

# Principles for Budget Reduction

*Curating Document of Work Group Members' initial statements (no specific order)*

- CJC should do all necessary to defend the principles of diversity, inclusion and equity as defined in its mission and the University of Florida. To all extents possible, the CJC will preserve the advances that have been made in the past few years increasing the percentage of under-represented groups among faculty, staff and students. We also affirm that inclusion, diversity and equity should include equal weights of priority to position types, education level, abilities and backgrounds.
- All budget decisions should be human-centered, preserving our valuable human capital and acknowledging the service and sacrifice of the staff and faculty whose lives are being affected by these decisions. To the greatest extent possible, reductions in spending on personnel should come from voluntary attrition rather than layoffs and should prioritize redistribution of work to existing faculty and staff over new hires.
- The CJC shall prioritize undergraduate and graduate students' needs for skills development, immersive experience, career preparedness, and job placement, realizing that some of these opportunities depend on internal and external factors such as partnerships that fall outside of our budgetary purview.
- Budget decisions should preserve the CJC's investment in producing preeminent scholarship and research, with the goal of maintaining and enhancing CJC's reputation for academic excellence.
- Budget decisions, and the process by which they are reached, should be as transparent as possible through consistent communication, including valid and reliable data related to fiscal and academic performance that informs budget decisions.
- Budget decisions should be strategic and data-driven, recognizing the efficacy and efficiency of faculty/staff, units or programs.
- Budget decisions should be innovative and proactive rather than reactive, ensuring that continued funding preserves the essence of the CJC brand, its people and its service to the college's public service missions.