CONFIDENTIAL UofL Salary and Budget Survey QUESTION ONE

My employee classification is: [select one]

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
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</tr>
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<tbody>
<tr>
<td>Classified Staff (paid bi-weekly)</td>
<td>40.6%</td>
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<tr>
<td>Professional &amp; Administrative Staff (paid monthly)</td>
<td>59.4%</td>
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answered question 1674
skipped question 3

My employee classification is: [select one]
CONFIDENTIAL UofL Salary and Budget Survey QUESTION TWO

Information on 2011 insurance premiums (health, dental, etc.) and 2010-2011 parking permit fees is not yet available. If funds should be identified to provide a non-recurring salary supplement for next year, would you be in favor of these funds being set aside until a determination could be made as to the impact that increased premiums/fees might have on current salaries? [select one]

<table>
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<tr>
<th>Answer Options</th>
<th>Response Percent</th>
<th>Response Count</th>
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<tbody>
<tr>
<td>a. Yes, but any identified funds should be used to pay a salary supplement regardless.</td>
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<tr>
<td>b. Yes, and any identified funds could be used to offset increases to premiums/fees instead of providing a salary supplement.</td>
<td>8.6%</td>
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<td>c. Yes, and a decision on how to use the identified funds is best made after all information is available.</td>
<td>33.8%</td>
<td>548</td>
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<tr>
<td>d. No, any identified funds should be distributed now.</td>
<td>35.3%</td>
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Other (please specify) 116

answered question 1621
skipped question 56

Information on 2011 insurance premiums (health, dental, etc.) and 2010-2011 parking permit fees is not yet available. If funds should...
With no increase in salary and continual increase in parking fees, it's becoming more difficult to make a decent living. Our personal budgets are just as stretched as the University's.

Many people do not take the insurance nor do they get a parking permit so these issues do not effect all and the monies should not be effected by these decisions. The reason being any employee will have to pay for those services anyway regardless if the increases are set in play now or later. I am also not in favor of the funds being classified as non-recurring. Also, I believe parking fees should either be reduced or eliminated. It seems wrong to me to be forced to pay to park at your place of employment.

Distribute the funds and allow the individual to choose how to use the money and pay the premiums/fees. Put #2 in layman's terms so I would know that I am answering correctly.

Health insurance rates have never been available in July, however, I don't know why University Parking could not be compelled to provide the information now. Thus, to be fair to all employees a salary supplement should be paid. We never know what the health insurance premiums will be until late in the year. I do not like the idea of setting a precedent that we would wait until later in the fiscal year to get a raise. We need to stay on the fiscal year schedule. Also, it would not be fair to everyone to have the money used to offset increases to health insurance and parking fees. A very bad idea.

My concern is: If these funds are set aside now. They will disappear before next year. Could you word the question a better way? You want us to choose what? How? You set the parking permit fees, but I can choose to walk or take the bus. Your insurance premium is gonna be cheaper than an individual policy, that's just basic math based on multiple policy discounts. Those benefits are offered as PART of my low to moderate salary. Non-recurring Salary supplement. What is that? A cookie so we think we are getting a bonus or something? How about a salary increase to compensate rise in cost of living? IF you can't do that, then I would expect you to let me park for free. I can still take the bus. I can't figure out what you are asking in the question.
There are some individuals that do not use the health insurance through UofL if their spouse has better coverage. Offsetting insurance premiums and/or parking permit fees is important to me and I would not be in favor of a one-time "bonus" while having a potential increase in recurring fees. Salary increases are badly needed. If a one-time, non-recurring supplement is the only available option it should be at least equal to the amount of the increase in health care premiums. Parking permit increases are typically a very low percentage and when spread across the 10 month payment plan are minimal and I believe easy for employees to absorb. It really doesn't matter which option you choose. The sad fact of the matter is that any "non-recurring salary supplement" you decide to give won't make any difference at all. It will either only be a drop in the bucket for employees who are struggling because of current fiscal climate or it will be no more than a party weekend or a big screen television to those who make an adequate salary.

I think distribution of funds now should be done for the sake of transparency. I want to know I received X dollars and I want to know the true cost of the charges. I went with C; however, I would like to add that the decision should not be made for us without first disseminating the information (including the effects of the premium changes) and seeking input. Parking Fees should be frozen for 1 year if we only get one time monies.

I chose a rather than b because I don't know what the percentage in either case is, but, I know people who do not use any U of L insurance plan as well as those who do not use university parking. Therefore a salary supplement to everyone seems more equitable.

I was very concerned and upset with the 2010 medical premiums; something needs to be done to keep the premiums down and the coverage comprehensive. I understand offering the choice of going to UofL physicians at a discount however it is not medically feasible nor desirable to switch doctors after being established with other doctors for years. I felt from the increased cost of the premiums of the non-UofL medical plans AND the diminished coverage that we were being penalized not to choose the UofL plan.

I don't understand how every year the price of insurance and parking go up, yet salaries never do. I've been employed at U of L for over 22 years and the new staff coming in is making only $1000 less than me. I feel like my years of service have not done any good.

I would be in favor only if the total of any increase in premiums/fees is "completely" offset by identified funds. I would not agree to foregoing a distribution of identified funds only to be hit with even a marginal increase of premiums/fees. Additionally, the overall "morale" of staff is really low and upper administration should work hard to find some type of increase without penalty. Three years with little, to nothing to offset increased costs of living expenses is long enough and unacceptable. Both my husband and I work for U of L... for us, it's a double insult to our loyalty to the University.

Don't give increase if you are going to raise insurance premiums, parking fees and layoffs are made to employee. Funds should be paid in the form of yearly raises. One-time supplements are the reason some seasoned staff members with several years of experience are being compensated at the same rate as newly-hired employees with no experience. This is detrimental to the morale of the employees. Parking Permit Fees should have NO EFFECT on salaries. Options other than driving your personal vehicle do exist and some staff use those options. Consideration of parking fee increases in salary supplement is not an across-the-university issue.
## QUESTION TWO COMMENTS

| 28 | Having a salary supplement would be a boost to staff morale. Although I am grateful for my job, it is depressing to see no increase in pay (for several years) while the purchase of goods and services one has to have (gasoline, food, clothes) keeps going up. I don't think our parking should go up if we are not given a raise in pay. Even a $500 supplement would be somewhat of a boost to one's savings and morale. When many of the faculty are being promoted and given big incentive packages, I think in all fairness that the staff for all their faithfulness and hard work deserve some incentive. |
| 29 | Offsetting any increase to health insurance now just makes it twice as worse the next year when that one-time offset is no longer available. Less painful to let people personally budget for a smaller increase in premiums each year. |
| 30 | The expense of working at the university cannot continue to increase if my salary does not. Every effort should be made to save the employees money on anything. If my insurance increased 6% every year for 3 years and my salary doesn't? If my parking increases by 3% every year and my salary doesn't? I am actually getting a pay cut. The university is a wonderful place to work but the starting salaries are lower than most corporations and increases are not happening. We do make a choice to work at the university but you are going to lose good people because we simply can not make it. Everything is more expensive. Insurance companies should work more with such a large employer. Are departments lean enough? We post a lot of openings... are we doing our best to work with employees we have and not hire outside? Shifting responsibilities, auditing tasks, etc. etc. I believe there are efficiencies to be found but no one is looking. If some tasks are reviewed and or eliminated could you not replace a person? No one is looking at that. |
| 31 | Regardless of increased premiums our salary would not change, so what impact could you be referring too? Parking permit fees should not be raised, U of L should show an increase in profits due to extra money coming in from the HSC garage also being used as patient parking. We have NO control over insurance and parking cost. All we know is there going to put it to us. Lets try to have an increase to at least cover the cost them and hopefully maybe a little extra. Whatever the decision, employees should be allowed to decide whether or not they want their salary supplement in-hand or if they want to use the funds to offset the cost of insurance premiums and parking fees. Some employees do not take the health benefit and would not gain from the offset. C. is qualified by the time it takes to determine the insurance premium increase. Why does parking need to go up? This is ridiculous. Absolutely ridiculous. Parking fees should never be raised in a year when no salary increases are given. |
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| 41 | This question is very confusing. I had to read it several times and even after doing so I'm not sure that I answered the question fully understanding the effects of my answer. Please re-word it. |
Salary Supplements have nothing to do with the cost of insurance premiums and parking permits. Staff understands that parking and insurance premiums go up every year for those who use the services, and we are willing to pay the difference. However, every person tries hard to be compensated for hard work, especially when the private sector is continuing to pay raises that are included in their base salary. Unfortunately, while we are going through the state budget crunch, I am getting my best evaluation scores, so it bothers me that I have to get the same amount (or nothing) that everyone else gets. Even if we get a non-recurring salary supplement, I think the score that staff received on their evaluation should reflect on the amount that they receive from the bonus. Thank you.

If employees were to receive a one-time payment, but health insurance and/or parking increases, what is the point of receiving a salary supplement if the income has already been allocated out to recurring cost? Would prefer that those to cost remain constant. We may not be able to do anything about the increase in 2011 insurance premiums...but why should be have an increase to the 2010-2011 parking permit...we have not had a raise in "what", four years...that is like taking water from dry well.

I know insurance premiums will raise but I don't understand why parking permits should raise. There is no reason it should cost more each year to maintain parking lots and garages that are already established. We don't even get a raise that will cover the cost of insurance premiums much less parking, its not fair to us.
I can live with making parking permit payments, not everyone can live without a cost of living wage increase, everything has gone up in price, the supermarkets, gasoline, etc.

If Dr. Ramsey identifies funds now, it sounds like those funds could be reallocated elsewhere away from the salary supplement. Why take that chance? We all have choices as far as insurance and parking. Insurance and parking does not affect all employees - a salary supplement does. Funds identified as salary supplement funds should be just that - funds to supplement everyone's salary.

There have only been a 1 time pay out and then a $700.00 supplement to my salary in the last 3 years. Inflation has far outpaced the rise in my salary, my work is not valued and my desire to work for the university is waning along with the salary.

If Dr. Ramsey identifies funds now, it sounds like those funds could be reallocated elsewhere away from the salary supplement. Why take that chance? We all have choices as far as insurance and parking. Insurance and parking does not affect all employees - a salary supplement does. Funds identified as salary supplement funds should be just that - funds to supplement everyone's salary.

Please Pay Me NOW!!!!
Lump sums make it possible to perhaps pay off a bill with a high interest rate, which over the long term has a better financial outcome for an employee than lowering premiums by a few dollars each month.
Provided that there is a timeline/deadline for when all information is available. It may be disadvantageous to not receive the identified funds due to a prolonging of decision making.
Although I do believe that the employees of this university should receive for lack of better term "perks", such as decreased insurance premiums and discounted parking permits, I do not believe that they should in any way be supplemental to any possible raises given to employees.

Will have to be careful with this because some staff don't take the insurance and some do not buy parking permits because of other modes of transportation.
I understand that costs associated with outside organizations/agencies such as insurance often increase on an annual basis and this is something that U of L has no control over. I do NOT understand why parking (which is a part of U of L) has to continually raise the parking fees and in such amounts. I would like to know what these fees actually cover as the lots are on campus and already owned by U of L, the lots are not continuously resurfaced, re-painted, etc. I don’t even have a parking permit but I do know what they cost and it seems that the university could lessen the impact of this issue by at times leveling off and maintaining its parking fees without increase or with more conservative increases. It’s difficult to believe that there’s a reasonable explanation for the dollar amount of the current parking fees.

I would like the whole picture identified and options evaluated instead of rushing into a decision without all the facts

Dont understand

Could this be an option?

Insurance and parking fees are going to do what they are going to do no matter what. Using any “salary supplement” funds to “offset” these costs seems like it would be unfair to those that don’t use UofL insurance or parking permits, or to those who use the “cheaper” options for both things.

Currently the University’s Insurance is way too high. Wouldn’t it be cheaper to go in with the state? Also if there are no increases departments should not be allowed to do re-classes or in-grade adjustments during this time.

