## I High Impact/Easy to Implement

**Implemented or Implementing**
- Focus on core schedule/efficiency and eliminate non-core courses (50%+)*
- Hiring freeze (chill)
- Leverage technology by automating processes (financial aid award letters, standards of academic progress, budget transfers, petitions, chat, portal, etc) (50%+)*
- Leverage the portal to eliminate employee mailings (50%+)*
- Eliminate mailing of the schedule (50%+)*
- Retirement incentives with organizational realignment*
- Review summer program (50%-)
- Eliminate the food program in the Child Development Center*
- Review accounting system for CalWorks, DSPS, CAS to ensure maximum allowable apportionment
- Eliminate Wintersession (except for selected courses) (50%+)*
- Eliminate non-resident tuition exemption*
- Move RHORC to Skyway Center
- Charge HS students the transportation fee*

### Considering
- Faculty and staff parking fee
- Require departments to file for reimbursement under the MAA program
- Review selected athletic programs
- Create a venue for events (such as weddings) on campus
- Review class auditing processes
- Leverage Skyway Center for commercial development and community events

### Not Pursuing
- Leverage the Chico Center pad for commercial development
- Payroll reductions as donations to the Foundation for uses specified by the program
- Daycare in Chico Center as a revenue stream
- Charge categoricals utilities and indirect fees (50%+)

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## II – High Impact/Hard to Implement

**Implemented or Implementing**
- Efficient Schedule*
- Reduce categoricals to approved budget levels with appropriate backfill*
- Gain authority to increase transportation fee (S) *
- Gain authority to charge technology *and lab fees (S)
- Reduce/eliminate district subsidies (Foundation, Food Service, Daycare)(50%+)*
- Reduce energy costs (replace old computer labs and faculty/staff computers, lighting upgrades) (50%+)*
- Complete solarization (50%+)*
- Maximize and leverage grants
- Shift curriculum from non-credit to credit
- Implement a consolidated Call Center*
- Eliminate Chief Technology Officer position (50%+)*
- Eliminate the TV Station (50%+)*
- Reduced admin staffing levels at times when requirements are reduced (50%+, N)*
- Contract reductions, realignment, and alternative funding (eg Career Counseling, VESL, instructional techs, selected administrative support) (50%+, N)*
- Reduce retiree liability payments*
- Shift HAZMAT duties to techs and return faculty to classroom (50%+, N)*
- Shift non-instructional faculty to instruction (50%+, N)*

### Considering
- Review organizational structure and eliminate silos (50%+)*
- Eliminate low productivity/high expense programs (50%-, N)
- Transition to admin hubs and reduce secretarial staffing over time (50%+)
- Close campus during spring break and/or part of winter break tied to salary reduction (50%+, N)
- Furloughs (temp impact only) (50%+)
- Electronic sign at Chico Center
- Reduce/eliminate pay raise (N)
- Salary reduction/Reduce health plan (N)
- Voluntary separation plan (N)
- Replace digital/analog phones with VOIP(50%+)

### Not Pursuing
- 4 day schedule with contact reductions (50%+, N)
- 4 day schedule (50%+, N)
- 4 ½ day schedule tied to contact reductions (50% +, N)
- Negotiate non-credit instructional rate for part-time, overloads (50%+, N)
- Shift to less expensive course management system (50%+)*
- Cut custodial and grounds maintenance standards and staffing (50%+)*
- Outsourcing selected support functions (N, S, 50%+)*
- Three day summer workweek tied to reduced hours (except Chico Center) (50%+, N)
### III Low Impact/Easy to Implement

- Increase parking fines*
- Tie computer lab shutdown to academic schedule, hard shutdown for faculty/staff computers (50%+)*
- Raise summer/lower winter temperature (50%+)
- Eliminate individual bottled water purchases (50%+)*
- Reduce catalog costs by 50% (paperless, fewer, or hard copy bi-annually) (50%+)*
- Reduce the number of vending machines (50%+)
- Reduce travel, training, seminars, maximize VTC & Conf Calls (50%+)*
- Eliminate professional development overnight retreats (BCLDI, Great Teachers)*
- Increase recycling (50%+)
- Encourage CTO instead of overtime (50%+)
- Reduce marketing ongoing budget (50%+)*
- Sell surplus equipment
- Reduce cell phone costs (50%+)*
- Encourage use of I-Give, Affinity Card, Foundation travel service*
- Leadership Butte hiatus*
- Review and implement appropriate materials fees in courses
- Close centers on Friday (50%+)
- Freeze loadbank (50%+)
- Sus pend sabbaticals (50%+)
- Eliminate non-contractual reassign time (50%+)
- Voluntary reduction of workload (50%+)
- Turn the recording studio into a revenue stream
- Rent theater to community groups – coordinate with Chico State
- Fundraiser in theater
- Eliminate or reduce custodial shift differential (50%+)
- Replace tile with carpet to reduce custodial costs (50%+)
- Eliminate off-campus printing and/or increase Print Shop charges (50%+)
- Place stronger controls on photocopiers and laser printer use, use most efficient machine, and shift faculty course materials to the portal and/or classpacks for bookstore sale (50%+)
- Benefit concert
- Temporary salary reduction (50%+)
- Lease land to private groups to grow crops
- Increase ticket costs to sporting events
- Close Chico Center during Spring Break (50%+)
- Printer/Copier Nodes (50%+)

**Criteria**

I (High Impact/Easy to Implement): $50,000 annual savings or $25,000 annual savings in categorical areas/can be implemented without significant opposition. Negotiation (N) or external approval (S) not required.

II (High Impact/Hard to Implement): $50,000 annual savings or $25,000 annual savings in categorical areas/will have significant opposition or negotiation (N) or external approval (S) required.

III (Low Impact/Easy to Implement): Less than high impact/can be implemented without significant opposition and negotiation or external approval not required.

IV (Low Impact/Hard to Implement): Less than high impact/will have significant opposition and/or negotiation required.

Notes:  
- N = Negotiable,  
- S = External approval required,  
- 50%+ = Positive effect on 50% law compliance,  
- 50%- = Negative impact on 50% law compliance,  
- * = accomplished or partially accomplished

### IV – Low Impact/Hard to Implement

- Expand use of Cal-Card *
- Reviewed and increased facility use fees*
- Eliminate a computer lab (BE 107)*
- Sell merchandise on Foundation and Bookstore website*

**Considering**

- Automate budget transfer process
- Put paid advertising in publications and on website (50%+)
- Provide incentives for departments to save (50%+)
- Develop bulk purchasing for disposables (50%+)
- Add ATMs from other banks on campus (using Higher One)
- Print on both sides of paper
- Keep a portion of health savings if employee elects lower plan (N)
- Grow more food on campus
- Continue consolidating or eliminating computer labs
- Transition to thin client computer labs
- Contract ticket sales for athletics, theatre
- Have Foundation sell merchandise (through Bookstore) at graduation and uses this opportunity to sign up alumni
- Sponsorship package for theatre shows that includes advertisement on buses

**Not Pursuing**

- Charge a fee to use lockers, microwave, etc
- Eliminate unauthorized, low efficiency appliances in offices
- Arts and crafts festival
- Eliminate summer transportation (50%+)
- Mandate online syllabi (50%+)
- Create a health management group

- Eliminate BCLDI
- Eliminate international recruiting
- Eliminate bussing for K12 summer programs
- Money earning and savings contests