 19, 2008

- 16. To the Budget Council**

1. In the Fall of 2007 the College of Arts & Sciences implemented a "no paper copies" policy. With the exception of exams, we asked faculty to not copy syllabi or other documents for their students. Instead we offer to scan handouts that can then be easily posted on Blackboard. (Word and pdf documents don't even need to be scanned to be posted) In the past 6 months we have achieved an almost 30% savings in paper and toner costs, and a much larger savings because our dying (sic) xerox machine has not needed to be replaced. When you consider all the "stuff" we get from USF in our mailboxes, the savings are not trivial. This also is good Public Relations: "USFSP goes Green"!

2. I would request that more detailed minutes are kept of the Budget Council meetings. For example, a specific breakdown of the "services" that we purchase from USF Tampa (e.g., Blackboard, electronic library services, processing of teaching evaluations) would help in determining better ways to cut costs. Similarly, it would help if powerpoints and other materials distributed at these meetings could be posted online.

Mark Pezzo, PhD
Associate Professor
Psychological Sciences
Associate Dean, College
of Arts & Sciences
February 21, 2008

17. **Here are some ideas from Energy Star, (ENERGY STAR is a joint program of the U.S. Environmental Protection Agency and the U.S. Department of Energy helping us all save money and protect the environment through energy efficient products and practices).**

Install occupancy sensors in areas that are not constantly in use, such as bathrooms and offices.

* Examine the opportunity to use occupancy sensors. Wall mounted occupancy sensors that replace conventional light switches are available at affordable prices. These sensors have been greatly simplified in recent years and come in modern, sleek designs with single on/off buttons. Many office workers spend only 6 out of every 8 hours in their offices, offering potential savings of about 10 percent on lighting energy for such spaces. Occupant sensors are also an effective way to provide necessary light for evening cleaning crews and eliminate the problem of crews leaving lights on all night.

* Encourage employees to power down electronics when not in use. This includes unplugging power strips at the end of the day, as they consume energy even when equipment is shut off.

**Susan Ryan
Administrative Assistant
Accounting & Financial
Services
February 25, 2008**

18. **Great idea from UF -- I've mentioned it for some time and have a basic implementation plan -- but we don't need to take it that far. We have network printer locations to substitute desktop printers for faculty and staff, as well as the Blackboard online course system to post paperwork for faculty. Color desktop inkjet printers are at least about \$100 each, in addition to paper, black/white ink (about \$20) and color ink (about \$35).**

Hi everyone,

A friend of Ray's who teaches at UF called and we commiserated for a few minutes about the budget cuts. He said that all the printers had been removed from his department because they couldn't afford paper and toner.

At least we haven't come to that!

Kathy Arsenault

**Gabriel L. Enriquez
Technology & Systems
Analyst**

February 26, 2008

19. A recommendation to reduce cost and provide excellent services would be to consolidate departments such as admissions, maintenance, police, etc. One such idea is to consolidate police back with Tampa police. This would save thousands and would provide better services with equipment and personnel.

**E. W. Shaw
February 29, 2008**

20. Has anyone every thought about saving the ink cartridges and turning them into cash?

I included the website just in case this doesn't go through. Sounds like a neat program.

<http://www.cartridgesforkids.com/>

**Annette Hamon
University Relations
March 13, 2008**

21. I'd like to expand on an idea submitted earlier, that of using native plants in landscaping on campus. I suggest that we convert most of the maintained lawns on campus to low-maintenance, native plants, which are adapted to our nutrient-poor, sandy, coastal soils. Currently, the campus budget has to include funds to fertilize non-native grasses, apply pesticides on a frequent basis, irrigate weekly using reclaimed water, and to mow and trim non-native grasses that are not adapted to our climate and our soils. In a time of severe budget cuts, maintaining lawns is a non-essential expense.

Our region has been in a severe drought, and we are wasting precious water resources to keep our lawns green. Our irrigation cycles do not currently follow the timing recommendations of the Southwest Florida Water Management District, and add to that waste. I've witnessed sprinklers on in late morning/early afternoon, when evaporation is high, and I've seen sprinklers irrigating our retention basin at 3rd St. S and 6th Ave S, as well as the sidewalks along 3rd St S. opposite our bookstore. The pesticides and fertilizers applied on our lawns ultimately make their way to Tampa Bay, and add to the pollution of our harbor. If we limit our lawns to only those areas that we frequently use for outdoor events (for instance, the harborside behind Davis Hall), and shift the remaining lawns over to native coastal plants, we will save money on the chemicals we have to apply at present, on the water used in irrigation, and on personnel

costs to weekly maintain a trimmed lawn.

There are other advantages to using native plants, besides saving money at a time when our budget is limited. Since native plants are adapted to the climate in our area, they require minimal maintenance once established, they limit erosion, and, depending on what plants are chosen, might provide some protection from flooding or storm surges. Rather than requiring fertilizers which ultimately add to the pollution of Tampa Bay, native plants are more efficient at using the nutrients already present in the soils, and they act to 'clean' excess nutrients in the runoff from our campus. They present a more environmentally sound approach to landscaping in our coastal region, and they protect our coastal water resources, while providing habitat for native species.

By shifting to native plants in our landscaping, we present USF-St. Petersburg as a model, for our harborside neighborhood, for St. Petersburg, and for the entire Tampa Bay region. This will generate positive press, and attract students and donors who have a strong environmental ethic. While there is some expense involved in converting from sod to native plants, some of these costs could be offset by working with local native plant nurseries, who might provide plants or other services at reduced rates in exchange for advertising opportunities. Community grants are frequently available through Southwest Florida Water Management District for these types of projects. Our Center for Science and Policy Applications in the Coastal Environment (C-SPACE) has several faculty with expertise in xeriscaping (using drought-tolerant native plants), and they can offer advice on appropriate plants to use. Our student group - Student Environmental Awareness Society - currently promotes Harbor cleanup days, and would likely be interested in actively participating in plantings. I suspect that many faculty and staff across campus would also volunteer their time and effort to promote a greener campus.