Funds not distributed simply won’t be there later.

I say no because people has different parking permits and different insurance rate. This would be unfair to them.

Bonuses or supplements should take a priority because those can be compared person to person. Parking permits and insurance premiums are highly individualized and cannot be compared in a similar manner.

If not distributed now, they WILL be a reason to justify the increases in parking fees and health insurance.

It’s not wise to make this decision until the costs are in that's the only way to make a totally informed decision.

ANY NON-RECURRING COMPENSATION SHOULD BE DISTRIBUTED AS A LUMP SUM.

don’t know

Salary increase funds should go to only employees that have shown their extra effort to deserve it. People that go above & beyond.

Parking fees should be frozen or eliminated when we are not given a raise!

Provided the information and process is completely transparent to the staff.

Not quite sure how to answer this question so I am leaving it blank.

We can choose to use the supplement to pay/recover the additional costs of insurance premiums if needed, but if it automatically goes to cover the premiums, we won’t see the impact of the funds personally. That small element of “control” can be important.

I think any supplement should be distributed now, and I also think that our premiums should not be increased regardless! I understand that health care premiums have to be negotiated with the company, however parking is primarily internal from my understanding. I was forced out of green parking this year due to the new HSC garage, so my parking will be increasing by over $200 per year, against my will. Any add’l increase in parking would upset a lot of people. I prefer parking in the green lots to the garage, and have better ways to spend my money rather than paying nearly $400 a year to park my car in order to work for the university!

I don’t purchase a parking permit and I don’t have my healthcare through UofL.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION TWO COMMENTS

75 My concern: monies set aside will somehow be used for items that are "deemed" important like brick to the entrance of a building, painting cardinals on concrete, etc. I would be willing to keep my salary and benefits at the same level (or pay slightly more for benefits) if necessary. I could certainly use the extra money, but I would prefer to keep my job rather than getting an extra $700 or so for the year.

76 It seems that funds are always available for projects or salaries that are deemed important to the administration—e.g., to employees that were below par, while the regular employees are asked to sacrifice raises and evidently will be asked to pay even more towards our benefits. To a lot of us it seems the "budget constraints" are only felt by a certain percentage of employees. I know of an employee that is losing his job after 15 "scandal free" years because for the past two years his salary was paid by a grant which is no longer available—where's his "buyout"?

77 I don't have insurance through the University so I would have to weigh the options for the supplement. We are going on 3 years without a pay increase and feel some compensation should be made.

78 This question is a hard to understand. Would "set aside" $ be used to reduce the increase of the premiums/fees??

79 question does not make any sense

80 Employees need to have a one time salary supplement ASAP.

81 Do not want amount held out for insurance and car parking fees, think it could impact the amount they are raised this next year as I think they will impact the amount needed.

82 Some employees don't have insurance through UofL, so if this 'bonus' is used to offset insurance premiums, then they will be excluded from the bonus. The bonus should be given to each employee directly, and they can determine how they want to use/apply the funds appropriately.

83 Need more information. What impact on CURRENT salaries are you talking about?

84 It is inconceivable the University would increase health premiums or parking fees again without offsetting these increases with a re-occurring salary increase!

85 I don't understand the question really.

86 1. There should be NO increase in parking; it's already far too expensive, especially in relation to average pay here. UofL has not provided any relief for employees toward accelerated standard of living increases. We're supposed to promote higher education and how it all pays off eventually, except it doesn't pay off. I have my graduate degree, 20 years of experience, fantastic evaluations, and my family can't manage a modest vacation, a car younger than 10 years old, or anything extra for our children.

87 As you know, an increase in salary is always to best help possible. Offsetting any increases in insurance and parking fees will be very helpful as well. Hopefully, we will be able to hold those costs down. It's very helpful NOT to keep going backward with more costs for "benefits" and no salary increases. It's harder and harder to make ends meet when everything else around us goes up....and our salary doesn't. I appreciate anything to help our overall situation and my personal situation as well.

88 not sure

89 We have already beat inflation for the past year since it was below zero. I do not think that people need the $1,200 as much as they could use a lower increase in insurance premiums and parking, if those 2 areas must be increased.

90 Not all employees utilize the insurance benefits or the parking facilities. As a result, using the identified funds toward parking or insurance will not benefit all employees. If fees and premiums go up, those who pay for those services can use their salary supplement to off-set those increases.
It seems the only impact that increased premiums/fees would have on current salaries is to effectively reduce them (reduce take home pay), therefore any funds should be assigned as a salary supplement and there seems to be no reason to delay. It makes little sense to raise salaries and have most of it be taken away in tax. It could be used for academic development. Identified funds should be used to offset increases/fees and/or use for salary supplements for the lowest paid employees. It should be paid as a salary supplement because all employees do not pay insurance premiums through the university or purchase a parking permit. If the funds are used to offset those costs, what would be done for the employees that do not have those deductions withheld from their paycheck? I think staff who have had a satisfactory performance score for 2009 should get a percentage increase, even if it is just 1-2%. I believe it will make everyone feel more appreciated to get even a small increase.

Not sure what you really mean here—if you are talking about not giving the $1200 one time supplement and setting it aside for increased health/parking, I think you are asking too much in one question. I DO think we need to be concerned about increased health costs—but not so much parking. People have choices about the level of parking permit they purchase. Health is a much bigger cost. And people have not had raises, so even though I hate one time payments because they don’t increase our retirement contributions, I think people need some cash now to buy gas to even GET to work. You need to simplify this question into two or three questions. You know, we have a Survey Research Center that could have helped you with that.

Money should be distributed now because I do not have confidence that the same money would be used in the best interest of the employee in the future. Employees continue to function without pay increases with the cost of living rising and work related expenses such as lunches, transportation (gas, repairs and insurance), and parking rising annually. I like my job and UofL, but the value of the dollar does not stretch the same way it did in 1986. What would be the point of setting aside the funds? I am assuming you are suggesting that they would be used for something other than the non-recurring salary supplement. Every raise given to staff is immediately taken away by a parking increase, so what does it matter.

The costs are going to raise regardless so our funds should just be distributed now no comment.

The present value of the dollar is always more than the future value. I think it sends a better message to distribute funds immediately once approved. I have no opinion. In my opinion neither of the options increases the fairness or is more logical than the other. I’m ok with using the funds to offset any increases that may be necessary for insurance, parking, etc. but what about people who don’t have insurance through the University or have a parking pass? Everyone should get some benefit. They do not need to be distributed now, but why should they be used to offset the rise in other fees that are being deducted from our pay. If the university feels that is how it should be used, do not say we are getting a 1200.00 bonus. Be honest and call it a 1000.00 bonus, or 800.00 bonus after taxes. The funds should be distributed now to supplement the rise in the cost of living and the salaries that haven’t been increased for a long time. However, if student parking is not being increased then employee parking should not increase unless we receive a cost of living raise that increases our salaries over time on top of what I would consider a “bonus”.

Administration should look fairly compensating its employees. Providing a one time lump payment that is not included in employees base-pay is insulting. University should appreciate its over-worked employees by providing increases that are in-line with the current market. Unknowing staff should not be held responsible for decisions in which they had no bearing. When is the last time employees received a cost of living increase?
Since the budget has not allowed for raises for three years, there should be a moratorium on raising parking permit fees for the underpaid employees. This would be a small gesture that would go along way in raising morale.

However, it is essential staff be informed. My competitors are raising there pay rates and I am going to be the low payer in the city. Currently, our benefits are my key recruiting tool.

I don't totally understand this question so I don't know how to answer it anyway.

This decision would have to be made after determining of what the exact numbers are and how much a premium increase would be.

Since we haven't had an increase for a couple of years, I feel like saying, "Take the money while it's there" (if the amount proposed by the president is approved by the BOT).

as a uof l employee parking should be free to the employees i think that it is outrageous.
Given the current budget constraints, if funds are identified to provide a non-recurring salary supplement for next year, should it be paid to all employees, only faculty and staff, or only those whose annualized salary is below a certain level? [select one]

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
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<tbody>
<tr>
<td>a. It should be paid to all employees.</td>
<td>41.1%</td>
<td>676</td>
</tr>
<tr>
<td>b. It should be paid to faculty and staff only. Administrators should not receive a supplement.</td>
<td>20.8%</td>
<td>341</td>
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<td>c. It should only be paid to employees who earn less than $50,000.</td>
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</tr>
<tr>
<td>d. It should only be paid to employees who earn less than $75,000.</td>
<td>8.4%</td>
<td>138</td>
</tr>
<tr>
<td>e. It should only be paid to employees who earn less than $100,000.</td>
<td>5.1%</td>
<td>83</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>skipped question</td>
<td>34</td>
</tr>
</tbody>
</table>

Given the current budget constraints, if funds are identified to provide a non-recurring salary supplement for next year, should it be paid to all employees, only faculty and staff, or only those whose annualized salary is below a certain level? [select one]

- a. It should be paid to all employees.
- b. It should be paid to faculty and staff only. Administrators should not receive a supplement.
- c. It should only be paid to employees who earn less than $50,000.
- d. It should only be paid to employees who earn less than $75,000.
- e. It should only be paid to employees who earn less than $100,000.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION THREE COMMENTS

Given the current budget constraints, if funds are identified to provide a non-recurring salary supplement for next year, should it be paid to all employees, only faculty and staff, or only those whose annualized salary is below a certain level? [select one]

COMMENTS:

1. STAFF MEMBERS are the most underpaid - not FACULTY
2. It should be only be paid to employees that have earned a satisfactory rating or above on the annual evaluation.
3. And it should only be paid to those employees who received satisfactory or higher job evaluations.
4. The administrators work just as hard, if not harder, than many of the employees. I applaud Dr. Ramsey for only accepting the same $700 as the faculty and staff before.
5. Again, what?
6. B and C
7. I trust the admin to make a wise decision. not knowing how much total is to be used then any decision only sounds like greed or polyanna.
8. Although I feel the administrators are already overpaid - salary supplements should be paid to all employees.
9. We're all in this together, aren't we? Isn't that what makes U of L great -- the fact that we all share in the good and bad times?
10. During the President's recent budget forum, I think a range of non-recurring salary ($800-1200) was mentioned. While I'm sure staff would appreciate $1,200, staff need to realize the university/supervisors have been very generous in other ways. If $1,200 is too high a cost, then we need to look at $500-700 supplements.
11. People who are already making over $50,000 (with many making over $75,000 or more) are probably doing ok. I think the people who work extremely hard, but don't make as much as the others (under $50,000) should be rewarded for their hard work and get an increase in their low salary.
12. I don't think there is a fair way to do this that will have everyone happy. I really struggled with this question and decided that without knowing someone else's situation or expenses I couldn't make a judgment on what they should get as far as a supplement, just because the brought home more on their paycheck than I do.
13. Employees at the lowest paid level do not have a lot of extra things they can do away with, when the cost of living goes up but salaries do not. They can only take on more debt.
14. I have to say all employees even though I would like to say below $50,000 because that is where I fall. I agree with the concept... however, I would suggest the level be $75,000 for staff, and $100,000 for faculty. And, all must be at 80% or greater FTE. There are certain faculty classifications that certainly earn less than $100,000 and would benefit from even the slightest of increase. They should not be penalized merely because their position is classified as "faculty".
15. While I am not an administrator, I strongly feel that administrators should receive a supplement as well. They work extremely hard and it is not up to the university to determine "who makes enough money" so as to not receive a bonus. Bonuses should be paid to employees who work hard, not employees who earn below a certain amount.
16. I think it should only be paid to employees who rate above standard or superior on their evaluations. They are evidently the ones performing their jobs well and should be compensated.
It appears from news reports that some administrators receive huge bonuses and supplements from the foundation and other sources. Faculty seem to be able to receive additional pay also, without any type of freeze on payment of such. Staff seem to be held to a different standard. A more meaningful merit system - ranking employees within units may help improve morale to keep good employees and get rid of poor performers.

Any identified salary funds should be paid to employees earning less than 35,000 a year. I think the 50,000 cap is too high. We have many employees here at the university that are poverty level or just above. We need to do something about those salaries.

