

# **Humboldt State University Academic Senate**

## **Statement of Principles and Priorities**

### **Regarding Budget Allocations and Reductions**

The Humboldt State Senate endorses the following values which should guide decisions in the face of looming budget reductions and re-allocations. Our primary goal over the next several years should be to maintain as stable an environment as possible in order to assure that the fundamental academic mission and goals of the University can be sustained. These values are offered in hopes that their incorporation in policymaking will contribute toward harmonious processes and widely-accepted decisions. We should maintain academic quality, conserve our human resources, and scrupulously follow an open and consultative budget process.

#### **ACADEMIC QUALITY**

- Give priority to maintaining educational quality and to sustaining the best possible educational experience for students.
- Protect the capacity of the university community to engage in original scholarship and creative activity.
- Preserve strategic planning and consider long-term implications of all decisions.
- Clearly articulate relationships and costs when balancing among quality, access, and resources.
- Serve student needs with particular attention to those currently enrolled.
- Ensure that enrollment is consistent with available resources.

#### **HUMAN RESOURCES**

- Affirm that the University *is* its faculty, staff, and students.
- Give careful consideration to the human cost of budget reductions, and ensure that people are valued and treated with respect.
- Ensure that effective efforts are made to maintain the diversity of students, faculty and staff.
- In the event of substantial budgetary reductions, and after all other avenues have been exhausted, if faculty and staff reductions become necessary, make use of attrition through retirement and resignation rather than layoffs as much as possible.

#### **BUDGETARY PROCESS**

- Keep the University budgetary process open and inclusive of all constituencies. Regularly communicate budget news before on-campus decisions are made, with increasing details as the budget year approaches. Draw upon the widest range of expertise the campus community has to offer. Given that making budgetary reductions in response to system directives may be particularly difficult and may have to be done quickly, plans should be agreed for consultation on short notice. Meet with all available Senate members during summers before making decisions if those decisions cannot wait for the beginning of the academic year.
- Maintain multi-year budgeting, including suspending but not eliminating programs if necessary until better budgetary times.
- Proposals for new programs, offices, administrators, or new configurations of existing programs should be brought to the Senate for full discussion.

The Senate recognizes and appreciates the efforts taken to educate and inform the campus, to consult with various constituencies, and to plan for future contingencies. We encourage continuation of these efforts.