### I Easy to Implement/High Impact

**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%+)
- Retirement incentives with organizational realignment
- Review summer program (50%-)
- Eliminate the food program in the Child Development Center
- Investigate daycare in Chico Center as a revenue stream
- Review accounting system for CalWorks, DSPS, CAS to ensure maximum allowable apportionment
- Eliminate Wintersession (except for selected courses) (50%)
- Eliminate non-resident tuition exemption

**Considering**
- Faculty and staff parking fee
- Charge HS students the transportation fee
- Move RHORC to Chico Center
- Require departments to file for reimbursement under the MAA program
- Review selected athletic programs
- Charge categoricals utilities and indirect fees (50%+)
- Create a venue for events (such as weddings) on campus
- Review class auditing processes

**Not Pursuing**
- Leverage the Chico Center pad for commercial development
- Leverage Skyway Center for commercial development and community events
- Contract reductions as donations to the college

### II – Hard to Implement/High Impact

**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%+)

**Considering**
- Review organizational structure and eliminate silos (50%+)
- Shift non-instructional faculty to instruction (50%+, N)
- 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)
- Contract reductions (eg counseling, WTC/SPE, VESL, instructional techs, selected administrative support) (50%+, N)
- Furloughs (temp impact only) (50%+)
- Electronic sign at Chico Center
- Reduce/eliminate pay raise (N)
- Salary reduction (N)
- Reduce health plan (N)
- Reduce retiree liability payments
- Voluntary separation plan (N)
- Shift HAZMAT duties to techs and return faculty to classroom (50%+, N)
- Furlough over Spring Break tied to campus shutdown (50%+)

**Not Pursuing**
- 4 day schedule with contact reductions (50%+, N)
- 4 day schedule (50%+, N)
- 4 1/2 day schedule tied to contract 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 Easy to Implement/Lower Impact

**Implemented or Implementing**
- Increase parking fines
- Tie computer lab shutdown to academic schedule, hard shutdown for faculty/staff computers (50%+)
- Raise summer temperature/lower winter temperature (50%+)
- Eliminate bottled water purchases (50%+)
- Reduce catalog costs by 50% (paperless, fewer, or hard copy bi-annually) (50%+)
- Eliminate the printed class schedule (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%+)

**Considering**
- Eliminate printed schedule (50%+)
- Review and implement appropriate materials fees in courses
- Close centers on Friday (50%+)
- Freeze loadbank (50%+)
- Suspend 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, while shifting faculty course materials to the portal and/or class-packs for bookstore sale (50%+)
- Benefit concert
- Temporary salary reduction (50%+)
- Encourage use of I-Give, Affinity Card, Foundation travel service
- Lease land to private groups to grow crops
- Increase ticket costs to sporting events
- Close Chico Center during Spring Break (50%+)
- Restore purchase order cut off

**Not Pursuing**
- Money earning and savings contests
- Eliminate BCLDI
- Eliminate international recruiting
- Eliminate bussing for K12 summer programs

### IV – Hard to Implement/Lower Impact

**Implemented or Implementing**
- Expand use of Cal-Card
- Reviewed and increased faculty use fees

**Considering**
- Automating 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
- Consolidate computer labs

**Not Pursuing**
- Sell merchandise on website
- 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

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**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 or external approval 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 or external approval 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.