A supplement should be divided by a scale based on performance evaluations. Those with faculty pay are not hurting (unless they just cannot afford that certain yacht!). However, those of us who earn only $20,000 a year and less and see no possibility of increase need that supplement. It just helps out with the ever-increasing living expenses that keep going up, even though our pay doesn't!

Everyone sends a message that some are not valued in the same light and/or are not worthy. The reason I think Administrators should be exempted is that it is there mismanagement of our funds that has resulted in the current crisis. They should not be rewarded until their performance reaches a satisfactory level.

Full-time staff who earn less than $25,000.

If I were already compensated fairly and above $50,000, I could afford to buy a house and car and live comfortably. For those that want it higher, I believe they are already doing well and enjoying many more extravagances than the lower paid are.

Why would this even be a question? It should be paid to ALL staff who have a satisfactory eval. I don't believe faculty are as desperate for funds as staff and faculty generally make substantially more than staff. I would like to see faculty give up a potential "bonus" in favor of staff getting one.

It would be fair to distribute funds to all employees, regardless of classification, although those making higher salaries would least likely be affected by this one-time supplement.

Our faculty have not had a raise, even when the staff was given a small increase several years ago. They voted to NOT have a raise, so I think they should be given something as well.

Qualified: all employees that did not already receive some sort of bonus (for example, high paid sports coaches that got a huge bonus despite the budget problems). Why should people be penalized because they are in a great job? If they make a lot, they should still get a raise. While I am not in any of those categories, I would still feel undervalued and appreciated if for example I made 50,000 I wouldn't get a raise, but if I made 49,999 I would get a raise. It doesn't seem fair. If some get a raise, we should all get a raise. Well, maybe except for Rick Pitino, haha!

I would like to answer “c” but it doesn't seem fair -- even if the people who earn less than $50K might need it more. It should definitely go to all staff. Depending on the amount, I am not certain that the faculty would even notice the extra amount as their salaries are significantly higher than staff. Maybe leave it to the faculty to see if they want to accept it or decline receiving.

Even if we get a non-recurring salary supplement, I think the score that staff received on their evaluation should reflect on the amount that they receive from the bonus. Thankyou.

How is the role “administrator” determined? Seems too tricky to separate administrators from other faculty and staff.

regardless of what the employees salary is they still should receive the same amount of money because everyone works hard.
It should be fair to all but faculty have complained the past several yrs on the little the amount they receive compared to their six figure salaries. Faculty seem to forget or don’t care how little staff make and the couple hundred dollars they actually receive is appreciated. It is better than receiving nothing. At least the University offered the one-time pay.

I think each employee should be given the opportunity to accept or decline a supplement and a list should be made public of each employees choice.

I think it is most important for employees that earn less than $50,000, but everyone is entitled to some type of raise. We give 100% Monday through Friday to make this company run efficiently, and get nothing to show for it.

I think it is most important for employees that earn less than $50,000, but everyone is entitled to some type of raise. We give 100% Monday through Friday to make this company run efficiently, and get nothing to show for it.

I have been employed by the UofL for 40 years, 20 of which I worked a second job outside the University. I vowed that I would not do that ever again, but..... Two months ago, it was necessary for me to once again take a second job to survive. I am 63 years old and should be scaling down, looking forward to retirement - not working 2 jobs at this age. I am single and this is necessary simply to survive financially. I am drained mentally and physically.

Employees who are above the 100,00 level probably recieve bonuses or incentives already, how about not giving a bonus to coaches who are ethically unstable or who do not achieve the goals that were promised.

But read Question #9....I do believe that most lower level jobs need to be reclassified and salaries need to be adjusted or upgraded. I know for a fact that there are some employees starting at higher rates than those who've been here doing the same job for 5 or more years. You can not start off someone at a higher rate with same qualifications for more money when others have more years on the job.

Everyone works hard to make sure UofL is operating at an optimum level. There is no one person who is more deserving than the next. It should be paid based on performance and length of time in position without an increase. Those with better performance should receive larger supplements in an effort to retain better employees. And recent hires should not be given the same supplement as those who have gone years without increases.

Many higher-paid employees considered the $700 a waste of time. However, many lower-paid staff appreciated the money. all of the above and none of the above.

how about a sliding scale, the lower the salary the larger percentage of 'bonus', short of the athletic department's top tier of salary earner who don't need any more money.

Every employee of the university has had to deal with the impact on their budgets of increased costs of everyday purchases. Everything we purchase has gone up in the past two years due to increased transportation costs passed on to the customer despite the fact that the price of gas went down.

Only paid to employees who earn less than $60,000.00

Maybe not paid at the same percentage - I feel performance should play a part in how salary adjustments are handled, but all employees should be considered.

I actually think it should be a staggered amount with the lower incomes receiving more. For instance, $20,000 and under receive $800, between $20-30,000 receive $700, between $30-40,000 receive $600, between $40-50,000 receive $500, etc.

It is my understanding that administrators have contracts which set their compensation levels. I am no in favor of a NON-RECURRING salary supplement like we received in 2008. I would much prefer the same amount be added to my hourly wage as it was in 2009.

Obviously if we only receive so much, the staff at the lowest pay levels could use the money the most.

but also based on merit
59 What about giving it only to employees who earn less than $25,000 yearly.

60 It should be a flat increase for every staff person, not a percentage of salary. Unfortunately the faculty should wait.

61 Paid to all unless some of the staff/admin have these fees waived or provided for them from another source of money. If the administrator doesn't pay a fee then they should not receive the same supplement.

62 Though I'm quite tired of doing useless evaluations when those who do minimal work continue to get the same bonus as those who work ethic.

63 With the caveat that it should go to all employees that have performed well enough to deserve a salary supplement. You should not receive a salary supplement for poor performance. EXECUTIVE ADMINISTRATION MAY BE ELIGIBLE FOR PERFORMANCE BONUS.

64 STAFF (generally) ARE NOT AND FREQUENTLY FALL BEHIND INFLATION.

65 It should be paid to only employees that have deserved an increase. Performance evaluations should be looked at.

66 More should be given to those making less than national standards for their position.

67 It should also only be given to employees that have an above average yearly evaluation.

68 Depends on the amount of funds. Faculty can supplement their salary from external sources. Administrators earn substantial non salary perks.

69 If evaluation were done honestly---tie the supplement to them

70 It should be paid first to Employees who have been with the University during this budget cut period and have not received increases recently hired would not receive an increase.

71 Administrators might consider forgoing supplements as a gesture of goodwill, but I don't think anyone should be automatically excluded.

72 It should be paid to STAFF only!

73 Given to everyone based on each individual's performance?

74 If the employee has an annual satisfactory or better performance evaluation on file with HR.

75 And I think the supplement should only be given to those meeting or exceeding in job performance.

76 It would be easy to say just to staff—we haven't seen any significant progress on wages for a while and it seems contracting things out is easier for the administration—but it sure isn't cheaper

77 I think, considering the economy lately, that it is very fair for those of us who make the least to be the beneficiaries of any salary increases. Ultimately those of us who are paid hourly, and make well under $50,000, with no raise for the past 3 years, are the ones who are the most affected. I have worked for the university for nearly 5 years in an a clinical position and love my job. Prices are not going down even though the economy seems to be on a bit of a rise. I feel that I work hard, and that my job is important to my area of the university, yet I still live paycheck to paycheck in order to pay for child care, gas, groceries, etc.

78 All staff employees, whether part- or full-time. I think administrators and faculty should not obtain the supplement. Only Teaching Assistants and/or Adjunct Professors.

79 Let's just keep our jobs. Any salary supplement is going to be so small that it isn't going to make a big difference to anyone, but it will strap the university financially. If there is extra, use it to offset increases in health insurance premiums or parking rates.

80 If there is any risk of some people losing their jobs due to budget cuts, I think the money should be used to secure those positions (even if that means nobody gets a supplement). If no positions are being considered to RIF, I feel those earning less than $75K would most benefit from the supplement.

81 PERHAPS IT SHOULD BE BASED ON MERIT, ATTENDANCE, ETC. PEOPLE WHO COME IN ON TIME AND DO A GOOD JOB FOR THE UNIVERSITY.

82 With the exception of contractual employees who receive bonuses.

83 provided the amounts are equal and not proportional to current earnings
It should be paid to faculty and staff only and only to this group who earn less than $40,000.

The administrators already get supplements that surpass my salary.

Again, not sure what's being proposed.

Although it should be higher, proportionally, for faculty/staff earning less than $50,000.

If you can change cars every year, you don't need a bonus. Leave it for the staff who work "under" them.

It should only be paid as a part of the base salary and/or added to one's retirement.

There is a huge difference in admin support working for $15 hour and someone who makes six figures needing a $1200 bonus. Go with the greatest impact.

The main thing is that it needs to be straight across the board. Since this would not be a permanent pay increase, we need to make sure it is not a % plan. The people at the bottom of the pay scale who need the help the most should get the same thing as the higher level employees.

I also think the evaluation score should be used in determining this. For example, those employees that went "above and beyond" --and their overall score was more than a 20, should be those that receive the increase.

We all work hard to keep this university running. Regardless of what a person makes, he/she should benefit from this supplement.

Depending on the determination, employees should receive supplements based on that determination (i.e. parking fees should be supplied to employees who require parking permits; all PPE funds should be supplied to employees who visit such scenarios)

Non-recurring salary supplements should be considered for faculty and staff who are at are below the 1/4 low range of their salary scale

It should be paid based on merit, not across the board.

I assure the number of employees with salary over $100,000 are few administrators that are doing well comparatively to staff. That little bit extra would be appreciated more by me.

I agree with either "a" or "b." Without knowing the distribution of administrator salaries, I can't make an informed decision at this point.

I have been with the University for years and i have never seen moral so low. Prices of food, gas, and essentials have risen sharply. How does the University respond, by telling everyone (Faculty and staff) they are doing the best to keep our positions. Then the parking dept more than doubles our parking fees. What a slap in the face!

I think B is appropriate - if you needed to broaded the scope then I think it would be fair to say E (pay to employees who earn less than 100,000) that is quite a large salary, so I think that would be a fair option as well.

I would say everyone, but let's face it: $1,200 just isn't much of an increase for someone making $100k plus a year. If the budget were in better shape and this survey was asking about PERMANENT increases to salary, I would suggest everyone be eligible on a sliding scale.

It should be based on years of employment and satisfactory evaluations, not salary.

I'm not an administrator, but I don't think it's fair to give it to only select people. Everyone around here works very hard for the good of the University. I don't think it would be fair to exclude certain groups.

It should go to all employees. Just because a pay class is higher does not mean that those people should not be recognized. If no monetary gain is given, why not add an extra day off for them. If the bonus is not based on merit, it should be distributed equally.
My answer would depend on the amount of funds identified. If there are not enough funds for all employees (except Administrators) to be paid the $1,200 as announced, then those employees who earn less than $50K annually should receive the supplement. It should be paid to all employees UNLESS they determine that they do not wish to receive it. For example, some administrators may decide not to take it.

Everyone needs to feel they are worthwhile. And don't forget the part time employees this time!!!!!! And it should only be paid to faculty and staff who received positive or satisfactory reviews for their past year's work. If employee has satisfactory or higher performance review Faculty receives other fringe benefits that staff does not.