**Melanie Riedinger-Whitmore, PhD
Ecology Environmental
Science, Policy & Geography
Freshwater Research Group
USF SP**

22. Hi there,

It is with great interest to go through all the ideas and suggestions posted on the website of Office of the Regional Chancellor under Constituent Ideas.

In nearly 10 months period from June 2007 to March 2008, there are 19 postings with many good suggestions on generating revenue and cutting cost.

I know there is a campus wide Budget Council, but wonder what the Council does in the last 10 months. Is there any outcome/decision/policy coming out based on faculty/staff's inputs/suggestions? I noticed postings of "Save Energy/Turn of Light" across campus, it maybe one of the outcome.

I think there should be another link under the Constituent Ideas, say, Budget Council Actions, which contains lists of actions taken/implemented by the Budget Council. Besides, as a regular staff member, I would like to hear what our top administrators' ideas in generating revenue and cutting cost (other than cutting staff).

At the end, two more questions with another suggestion.

My questions are: what is the relationship between W-USF and USFSP? Can USFSP have a For-Profit unit/org/institute?

Based on the outcome of answers to the above questions, my suggestion is to set up a unit/org/institute within USFSP, which coordinates and is in charge all activities related to generating revenue by providing services to local community, such as teaching on demand courses (evening/weekend, which was mentioned before), certificate training courses, analyzing commercial samples of water/soil/plant, printing on demand materials upon request, troubleshooting IT equipment (computer, server, ...), audio/video shooting and editing, swimming lessons, dancing classes, after school care, and so on.

Is it allowed?

Bob X Wang, Ph.D.
Lab Manager
Environmental Science,
Policy & Geography
March 14, 2008

23. Save Our Schools (SOS) –

Have a system-wide campaign to Florida residents asking for contributions similar to a capitol campaign. Contributions can be tax deductible and the contributor can be given a certificate indicating that they believe Education should be a priority in our State. If the Florida system would not support this, why couldn't USF (as a whole) pursue this for the adjoining counties of our campuses. This may also put public pressure on our legislators (if this isn't too harmful)!

In other words, we start the grass roots campaign to ask the citizens of our State (not the legislature) to assist us – I know that this is not recurring money – but let's face it Universities add a lot to our State – we educate

their children who will be the leaders of tomorrow, we provide continuing training to maintain professional licensure, we offer medical/psychological clinics/training grounds to the community, we offer classes free to senior citizens, we develop strategies for the good of society, we create jobs, and there is a cultural component that is offered as well. Just to name a few. A big marketing campaign!

**Sandi Conway, PHR
Associate Director,
Human Resources
March 14, 2008**

24. A number of people have commented on the idea of having faculty, staff, and administrators take unpaid furloughs. This seems to be a way to spread the pain around and limit the number of people who would lose jobs outright. Furloughs amount to salary reductions and if they become a serious option, they need to be planned and implemented in accordance with collective bargaining agreements covering university employees. Further, any furloughs should be progressive so that those more able bear greater burden. The table below gives an example of how as employee income increases, the length of furlough taken could increase. The income levels and number of days furloughed could be adjusted to achieve a desired annual savings.

Income	Days Furloughed
Above \$150,000	5
\$125,000-\$150,000	4
\$100,000-\$125,000	3
\$75,000-\$100,000	2
\$50,000-\$75,000	1
Below \$50,000	0

**Larry Johnson
Professor
College of Arts & Sciences
March 18, 2008**

25. Saving money: How about closing the campus for the week between Christmas and New Year's. This would result in substantial energy savings, at least. When I was in NC, this was common practice. No one comes to work, the campus is not open.

**Rose Terry
March 19, 2008**

26. Transcripts

Has USF, in general, thought of charging \$10 per transcript rather than \$8?

**Charlotte Barbour
Nelson Poynter Library
March 24, 2008**

- 27.** As part of the Administrative and Professional Council's Morale Improvement Project and Budget Council conversations, numerous people have suggested various ways to close the campus in order to improve morale and/or save the money. This has been discussed more recently in the context of proposals to use furloughs to save salary dollars.

There are days when classes are not in session and/or faculty members are not on campus. Some of these days, primarily because they are Fridays or holidays, have little to no public transactions. Accordingly, there are five days for Academic Year 08-09 that the campus could be closed: August 15, December 22 and 23, March 20, and May 1. These days could be used in conjunction with a furlough plan.

These days are sufficiently spaced apart such that the pay reductions would be less impactful. There could be some impact with the days during the holiday season but this could be offset with planning and the knowledge that the entire week could be spent with friends and families.

Thank you for considering this suggestion.

**Stephen W. Ritch, Ph.D.
Interim Director, International
Affairs
Director, Wally and Louise Bishop
Center for Ethical Leadership
March 26, 2008**

- 28. We should** add signs above light switches, reminding employees to turn lights off, this would help save power.

**Susan Toler
Assistant Professor
College of Arts & Sciences
April 7, 2008**

- 29.** As a money saving idea which embraces spending less money each season, combining green space with native plants, beautifying our waterfront campus, and labor saving, how about planting perennials instead of annual plants around this campus. It seems such a waste of resources to see the annual

plants constantly planted, removed, and replanted in such a continual non-effective cycle.

**Lori Anderson
Parking Services
April 16, 2008**