

URPC Balanced Budget Principles & Priorities (25-26)

Approved without dissent January 19, 2024; Reviewed November 15, 2024

GUIDING PRINCIPLES

Resource allocation planning and decisions will be data-informed, incorporate an equity lens, promote efficiency, and align with the Purpose, Vision, Core Values & Beliefs of the University.

- **Students First:** We will prioritize the needs of students and their education. We will provide an equitable environment that ensures the well-being, education, graduation, and future success of our diverse student body.
- **Value Personnel:** We will recognize the impacts budget decisions have on personnel. We will strive to minimize the impacts to existing employees and engage in thoughtful, evidence-driven approaches to strategic workforce planning and process realignment.
- **Financial Resiliency:** The budget should be balanced on an annual basis and be sustainable into future years. Recommendations will balance the need for ongoing resources with the flexibility to adapt to changing circumstances, align resources with strategic objectives, and to thrive in the midst of those changes.
- **Campus Engagement:** We will solicit input from the campus community in order to make informed decisions about resource allocations. We will be transparent and timely in communications with the Campus community regarding the issues being considered.

REDUCTION PLANNING PARAMETERS

The following parameters will guide reduction planning efforts:

- Approach reductions strategically and not across the board
- No division will be exempt
- Support units' ability to plan and avoid mid-year reductions unless absolutely necessary
- Commitment to transparency and timely communication

PRIORITIES

Budget allocations should prioritize:

1. Enrollment Growth

Efforts to recruit & retain students in support of broader enrollment goals.

2. Academic Programming

Strategically invest in academic programs to promote growth, workforce preparedness and student interest.

3. Student Experience

Align funding with efforts that promote student belonging, engagement and development.

4. Essential Services

Continuity of essential services supporting the University core functions and operations that are crucial to student success.