Trips, lunches, etc. The administrators in close connection with my position work many long and hard hours; however, those of us who have a single-household income and who earn under $50,000 despite many years of dedicated service continue to struggle financially when increases don't keep up with inflation. I applaud the president for his support of valuable employees and his unselfish decline in a salary increase during the last round of budget cuts.
In 2008, employees received a $700 salary increase which was distributed as a non-recurring supplement that year. Some staff believed that the taxes on this $700 were too high because this money was added to a regular payroll deposit. If employees were to receive a non-recurring salary supplement for next year, how would you prefer that it be distributed? [select one]

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. A one-time supplemental payment separate from regular payroll deposits.</td>
<td>53.8%</td>
<td>884</td>
</tr>
<tr>
<td>b. All at once, and added to the first payroll deposit in July.</td>
<td>13.6%</td>
<td>224</td>
</tr>
<tr>
<td>c. Split into two equal amounts to be added to the July and December payroll deposits.</td>
<td>6.6%</td>
<td>108</td>
</tr>
<tr>
<td>d. Split into equal amounts and distributed across each payroll deposit for the year.</td>
<td>14.4%</td>
<td>237</td>
</tr>
<tr>
<td>e. No preference.</td>
<td>11.6%</td>
<td>190</td>
</tr>
<tr>
<td>Other (please specify)</td>
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<td></td>
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| Answered question | 1643 |
| Skipped question  | 34   |

In 2008, employees received a $700 salary increase which was distributed as a non-recurring supplement that year. Some staff believed that the taxes on this $700 were too high because this money was added to a regular payroll deposit. If employees were...
In 2008, employees received a $700 salary increase which was distributed as a non-recurring supplement that year. Some staff believed that the taxes on this $700 were too high because this money was added to a regular payroll deposit. If employees were to receive a non-recurring salary supplement for next year, how would you prefer that it be distributed? [select one]

**COMMENTS:**

1. PAID JULY 1
2. Added to the base salary so benefits like retirement would be increased as well.
3. Whatever makes the tax impact less of a burden and results in more money being received in whatever disbursement method/timeline is chosen.
   Also, employees should not be penalized for receiving a reclassification or in-line adjustment recently. Those adjustments are made based on documentation that an employee did not have the proper classification and/or salary for an extended period of time based on their job duties. They shouldn't be excluded from the supplement, as has been done in the past.
4. Would need more info about tax ramifications of each option; definitely don't want any "bonus" added to a regular paycheck because the increase is just taxed away and doesn't provide any appreciable increase.
5. Really I will would a one time payment, because times are tough and any extra money at once is the BEST!
6. However best to avoid the high taxation.
   - Staff should get the maximum amount of dollars possible so I see this as a tax issue. HR should determine the most efficient way to distribute the increase so that tax liability is limited.
7. Whichever ways costs the least in taxes.
8. Whichever would be taxed the least.
9. Whichever way the least taxes are taken out.
10. Whichever way will result in more money in the pocket of the employee and less in taxes. Those who do not make the salaries that Administrators and Faculty make are struggling to stay afloat.
11. It is not worth it for the university to run a separate salary run. Let alone 2 separate runs. It shows up at tax time anyway. Add it to the normal payroll run at whatever time of the year the funds become available.
12. I am really not sure. Let HR payroll who knows what would be the best way to distribute this supplement, while incurring the least taxes, decide it.
   Adding a non-recurring amount to each paycheck is dangerous. People get used to having that extra money and then suddenly it's gone a year later but they still have to figure out how to pay their bills. I'm in favor of the two equal amounts to help now with a summer vacation and then for the holidays. It is seen as one time money and can go towards one-time costs/expenses.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION FOUR COMMENTS

16 Just do not add it to our regular pay checks. This makes the taxes too high.

17 Whichever way would create the smallest tax bite for the most people. I would imagine that would be spread out across the year, but I'm no tax expert. We did get hammered on the tax withheld on that one-time payment that coincided with a regular paycheck. Employees working 30 hours a week only received 80% of that increase even though we receive full benefits (and squeeze 40 hours of work into 30 hours a week!). This is ridiculous and needs to be re-evaluated.

18 I like the two equal amounts idea, but would prefer the months to be July and November. The November money could then be used for Christmas. A December distribution is too late now that it occurs AFTER the holiday.

19 The way PS handles xpay or supplements puts you in a higher taxed bracket for that particular pay period. Not worth the effort to get those highly taxed funds. I would like to see a one time Request for Disbursement made to each employee for the full amount, not taxed.

20 Which ever translates into less taxed and more in the pocket of employee.

21 The taxable rate will not change, just the amount that you actually see.

22 If there's a way to do it with less tax hit, do that.

23 We're going to be taxed for any amount going through payroll, so you're not going to see the full amount anyway.

24 We're going to be taxed for any amount going through payroll, so you're not going to see the full amount anyway.

25 Considering the difficult decisions impacted by the state budget woes, I would be happy and thankful for anything the administration was able to allot for a raise, one-time supplement, etc.

26 With no taxes taking out all at once, by whichever method will have the lowest tax rate.

27 Whatever methods costs the least so the distribution can be maximized.

28 I have worked here for 2 years and did not qualify for the increase due to my hiring date. It's always nice to have less taxes taken out, but as a staff member living paycheck to paycheck, I can certainly use it in a chunk.

29 Whatever method is determined to be most beneficial to the recipient.

30 I would rather receive a check.

31 Don't think that it has to be paid out in July, but should be paid all at once and before December.

32 Its the only way to do this respectfully, tax free.

33 I do not believe taxes should be taken out of this amount. The amount was minimal to start with and then taking taxes out of it almost cut it in half.

34 Perhaps it would best impact us if we were able to receive it when it is timed a "Holiday bonus"?

35 If last year it was split it into equal amounts that made a $10 difference in pay per month. Are you kidding me?

36 Question - Is there a significant difference between adding the $700.00 to the regular payroll concerning taxes or receiving the $700.00 by itself and taxed? I think this makes a big difference in how this question is answered.

37 Perhaps add the supplement to the parking fees.

38 Is it possible to give employees the option of signing a statement saying they recognize that the supplement is taxable income and they are personally responsible for paying the taxes, but they do not want taxes withheld from the supplement check?

39 paid in Sept or Nov, not July

40 c' and 'd' are the best ideas of this selection of choices.
I think the University should decide what it's priority is. The Presidents office hiring "friends" for high salaries that really do very little if any work is not good. While may of those that make the least amount of $$ very often are the ones doing the most work here. How does that work?

More information is needed to answer this question, such as how a one-time supplemental payment may be more beneficial (taxed less) than including it with a regular payroll deposit.

I felt compelled to choose to select the "no preference" as in my opinion it is unfair to continue to expect good hard working dedicated employees to continue to serve this University to the best of our abilities while were treated so unfairly in regards to pay. By giving a onetime sum you are asking your employees to work for a lesser amount the following year.

The very thought of this is at the very least an UNFAIR practice. Also this should not become the NORM when dealing with raises as it seems to be becoming. The only thing I would ask is that you not attach some sort of silly qualification that will adversely affect me again this year.

Two years ago I was part time, but I did not get ANY of the "lump sum" payment because I wasn't full time. Last year, I was full time, but I was told I didn't get the lump sum that year either because I hadn't gotten it the year before. So, depending on how you care to define it, I feel I have been denied at least one entire rightful "lump sum" in the past, as well as one partial "lump sum".

Given all of this, and the fact that new guard hires get 40 hours a week, while old guards still get 37.5 (I get paid less per check after 3.5 years (1.5 full time) of working here than someone who signed up last week), I would really appreciate it if this time I wasn't told "You don't get the payment this year because you didn't get it last year because you didn't get it the year before."

As a Christmas Bonus
In two separate checks in July and in December

I am no in favor of a NON-RECURRING salary supplement like we received in 2008. I would much prefer the same amount be added to my hourly wage as it was in 2009.
Should go into the base. All options are equal otherwise.
However, I think that the amount being paid is so minimal that any full time person regardless of being 80% or 100% time should receive the same amount.
The most financially advantageous method possible for the <50k staff
If possible I would like the option to defer the payment into my 403(b) so that no taxes are taken out and the benefit from the payment will be greater.
Only if the separate check isn't taxed as a bonus at some ridiculous percentage. If that is the case, I'd prefer "b".
I have a PhD and once worked in finance, and I still have no idea what you are talking about. I would need a better explanation of the tax implications to be able to answer this question.
It depends on how the financial officer views the IRS code regarding supplemental pay.
Whichever method will allow for each individual to keep the most amount of money while paying the least amount possible in taxes
I prefer option A or B.
This is easier for those employees paid by multiple funding sources during the year.
Distributing it across each payroll deposit for the year is a bad idea for two reasons: (1) the amount would be too small to be useful; and (2) when the payments stopped, it would feel like a decrease in pay.
Other than being distributed in equal amounts and distributed across each payroll deposit for the year, I would like to see it distributed in a way that the money isn't depleted by taxes.
You will get taxed on it one way or another, but if it is given, then it needs to be added to the salary base for the next year's potential raise.
<p>| | |</p>
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<tbody>
<tr>
<td><strong>63</strong></td>
<td>Paid 1st of July.</td>
</tr>
<tr>
<td><strong>64</strong></td>
<td>Whatever lump sum payment that provides the biggest benefit (least amount of taxes) to the employees.</td>
</tr>
<tr>
<td><strong>65</strong></td>
<td>Since it is a special pay, it may be subject to a different withholding rate if issued as a separate check. So it could be more beneficial to payees if it is included with the regular pay.</td>
</tr>
<tr>
<td><strong>66</strong></td>
<td>Again, I have to say let's just keep our jobs. $700 (or whatever amount the university comes up with) is not going to make or break me, but losing my job would.</td>
</tr>
<tr>
<td><strong>67</strong></td>
<td>My second choice would be split into 2 equal amounts.</td>
</tr>
<tr>
<td><strong>68</strong></td>
<td>Taxes are taxes you may them now or later.</td>
</tr>
<tr>
<td><strong>69</strong></td>
<td>Whichever way incurs the least amount of tax.</td>
</tr>
<tr>
<td><strong>70</strong></td>
<td>Those people who made that comment must not realize that you are taxed for the entire calendar year. If a lot of tax WAS taken out in the July check, then certainly the person got that back IF IT WAS DUE to them by the federal/state government.</td>
</tr>
<tr>
<td><strong>71</strong></td>
<td>Splitting the increase across each payroll deposit for the year may benefit the university in the long run. In those cases where an employee terminates his/her employment immediately after receiving the one-time supplement, all of the supplement is gone. If the money is evenly distributed, the entire supplement will not be paid to the employee once he/she terminates.</td>
</tr>
<tr>
<td><strong>72</strong></td>
<td>I would suggest that it be made available toward purchase of a new computer or camera etc for work related/research issues. This will also stimulate the economy.</td>
</tr>
<tr>
<td><strong>73</strong></td>
<td>Keep the lump sum. Give us a raise in pay.</td>
</tr>
<tr>
<td><strong>74</strong></td>
<td>Hourly raise????We need on our checks.</td>
</tr>
<tr>
<td><strong>75</strong></td>
<td>whatever way results in the least amount of taxes being taken out.</td>
</tr>
<tr>
<td><strong>76</strong></td>
<td>no withholding taxes.</td>
</tr>
<tr>
<td><strong>77</strong></td>
<td>Isn't D actually a raise???? A raise without being called a raise, and without the added benefit of increased retirement contributions?? D is a non-option that should be STRONGLY argued against. And I don't want 2 payments either. If I've earned it, give it to me and let me just pay the taxes.</td>
</tr>
<tr>
<td><strong>78</strong></td>
<td>I would rather hourly rate.</td>
</tr>
<tr>
<td><strong>79</strong></td>
<td>I didn't notice that the tax deducted from one lump sum was proportionally greater than if it had been distributed over an entire year. Even if that were the case, I'd get it back with my refund, so I don't see the problem.</td>
</tr>
<tr>
<td><strong>80</strong></td>
<td>The supplement such be distributed lumpsum.</td>
</tr>
<tr>
<td><strong>81</strong></td>
<td>N/A</td>
</tr>
<tr>
<td><strong>82</strong></td>
<td>We should receive this the first of July.</td>
</tr>
<tr>
<td><strong>83</strong></td>
<td>If possible, I'd like it placed in my 403B.</td>
</tr>
<tr>
<td><strong>84</strong></td>
<td>A 1 time supplemental pay would eliminate the tax concern, and still give the employee the money immediately as referenced in my comment on question 2 because of the value of the dollar. (The present value of the dollar is always more than the future value, I think it sends a better message to distribute funds immediately once approved.).</td>
</tr>
<tr>
<td><strong>85</strong></td>
<td>Unless it truly is the case that more taxes will be paid, this option reduces paperwork and should be more efficiently accomplished.</td>
</tr>
<tr>
<td><strong>86</strong></td>
<td>Either A or B</td>
</tr>
<tr>
<td><strong>87</strong></td>
<td>Whichever way has the least tax consequence.</td>
</tr>
<tr>
<td><strong>88</strong></td>
<td>Or D.</td>
</tr>
<tr>
<td><strong>89</strong></td>
<td>It would be nice to receive the &quot;bonus&quot; somehow without being penalized with a lot of taxes taken out.</td>
</tr>
</tbody>
</table>
CONFIDENTIAL UofL Salary and Budget Survey QUESTION FOUR COMMENTS

90 do not tax the 1200 and add it to our base pay next yr.

91 Personally I have no preference. However, I have heard several staff complain about taxes already and it hasn't even been decided to give employees the money.

92 Preferably added to the base pay rate.

93 I donot want my money split because I can do more with one big payment then I can with a little bit here an a little bet there since after taxes it will not be that much anyway.

94 Part time employees did not receive this $700 salary increase or any increase!!!!

94 Do not leave us out. We deserve an increase just like everyone else.

95 This split might ease taxes; also, December is a tough month when property taxes are due on top of additional gift-giving expenses.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION FIVE

As salary increases are proposed in the future, and with a meaningful annual performance evaluation system in place, should some portion of a salary increase be based on performance/merit? (FYI, faculty salary increases are mostly merit-based.) [select one]

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Staff salary increases should all be tied to performance/merit.</td>
<td>16.1%</td>
<td>270</td>
</tr>
<tr>
<td>b. Staff salary increases should be a combination of a base cost-of-living (Consumer Price Index) increase with any additional monies tied to performance/merit.</td>
<td>56.0%</td>
<td>937</td>
</tr>
<tr>
<td>c. Staff salary increases should be an across-the-board percentage for all receiving a satisfactory or better performance review.</td>
<td>22.6%</td>
<td>379</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>5.3%</td>
<td>88</td>
</tr>
</tbody>
</table>

Answered question: 1674
Skipped question: 3

As salary increases are proposed in the future, and with a meaningful annual performance evaluation system in place, should some portion of a salary increase be based on performance/merit? (FYI, faculty salary increases are mostly merit-based.) [select one]

- a. Staff salary increases should all be tied to performance/merit.
- b. Staff salary increases should be a combination of a base cost-of-living (Consumer Price Index) increase with any additional monies tied to performance/merit.
- c. Staff salary increases should be an across-the-board percentage for all receiving a satisfactory or better performance review.
- Other (please specify)
As salary increases are proposed in the future, and with a meaningful annual performance evaluation system in place, should some portion of a salary increase be based on performance/merit? (FYI, faculty salary increases are mostly merit-based.) [select one]

COMMENTS:

1. Especially when the increases are so low!
   UL's performance evaluation system is ineffective. You have someone in each department/school/office conducting the evaluation. There is no consistency. In some offices, everyone is evaluated as Superior. While in others, employees are evaluated fairly or more honestly. Any future salary increases should be across the board. If any employee is not performing their job sufficiently, they should receive additional training, counseling, or dismissal.

2. ANNUAL performance appraisals are extremely political in this office and only a select few staff receive good performance appraisals so that their careers can be boosted. Would like to see a complete audit of performance appraisals used in the development office. Do not regard the current annual performance evaluation system to be "meaningful" as described in question 5.

3. Across the board period. I don't think our performance review process is very objective. It seems mostly reliant on supervisor opinion.

4. While the economy is in crisis it should be distributed across the board.
   Nothing ought to be tied to performance or merit until an established, proven evaluation system has been in place and mandatory training and evaluator accountability has been in motion for a number of years.

5. Some evaluations do not accurately reflect the performance of the employee because of the relationship between the supervisor and staff member.
   A combination of cost of living base, and a merit increase; however, the concept of a meaningful annual performance evaluation is foreign here at the University. It needs a major overhaul if you want staff to take it seriously because right now it is nearly meaningless.

6. Merit can be so subjective.

7. A combination of those listed above and on educational attainment of staff. Some nondegreed staff are earning higher salaries than degreed, when one of the main products of this institution is higher education. This sends the message that educational credentials are not valued by our employer when our main product is education attainment.

8. Some evaluations do not accurately reflect the performance of the employee because of the relationship between the supervisor and staff member.
   A combination of cost of living base, and a merit increase; however, the concept of a meaningful annual performance evaluation is foreign here at the University. It needs a major overhaul if you want staff to take it seriously because right now it is nearly meaningless.

9. Merit can be so subjective.

10. I am not convinced that a "meaningful annual performance evaluation system" is possible to design. But I also believe that monetary compensation is a big motivation for many to improve/increase performance and effort. So, I think we need some system in conjunction with cost-of-living increase.

11. With a 2 or 3% increase. It is not enough to worry about performance. If the increases are higher however, Some portion should be tied to merit.

12. Staff evaluations are not consistent. Some people get very high marks on their evaluations when they are not deserved while others work extremely hard but their supervisor does not acknowledge that in the evaluation. Should be based on cost-of-living.

13. The university should review the current research regarding the effectiveness of merit raises and performance evals - as versus insisting on using an antiquated system that doesn't work and is not effective towards producing good employees.
All options are good. I believe salary should keep in line with cost-of-living. I also believe salary increases should be tied to merit as extra to the base cost of living increases. I cannot decide whether it should be across the board for satisfactory or higher. I'd like to believe those outperforming just a satisfactory should get something extra with a "meaningful annual performance", but I was a victim with my first evaluation and cannot believe all reviews will be "meaningful." I was told mine was kept low on purpose by a new boss whom I'd only met the day prior just to give me something to work towards in the future and to keep their over-inflated budget from looking too bad. If I was already doing 3 separate jobs because of our skeleton crew not associated with my position title and doing a great job, marking me average does not give me aspiration to try harder even if I could. This and the fact that outgoing and "brown noser" type people are happier and tend to get a better review than the guy picking up the slack and doing extra work but acting grumpy or depressed. These reasons and the unfair pay for the same position or job (or worse, doing more work) because one person is good at lying and sucking up, are all reasons to cause me to look for something better and more equal somewhere else.

Salary increases should not be a gift just for coming to work. In a non state environment, you have to earn your salary increase for performing to the company standard.

Staff salaries should be tied to the cost of living but not tied to performance/merit. This already affords too much power to supervisors who are wrongfully prejudice, not professionally capable, or knowledgeable enough to fairly evaluate their staff.

Staff salaries should be tied to the cost of living but not tied to performance/merit. This already affords too much power to supervisors who are wrongfully prejudice, not professionally capable, or knowledgeable enough to fairly evaluate their staff.

Since our current performance evaluation system is a sham and the amount of money available is small, I choose c. from the above.

The annual performance evaluation is not "meaningful" in any way, and I find it discouraging that UofL and/or HR believes that it is. In reality, staff are evaluated on duties that don't apply to their position. There are several duties on my (and my co-workers') evaluation that are not relevant to my position. It's very difficult to determine a performance rating for duties that one does not perform, and therefore, "satisfactory" is the most logical rating. But several "satisfactory" ratings lowers the overall rating. I want to be evaluated on the work that I actually do, and be given a fair chance of receiving a higher rating.

Across the board is fine, I always get a superior evaluation but it is subjective to how your supervisor evaluates - there are many people who only get satisfactory because of how their supervisor feels about the evaluation system, or because the supervisor is not personal "friends" with that person. So - if we all get a decent raise satisfactory and above, it wouldn't matter how your supervisor feels about you.

If the annual performance evaluation system was meaningful, a merit increase would be acceptable. But the current system is NOT meaningful -- it is extremely flawed -- and until it is "corrected" (if it ever can be) the thought of a merit increase is ridiculous!

The merit reviews are a joke. There is no true reflection of duties or performance on that thing. It is more subject to favoritism than fact. The University policy is to give any evaluation above 24 to keep salaries low so how ever it is done I think this policy should be changed and the people that deserve a raise get it and the ones that don't,Don't. Anytime these evaluations can be manipulated by supervisors pay increases will not be fair. I think the staff evaluation process needs to be revised. Most supervisor give high ratings regardless of performance to ensure that the employee gets a good raise. This doesn't incentivize employee who actually perform at a superior rating for that year.

Look we have not had an increase in years...everyone in my humble opinion has performed well above satisfactory...most of us had to take on extra work...without the benefit of a raise increase...so we all well-deserve a rise...and it should not only be based upon your performance...but a cost-of-living increase also...because we have a lot of catching up to do...on that front.

We should all receive a cost-of-living increase, but should also receive additional increase based on performance. I always get the highest score possible on my evaluations, and I don't believe I should get the same increase as someone who performs poorly.
I believe that no one should be left out of the $700 dollar increase. But if it is possible to receive an increase based off of merit outside of the $700 increase then I believe that should be based off of merit. Everyone deserves some type of cost of living increase since we have not truly had an increase in 3 years. There are a lot of hard working people in the University and they should be compensated.

I don't believe merit increases are fair, some departments flat do not give out merit increases or it depends on how much your supervisor likes you personally and nothing to do with the job performance. I could go on but you are not looking for a book!

I believe that raises should be based on cost-of-living increase with any additional monies tied to performance/merit that have a satisfactory or better performance review. Reason I combined both of these options is some department heads rate their employees low, in my opinion, not everyone has the same opinion of what "satisfactory" means. And one should not be punished because their department head has higher expectations than others. Some see satisfactory as fair if you are doing all that is required where others might rate you at above satisfactory for doing all that is expected.

Salary increases should be based solely on cost-of-living increases. If an employee is not meeting their performance goal then that is a departmental/supervisor issue and has nothing to do with the job performance. I could go on but you are not looking for a book!!

I select A but with the stipulation that a "meaningful" evaluation system be in place. And more training on how to evaluate employee's performance as well as a better grievance system for disagreements on the performance.

The annual performance evaluation system is a JOKE! Until a honest form of evaluating employees is created, all raises should be across the board.

It seems that currently most employees receive the same percentage increase regardless of performance. I believe this causes morale problems amongst high performance workers.

I think the increases should be applied across-the-board regardless of performance/merit. Also, I don't think being out sick should affect the performance review.

I have no opinion because as a guard for DPS the "meaningful annual performance evaluation system" has never, and will never, matter in any way. Whether I am the worst guard or the best guard, I will never get a "performance/merit" increase. In fact, the "meaningful annual performance evaluation system" is a joke as our supervisor gives everyone the same score within one point, and doesn't even bother to change the comments on everyone's sheets (only their names). I mean, the "performance" score goes up to 45 points I believe, yet in 3.5 years of working here the highest I have ever heard of someone getting is a 16.

Please send this question to DPS guards again only if the merit system actually ever even applies to us. Here is my reason why none of the above are motivators for the top employees: We do not have a meaningful performance evaluation in place. Until administrators get some backbone and are able to evaluate staff employees for what they really do and what they contribute, it isn't going to happen. There are staff employees who are absent excessively, cannot write a grammatically correct sentence, have no customer service skills, etc., and they receive outstanding performance evaluations. This is going on in all of the units where I have worked at the university.

Until we have a better way of evaluating performance it should not be linked to merit-based. They have been discussing creating a more effective annual performance evaluation system for years, but we still have the same system. As long as salary is tied to performance (no matter the format) you will see discrepancies across campus in ratings and mostly see over-inflated rating.

Why does it matter. Since I have been at the university merit is not an issue. Why try if we all get paid the same...or if merit is not involved? What incentive is it for the employee who makes under 40000 a year? The differential between admin./fac and staff is large...it always seems as if staff doesn't matter.

I agree with C and would add also not write ups or suspensions during the year.
Both merit and cost of living

My answer is C. However, I wanted to make this comment. Regarding performance/merit increases. Throughout various university departments not all evaluations are done equitably. Some departments have the professors evaluate the office staff (even though they have may little direct contact) and the direct supervisors only compile the evaluations given to them by the professors. So if only one or two professors turn in the evaluations that are what those employees evaluations are based on. In some instances the direct office supervisor provides no input on the evaluation. Other departments have evaluations done by supervisors who have trouble distinguishing personal opinions from professional opinions. So to base possible future increases on a performance or merit based system may at first sound like a good idea but without some sort of check and balance system from a neutral party or a different type of evaluation than currently in place, this seems like it could and would have the potential to be abused and misused.

Either B or C. I would like to review the standards for performance/merit before making a decision.

Unil the economy turns around you should base it cost of living too many people are hurting for basic needs.

Less on performance evaluation. I have had 2 directors who have either used the evaluation as punishment to a fellow employee to take away their increase or another one who lowered most evaluations after immediate supervisor already scored it so as to lower increases.

Should be across the board. Why would performance review enter into the raise. Shouldn't poor performance reviews be dealt with, even positions eliminated if an employee is not performing his job. Another waster of money.

There is NOT a "meaningful annual performance evaluation system in place" for IT. So I would vote for C.

If basing on merit and performance, then all supervisors need training on how to evaluate their staff the same. I have notices that some supervisors are harder than others.

Yearly evaluations are meaningless. And they are demoralizing. They serve no real purpose.

There is no meaningful annual performance evaluation so it should just be across the board.

Any salary increases based on 2% pool should be across the board.

It should be a combination: CPI and performance. BETTER performance means MORE money. "Satisfactory" performance means LESS money than those with a BETTER review. It's not rocket science.

Merit pay is a wonderful concept if funding were available but attempting to divide a pool of less than 5% based on merit is an insult to high performing staff. Merit allocations should only come into play when we have at least 5% above CPI cost of living minimum to distribute.

None of the above seems satisfactory since the HR market analysis is ineffective. My position has responsibilities far exceeding my level of compensation yet I am the lowest paid direct report to my VP.

It should be both COL and merit but only if the merit is about 3%

Since evaluations are arbitrary, it doesn't seem fair that they would be the basis for a salary increase. A unit could just give more money to higher ranked positions, leaving lower paid positions with no increase and say it was because of performance.

I believe all pay increases should be performance based. However, many annual performance review scores are inflated.

I'd prefer a step system similar to JCPS. Every year, the employee get's a cost-of-living adjustment and a step-increase (you could tie the step-increase to merit as well). With the step-increases, you move from the lower end of your salary grade to the upper end - over approx. 10 years. With UofLs salary structure, if you start as staff at the lower end of a salary grade, you stay there, no matter how much experience you gain and how your performance is. A new hire might negotiate a higher salary and start mid-range, but you can't catch-up, although you are more qualified...
If they're not across-the-board, politics comes into play, as usual, and the favorites and/or the administrators get all the money. Administrators already make 5 times what most staff do anyway, including P and A's.

I think that increases should be across the board, as I don't think that the supervisors who do performance evaluations, score fairly across the board. Until this year I had always had a score of over 23. This year, I was promoted, took on more responsibilities, opened a new clinic, serve as the only employee in this clinic, running the whole show. I still received a satisfactory rating, however it was a 19. This score was given to me by my supervisor, who has never stepped foot in the area in which I work, nor seen me in action in this new position. She also admitted that she did not consult the faculty with whom I work with day in and day out, to ask their opinion for my evaluation. She even called me to ask what my job duties were so that she could change the eval form, since my job does not match the description of others in my position. She had nothing negative to say about my work, that I was doing a fantastic job, but in the event of merit based raises, I don't think that I would have been given as much as someone who has a "high scoring" supervisor. That is not fair in my opinion.

I believe staff salary increases should be tied to performance/merit; however, the evaluation forms must be completed in a thoughtful way. If you want to have excellent employees, rewarding them for their performance is an excellent way to achieve this. As it stands now the evaluation system is broken and everyone gets a raise whether or not they deserve it.

Direct report bias would prohibit a fair distribution of salary increases based on performance/merit. Having said that, non-performing employees should NOT be rewarded with any kind of increase. The formula/process needs to be reviewed.

The University does not know how to do a merit raise system. It should just be across the board.

Until there can be true cost of living increases and a more objective performance evaluation system, staff salary increases should be across the board. Performance/merit could be recognized in other ways such as one time bonuses or additional days off.

Even with a “meaningful annual performance system” in place, merit is still very political and unequal when compared between departments across the University. This question assumes that a meaningful evaluation system is in place. If that were the case raises should be a combination of cost-of-living and performance.

The university would save on payroll if everyone received the same raise across the board. Paying everyone a $1-$2 more an hour would be best. The percentage raises are unfair. A Physical Plant employee making $10 an hour and receiving a 2.5% versus a department making $80,000 a year and getting 2.5% is just wrong. The higher paid employees are the only ones benefitting. You are literally screwing over the employees who actually keep the university running.

Salaries should also be determined by skill level of the employees as when Price-Waterhouse evaluated our salaries in comparison to others in our field. This is the only way to properly compensate those talented individuals who not only get a merit increase are highly skilled as compared to raises that don't even cover the increase of cost of living for 20 years.

As long as there is a tenure system in place, there is no such thing as meaningful performance review for professors. As someone funded by external contracts what I see is tenured faculty could not function in the real world and compete for meaningful salary increases based on performance because many of them would be fired.

I agree with (A) but also with a MEANINGFUL ANNUAL PERFORMANCE EVALUATION SYSTEM IN PLACE!
We do not have a meaningful annual performance evaluation system in place!!!!!! When we are allowed to do "bottom up" evaluations where our supervisors performance evaluations are based on what their subordinates view as their performance, we might then have a meaningful annual performance evaluation. Supervisors do not evaluate based on performance --- they evaluate based on who they like and whom they want to advance - not on merit or performance. Generally, in support of (b) above (CPI + merit), but this presupposes a performance evaluation system in place. This department does not appear to offer performance evaluations at all for its professional staff, and the supervisor does not issue evaluations until termination for cause, when the informal results are obvious. everyone earning less than $100,000 should get the $1200 one time payment

Option B, with the caveat that the performance criteria should be approved by staff in the corresponding unit, and that performance-based raises may not apply to all units

Until staff can truly believe there can be a performance system based on merit, all increases should be across the board. There is absolutely no faith in the merit system at this university. Any changes to the system will have little faith due to the fact that they will not be implemented fairly by unit/department. This is inevitable and unavoidable.

I believe salary increases should be tied to performance, however, our system is flawed and does not reward performance equally among employees. Poor performers are not effectively weeded out. Therefore, I believe an across the board percentage increase should be given for those with at least satisfactory or better performance on their review.

Performance evaluations are a poor method for increasing productivity. I've worked here nearly 20 years, and I've yet to see a meaningful annual performance evaluation system. At staff levels, there are too many departments with too many supervisors using judgmental and subjective evaluations. There is no continuity, because what one supervisor evaluates as sub-standard, another might think is acceptable. At the faculty level, there are real benchmarks--amount of research $$, number of articles produced, evaluations of students, etc. The same is not true for staff, and evaluations end up being inconsistently applied across the university. Staff salary increases should be an across the board percentage, for all receiving a satisfactory or better performance, with perhaps a pool for supervisors to nominate stellar employees for a one-time bonus that would be reviewed by a review board (if they really are superior-document it so others can agree and then reward it)

The annual evaluation do not have much merit. They are very biased. After the manager completes the evaluation, upper management has changed percentages. There is no consistity to evaluation. Evaluations are important to have on file, sometimes it is the only time a supervisor will talk with you.

I do think that long time employment should be rewarded, but I am surrounded by tenured staff who have very little pride in their work, but know that unless they do something drastic, they're set. We all have the ability to look up our coworkers' salaries and it's discouraging to work hard, do a good job, have pride in my performace, and then see the person next to me LITERALLY falling asleep at her desk making twice what I make with virtually no effort at all. Good performance appraisals mean so little monetarily speaking.

This is a joke, I have had very good performance reviews and have never gotten a merit raise in 12 years. I would probably keel over if that ever happened. Does anyone truly care how we feel? Get real? How do you truly think an employee feels who possibly works very hard throughout the year and gets an average, to above average evaluation from his/her supervisor, and gets nothing to show for it? The cost of employee parking and insurance premiums keeps rising, yet employees salaries stay the same? When this happens, year after year, it makes some of your employees not want to work quite so hard. Why should they, when they aren't seeing more funds coming home, but more funds going from their paychecks to go for parking? Working harder, bringing home less.

Although I have always earned a good performance appraisal, I think that the annual rise in the cost of living should also be considered in addition to the merit pool.
If other tactics were to be considered in identifying potential funds for base salary increases, which of the following options would you be comfortable with? [select all that apply]

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Hiring freezes</td>
<td>61.5%</td>
<td>989</td>
</tr>
<tr>
<td>b. Elimination of vacant positions</td>
<td>52.5%</td>
<td>845</td>
</tr>
<tr>
<td>c. Layoffs</td>
<td>4.0%</td>
<td>65</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>18.1%</td>
<td>292</td>
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</table>

**Answered question**: 1609

**Skipped question**: 68
CONFIDENTIAL UofL Salary and Budget Survey QUESTION SIX COMMENTS

If other tactics were to be considered in identifying potential funds for base salary increases, which of the following options would you be comfortable with? [select all that apply]

1. Evaluate what the university needs to stop doing so that existing resources to address strategic/critical and regulatory issues. Also work smarter, and grow out of issue to the extent possible.

2. We need to get rid of some of the dead weight around here. Why do some departments have five office staff while others operate with one or two? I won't even comment on the number of administrators you see wandering around campus

3. Layoffs and establishment of voluntary flexible pay arrangements. Hiring freezes and elimination of vacant positions hurt the ability of the University to rapidly adapt (well, as fast as this place can adapt, anyway) to new needs/opportunities. Flexible pay arrangements would allow for people to redirect some of their pay back to a general or specified pay account. It would be optimal to have benefits (particularly retirement) independent from that. For example, I have staff under me that are incredibly valuable. I can not raise their pay from my budget, and if there is a contiuation of no real pay increases from the University, I could lose them. This would directly impact the ability of my unit to perform its job (and mine is a unit that generates funds). I would be willing to reduce my pay somewhat if I could put it into their pay, but I would not like to see my retirement contributions dropped.

4. Get rid of all the special projects positions for at least two years until the budget gets back in place - eliminate parties incoming students such as dental night at the bats/churchill downs - medical students night on the bell of Louisville - all of this adds up, and most of the students do not attend anyway! Have athletics give a donation BACK to UofL once per year to put towards one time increases!

5. Many offices have need for additional staff. In my office, it is difficult to meet deadlines, schedule vacation time, implement new processes and programs due to insufficient staff.

6. We need to look for ways to cut the University's costs. I suggest going greener (i.e. wind power).

7. It is my understanding that there has been a hiring freeze in place for a couple of years. However, it does not seem to be effective.

8. Fewer high-paid administrators. And no more buy-out or settlement agreements for administrators, regardless of the source of funds. Hiring freezes and elimination of vacant positions affects some departments more than others so those options are inherently unfair. Could the Foundation or Athletics provide money for additional compensation?

9. Early retirement should also be encouraged.

10. I would like the $2.00 an hour raise that several people received in Human Resources when an employee transferred there at high rate.

11. I would be in favor of a top-down lean process evaluation that examines university processes, purchasing, and procedures and looks to eliminate duplication of effort and waste. Funds should be recovered from corrections made through this process to supplement salaries. We all have a stake in being a more efficiently run university.

12. Pay freezes for everyone making over $60,000. I am in support of a Hiring freeze for outside applicants. However, only hire/promote from within the University Community. Our Staff is a talented/promotable resource that I believe is sometimes overlooked in favor of hiring from the "outside."

13. I am also in favor of a University wide/non-paid "shut down." 1 week each Summer. If this was advertised that this would happen at the beginning of FY2011, this would give Employees and Depts. ample time to plan in advance for the Shut down.

05/27/2010
**CONFIDENTIAL UofL Salary and Budget Survey QUESTION SIX COMMENTS**

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<table>
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<tbody>
<tr>
<td>15</td>
<td>Reduce the work week to four days</td>
</tr>
<tr>
<td>16</td>
<td>None of these are acceptable unless there are measures in place to help the departments that have positions they are needing to fill.</td>
</tr>
<tr>
<td>17</td>
<td>Elimination of redundant administrators</td>
</tr>
<tr>
<td>18</td>
<td>Combine higher paying Dean, Chair, and VP positions</td>
</tr>
<tr>
<td></td>
<td>Hiring freeze is great if the position can be covered. Ditto elimination of vacant. Layoffs are bad. We have not received a real raise in 3 years. And before that we were lucky</td>
</tr>
<tr>
<td></td>
<td>None of the above. Considering the reasonable local cost of living, I would suggest that anyone making over $75k should not be in line for any kind of salary increase until those making less than $75k receive some kind of substantial and permanent pay raise. There are degreeed managers and experienced staff members in key positions still making less than $40k, which is ridiculous.</td>
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<td>20</td>
<td>None of the above. Considering the reasonable local cost of living, I would suggest that anyone making over $75k should not be in line for any kind of salary increase until those making less than $75k receive some kind of substantial and permanent pay raise. There are degreeed managers and experienced staff members in key positions still making less than $40k, which is ridiculous.</td>
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<td>21</td>
<td>Unsure not having all the facts. Normally corporations will do a combination of the suggestions above --</td>
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<td>Merging of duplicated services or outsourcing of areas like custodial duties.</td>
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<td>Investigate to identify and eliminate the waste spending by some departments--perhaps in the area of travel to conferences, workshops, etc.</td>
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<td>Elimination of vacant positions only if the work can be spread evenly among other staff and without creating hardship to departmental function.</td>
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<td>Get rid of Vice Presidents and vice-deans, assistant deans, etc. Have one head of all colleges, areas, and Administrative Assistants under them.</td>
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<td>25</td>
<td>Get rid of professors or chairs who don't teach--and one class a year is not teaching.</td>
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<td>One in three individuals I come into contact with are incompetent and detrimental to the progress of this University. It doesn't take an evaluation system to determine who these individuals are.</td>
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<td>26</td>
<td>None of the above. These are not effective management tools, especially if we can find $1,000,000 to pay off VPs instead of just firing them. Don't tell me there's no money if that's the case because I'm not going to believe you and neither is anyone else.</td>
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<td>28</td>
<td>Streamlining of administrative overlaps, automation of administrative tasks to increase productivity of administrative tasks to lessen the need for additional employees</td>
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<td>Until employees begin to have salary increases, hiring should be internally, only, for positions which there are plenty of qualified candidates.</td>
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<td>29</td>
<td>Those departments with extra funds, that would like to hire externally could contribute a certain percentage towards a fund for all employees to have a salary increase.</td>
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<td>30</td>
<td>I am not sure, this one definitely needs more thought. All the options available could create hardships for the departments, the employees, or both.</td>
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<td>31</td>
<td>None of the above as the University needs to concentrate on building infrastructure to support its research mission and more support positions/personnel are needed not less.</td>
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<td>All of the above should considered... there is no one solution. There are also individuals, particularly in the athletics department that continue to draw a sizeable salary and contribute little to the University &quot;at-large&quot;. This university doesn't need any more celebrity representation... clean out the dead wood! And, encourage retirement of those contributing very little and being paid to do so!</td>
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<td>32</td>
<td>Any of the above would decrease moral and may put additional burdens on some without proper compensation. Layoffs (with the exception of unsatisfactory performance) should be avoided. Hiring freezes and elimination of vacant positions can be accomplished if they don't add unnecessary burdens to those &quot;left behind&quot;.</td>
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We are hard up for money but every time I turn around, we are hiring people to work in areas where it has always been handled by less and they did a good job. I feel in some positions people are being hired but just sitting around doing very little.

Administrative cuts for those making very high salaries such as over $500,000 yearly or elimination of some middle management positions that are unnecessary. More use of internal repair and maintenance rather than outside sources for building would utilize more fully already paid employees with skills rather than fund outside businesses.

Voluntary retirements or voluntary TEMPORARY reductions of staff per department.

Units are already struggling. In many cases they are using vacant positions to fund projects. I am not a proponent of eliminating vacant positions. The staff is already getting burned out. At some point some of those positions will have to be filled. Eliminating positions takes away options as does hiring freezes. I am more a proponent of layoffs (looking at lowest performers and moving them out of the system).

None of the above. I would rather see an elimination of any excess positions, filled or otherwise, starting with the "special assistants to the president". Quit hiring people and then finding them something to do. Identify a need, then hire the best candidate via a transparent hiring process.

Reduced Hours of Work Per Week
Some dept's may be able to withstand a hiring freeze while others may be able to eliminate vacant positions. This would be best decided on a case-by-case basis. I hope layoffs are avoided if at all possible.

Elimination of vacant positions ONLY if they were noted to be superfluous (as was apparently the case with a couple of positions that made the news recently!). All vacant positions are NOT superfluous. That's why I don't support hiring freezes.

If there are hiring freezes, elimination of vacant positions or layoffs, the staff that are expected to pick up the slack need to be compensated for doing so.

We should get rid of underperforming faculty and staff, and divert those funds to increased salaries for overperforming faculty and staff. Approximately 50% of our faculty and staff are outstanding, approximately 25% do a satisfactory job, about 25% of faculty and staff are not up to the standards we should demand. Of that final 25%, approximately 10% of those could increase University productivity and quality by not showing up, as they actually do more harm than good.

But with the ability to make exceptions. For example, you wouldn't want one person running a department that needs 8 people to run it.

None of these. Faculty and staff should be thankful they have jobs in this econonmy. It would be short-sighted to take any of these actions (hiring freezes, eliminating vacant positions, or layoffs) to give staff a one-time increase in pay. We need these positions to make the university successful, to continue to attract the best and brightest students, and for furthering our research mission. If the university has to take a budget cut next year, you have completely eliminated your option to take these cuts with vacant positions if you use the funding to give a one-time salary increase. Let's look at the big picture, not the WIIFM microscopic view.

The University must react to current economic climates and start trying to focus on being excellent in targeted areas as versus being mediocre in a lot of areas. Programs and units must be streamlined and eliminated if not effective.

The staff at the university are already stretched thin with little or no help. To take away or cut back in staffing in anyway can only hurt the University.

no raise, we haven't received a raise in two years.
Hi, hiring freeze ... just the term panics staff. I hurts that one department that may need a core staff person. Elimination of vacant positions is not a solution... because everything would become an "exception". Management of the "exception" would become more of a task than necessary. How about... justification for vacant position? If you have someone leave can the office adjust activities and do without? Can certain tasks/responsibilities for an office be eliminated to allow a cut? Internal hiring must be encouraged more... and increases need to be allowed on such moves... getting movement within the university would open up employees to more experience, etc and departments benefit from having some skills set in the new hire that don't have to be trained. One thing that must happen is poor performers must go. Because of the work involved with a PIP are all poor performers being handled? Weaknesses are not being identified properly... personality and poor performance issues must be resolved. How much time is being used to work with a poor performer... would staff prefer to have one less position than the problem child in the corner? I think the university is too tolerant ... I have been told for 10 years... it is "The University Way". What a reputation... you make it through your first 6 months and you will never get fired. Our office just went through that for many years... we had a poor performer but documentation was not accurate. It became personal, etc. finally they left and we replaced them and found that if tasks were re-evaluated, worked we may have been able to not replace. Do we have tasks that are nice to have vs. needed? Can people be more self efficient? The university needs to set strong core guidelines of what the major responsibilities are for administration offices. You must report ZYX monthly, you must account for ABC, if LJK doesn't get completed we need to review and identify. You need working Managers not seat warmers ... top leaders need to know that everyone is working on.

None of the above. First of all, staff have not been given a raise in 2 years, due to the budget cut being so high. U of L raised the cost for student tuition before the budget had even been announced and then the budget cut was not has much as U of L had predicted. Not really sure how U of L did not come out ahead in this situation.

Restructuring departments to move around positions to ensure that every department is properly staffed so that we can eliminate unnecessary positions without eliminating people.

Instituting more cost effective ways to spend monies in the departments - limit the extra educational conference expenses, institute more of a "green" space by recycling, take a "Dave Ramsey" approach to the budget and find areas that are more want than need to trim back in unnecessary areas to allow for at minimum a cost of living increase. Optional unpaid furlows (for those who can afford it - it should be optional rather than mandatory, and if mandatory employees should be made aware at least a year in advance so as to have time to plan their finances accordingly). Requiring faculty to teach additional courses and decrease hiring part-time lecturers. Offering Yum! Brands official sponsorship rights to landmark buildings on campus. Discontinue travel as long as necessary and membership fees to professional organizations. Not in favor of any of the above. Getting rid of waste

I would not want a salary increase if it hurt anyone else. I would rather have no increase to keep others from losing their jobs or being laid off.

05/27/2010

UofL - Staff Senate
The 3 choices allow little local input. Freezes, elimination of positions, and layoffs based on FIFO are brainless. If the census of employees is to be reduced, let it be needs based.

I honestly don't know. This is hard. Our staff is too bare-bones now. I would hate to think we couldn't hire for some positions if things got better.

Eliminate programs/events and learning opportunities that are expensive and benefit less than 50 students. i.e. International Service Learning, and reinstate these programs once we get back on our feet.

Our department already has a hiring freeze, has already eliminated vacant positions and has "riffed" 4 people in the past six months. What more should we do?

Promoting from within the departments that have vacant positions-this can eliminate some vacant positions without having to hire someone outside of the university. This will allow dedicated employees the opportunity to be re-classified and have a higher base pay.

Eliminate programs/events and learning opportunities that are expensive and benefit less than 50 students. i.e. International Service Learning, and reinstate these programs once we get back on our feet.

I do not like the idea of other people suffering so I can have a salary increase (hiring freezes and layoffs). As to the elimination of vacant position, if they are in fact not needed, they should be eliminated. I know departments hang on to them so their state money is not reduced.

Combination of a and b

Each unit and situation is different. Some units have funds and I don't think that they should be penalized because others don't have finances to cover positions. In areas that have a shortage of funds, I would say a hiring freeze. That way if funds become available the position, I presume, would still be there.

reconsider how the funds at the university are used - there seem to be a lot of cosmetic building improvements made (many seem unnecessary) - these funds should be used in a better manner. It doesn't matter if the reception area looks nice if you can't offer an acceptable salary so that the staff behind the reception area. This sends a message that looks are more important that substance, and that will eventually hurt the University more than anything else.

I don't think my admin. have the ability to organize their staff, or even understand fully what we do.

let some staff go to 80% if they choose

Elimination of vacant positions where possible; or change some from full-time to part-time.

KEEPING STAFF DOWNSIZED AND UTILIZING JOB ASSIGNMENTS THAT WILL PROVOKE MORE TEAM WORK, WOULD HELP TO CUT COSTS.

Being able to allocate extra funds/donations that a specific department earns or is given, directly to its staff.

Vacant positions should be eliminated unless filled within a specified reasonable time frame.

Hiring freezes would keep costs down in the future with the caveat that if a department truly needs a position filled they need to meet certain criteria to justify the need to fill the position

There is so much wasted in budgets that if there was a broad revamp of all the university's budgets there would be ample $$$$ available for pay increases to those that deserve it. If the university give's an employee a LOYALTY bonus than it should give all employees that have worked for the University a set time a loyalty bonus! It is not fair to give 2.3 mil. to a coach when their are EMPLOYEE'S that are far more Loyal that recieve nothing!!

Elimination of vacant poisitons as long as patient's health and wellfare are not endangered.

with the exception of position that impact student couses (part-time lecturers etc..) or are funded by grants or other restricted funding.

Offer staff and professional staff the option to retire like the University did for faculty several yrs ago. Other colleges/universities have done this for their faculty AND staff.
I think, we should do an assessment of our workforce...some will be surprised at the experience right under their noses...We should utilize the experience in our work place first...Also; I think that we should do as other companies do...look from within when filling a vacant position before taking them public...this seems to benefit all involved...

Currently the only way one (a staff member) can secure an increase in salary is to move to another position. Hiring freezes, the elimination of vacant positions and layoffs block even those opportunities. It leaves many with no other choice but to leave the University to find a better paying job. Salaries here for staff are low enough as it is. Find another tactic.

All of these are bad for moral, but some vacancies could possibly be eliminated, a case-by-case basis. You need to keep moral up, we need to diversify, find new revenue streams for this.

Elimination of academic programs that fail to graduate 10 undergraduates a semester (fall & spring) and graduate programs that fail to graduate 5 graduates per semester.

Unsure - definitely would not recommend layoffs

An opportunity for persons who are near-retirement age to opt-out and begin early retirement.

Allow funds from other areas to be pooled into a “General Salary Increase” fund. Points a.b.& c. would ot help, some of us are already doing 2 or more peoples jobs at a 1 person pay, we need more Faculty & Staff instead of thinning out.

1) What about closing the university a week for spring break or in the summer (like Christmas). 2) Consider rearranging the class schedules so there are no Friday classes, then close the university on Fridays. These moves could help save university money in operating expenses and would be considered an employment “bonus” to the employees.

Allowing/suggesting certain positions be reduced to 80%.

What’s new? These are the practices that are now in place. We are operating on such a tight labor force already

This is hard to decide because of employment and economic issues facing the middle to lower class. I would not be comfortable with any of these. How about not buying useless items for new buildings to save money (i.e., flat screens to show pictures of flowers and unfunctional furniture that no one uses)

Eliminate areas that are over staffed and eliminate positions that are not utilized at 100% of it’s potential. We could also cut cost by minimizing unnecessary expense with luncheons, travel, etc.

It is difficult to determine this answer without knowing the ramifications. A blanket tactic does not fit the needs of individual circumstances.

Outside hiring freeze; hiring within wouldn’t be frozen.

4-day work week.

None of the above. A system should be put in place to hire/promote from within the university to give individuals who want to advance and take on more responsibility the opportunity to fill any vacant positions. That way your looking more at reclassifying employees as oppose to putting hiring freezes into effect or laying people off.

Look for under utilized positions and reallocate as warranted.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION SIX COMMENTS

Reduction in hours from 40 to 37.5 (or 30) across the board.
Mandatory retirement.
Furlough for Winter (Christmas) shutdown.
A summer shutdown with furlough.

107 VAC and SCK buy-out
   Better budgeting -- re-evaluate the vendors we're forced to use to purchase for the University. I could save enough money each year on supplies (if I wasn't forced to
   purchase from Staples) to represent one salary in our department.
108 I really have no idea how to identify funds for salary increases. From what I hear, it all depends on which purse you are spending out of.
109 None, we are already short-staffed throughout this University.

110 Better planning and allocation of existing resources relative to our mission. It's not as simple as hiring freezes, elimination of positions that happen to be vacated, etc. Those
   are temporary measures. UofL needs a comprehensive plan for improving productivity and performance and for rewarding increased productivity and performance.
111 Hiring freezes and elimination of vacant positions for non-essential positions only.
112 I really have no idea how to identify funds for salary increases. From what I hear, it all depends on which purse you are spending out of.
113 None, we are already short-staffed throughout this University.

114 Elimination of non essential vacant posotions.
   Eliminating high salaried administrative positions that are unneccesary, review outside contractors to see which are actually benefical and eliminate programs that are pet
   projects of administrators, rather than contributing to the university's mission.
115 Across-the-board decreases in salary. Also, possibly creating a 4 day work week to eliminate energy costs.
116 I think that any funds that become available for non-recurring supplements should be used to reduce health insurance premiums for all employees making less than $50,000
   a year.
117 Wait out the storm
   temporary/seasonal employment for those areas that have a higher need for extra employees during, for example: school cycle, end of fiscal year, special promotions (cancer
   events, commencement, etc). Allowing job sharing or offering part time positions in the areas
118 Don't really have a preferred opinion on this one. No matter what you pick, unintended consequences are going to occur, and people are going to be upset.
   Whatever it takes to make this place an ethical, outstanding university under
119 budget constraints.
120 Elimination of dispensable vice-presidential positions and "special advisor" positions.
   There is a real need for each dept to examine it's workers and their workloads. Without trying to sound petty, there are some folks here who are being paid more than their
   workload justifies. It greatly impacts the morale of the entire dept. and morale is already extremely low. After we were told that last year there would be no bonuses, I know
   for a FACT that some of the administrators were given bonuses. And they were more than our $700 from 2008. That is insulting.
121 cut the funds for administrative parties, receptions, fancy chairs and office furniture...make the people who spend the most non essential money take the biggest cuts. Non
122 essential meaning not payroll $$ or Physical Plant $$. Stop printing magazines, fancy flyers, cookouts and tshirts...non essential stuff.
123 None of the above are very good solutions unless evaluated on a case by case basis presenting all sides of the situation.
I really don't want to see layoffs, and we are already covering more area with less people so eliminating positions would be also a hardship on the departments. I think each department should look for ways to do things smarter, if using a cell phone and a desk phone get rid of one of the charges, if vehicles, walk when possible don’t drive from one building to another, reduce office supply costs, get away from printing everything etc.

Force employees to use vacation during winter break
Salary cuts for those making over $150k per year

Mandatory retirements, especially for those over 70 making over $100k
Salary cuts for those making over $150k

Mandatory retirement, especially for those over 70 making over $100k
Target portions of grant money for salary upgrades

Layoff people that are not needed or that are not doing anything.
Turn off lights in buildings after hours and weekends.

Go to a 10 hr. 4 day week that U of L would be open.

I think all departments should be given the challenge to find where they can cut expenses. Maybe cutting back on orderingsupplies (there is usually excess there), looking at ways to spend money more wisely, cut back on spending that is unnecessary. Have a challenge to see which departments could find a way to save 10% of their operating budgets. Give some incentive for achieving this - maybe a 1/2 day off for the entire department. Something that would not have direct cost. The 1/2 day could be like a personal day to be taken at different times by each employee at their supervisor's discretion.

I do not support hiring freezes or elimination of vacant positions as this can adversely impact mission critical departments. I tentatively support layoffs in non-mission critical departments. Where feasible, ask if for individuals/departments to voluntarily switch positions to 80% employees.

None of these

Consider those who can do more work making a little bit more money and eliminate some positions in or around those who could take on more. Some people get by doing as little as possible and taking advantage of situations whenever possible. I think in a University setting, certain people know how to work the system to their advantage. If not strongly supervised, they get by with it. Disappointing, but true.

No X-Pays, no supplemental pay should be permitted for work done during normal business hours. Too many folks double dip or use this process as a means of extra compensation during years where we aren't suppose to be getting raises.

Mandatory Hiring Minimums: Every new hire gets hired in at the base rate regardless of circumstance.

Student, Temp/Casual and Grad Student Pay Caps. Limit the upward amount of pay rate/hour allowed to those types of workers.

This is very difficult because if hiring freezes, elimination of vacant positions and layoffs are instituted long-term, it’s almost punishing staff who then have to pick up the responsibilities from those positions...P&A staff wind up working longer days/weekends, which completely negates a salary increase.

A or B, with exceptions possible.

Mones left over at the end of the year (by all units, departments, etc.) should be deposited into a fund for distribution for salary increases. I would select a hiring freeze. The risk with a hiring freeze is all request for exceptions being granted. There is a need for a committee to review and grant the exceptions.

This may require a little research and identify if business practices could be modified to eliminate the need for the position to be filled at this time.

reduction in the number of administration. How many do we really need?
as long as vacant positions can be eliminated and workload be distributed or maybe look at vacant positions and reduce # of hours needed to fulfill that job requirement.

Voluntary summer breaks without pay.

In the custodial department you have a superintendent, assistant superintendent, 3 managers, and 18 supervisors. The supervisors do all the paper work (ex. Bi-weekly evaluation, weekly inspections, time cards, and any reprimands needed.) I personally don’t see any use for managers and a superintendent. The supervisors could report directly to Larry Detherage.

Early retirement

In most cases, I think elimination of positions in any way further overworks and stresses current employees who are already stretched way too thin, and decreases overall service an efficiencies in the University.

Investigate areas of the university that have openings for positions that could be consolidated.

Some people get paid way too much, ie sports figures.

Early retirement offers may help and the elimination of vacant positions if they are vacant for a long period of time. I would hope that everything would be done to keep from having any layoffs. I would rather have my job than be laid off. A raise won't help me if I don't have a job.

Cut down on wasteful spending.

I believe the university should consider offering employees more flexible work weeks or work schedules and/or performance/results based work environments in exchange for possible pay cuts. This should be a personal decision employees could make (not forced work hour decreases).

lay off some administrators, of which there are far too many and many of whom are far too richly compensated. another option would be to offer early retirement packages to some of the longest-serving and highest-paid staff members

This would be good if the money was spread across the working community and not to administrators.

Temporary reduction of number of hours (per week) worked, benefits intact.

Other cost-saving options should be explored. For example, lighting in some buildings is on 7x24. Clearly, some sort of simple timer might be installed that would reduce the usage of electricity. More officers on foot, bicycle or segway and fewer Police Cruisers should be investigated. Funds derived from athletic events should be scrutinized. Perhaps more of those funds should be injected into the general budget. These are but a few ideas, tendered from the cuff. Encouraging faculty, staff and administrators to submit additional cost-cutting ideas might lead to significant reductions in operational costs without significantly impacting our mission to educate the young people of Kentucky.

Make a raise, not a lump sum payment.

Flex time

item (c) - consistently under-performing employees should be eliminated (not just laid off) just as merit based employees should be rewarded with raises.

We have a lot of “dead wood” so to speak. Vacant positions should only be eliminated if it can be determined that the positions in question are adequately staffed at current levels. Seniority should not play a role in any of these determinations except in cases where all else is otherwise equal.

Trying to save jobs is great, but it is getting to the point that the jobs that are being kept are "worth" less and less.

None of the above.

Include as source a portion of all university unrestricted endowments. Also, earmark salary increases for fund raising campaigns.

position consolidation - combine several redu
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CONFIDENTIAL UofL Salary and Budget Survey QUESTION SIX COMMENTS

Re: elimination of vacant positions, it would depend on how long they have been vacant. You might also consider providing incentives for retirement, or even just asking for those who are planning to leave or retire to go ahead and do so to protect colleagues from unnecessary layoffs. Sometimes people will respond to this.
182 Only eliminate vacant positions if they are truly not needed.
183 Reduction of Administration staff. Review of high salaried positions, and their raises and bonus pay.
184 Don't have those answers.
185 Whichever makes the most sense. I cannot say because I do not know the current state of employment at the University
186 Identifying under utilized positions and combining job duties into one position in a department, unit, school.
187 Have clinic review there spending and cut back on that. Cut back on supplies that are not needed or used maybe once a year or not at all.
188 Use the money to increase retirement benefits at UL. Our retirement is really poor compared to the state retirement system. Pay 60 days of sick leave upon retirement instead of 30 days. At age 65 allow retired employees the option of receiving $108.00 per month instead of forcing them to buy a AARP supplement. Many employees have of course we've lost 2 full time jobs from out shop in the last year(not filled), campus has grown and we've added no help...seems to be countrer intuitive...well that it is the mantra-do more with less(and forget getting paid well)
190 not sure.
191 furloughs
192 Combine upper-level positions
193 I don't want to see any layoffs, and I haven't enough information to make a recommendation on how any of the other options would affect any potential funds.
194 I would not object to taking furloughs. However this option should be a last resort and offered as an election for faculty and staff. Not everyone would agree to taking the furloughs.
195 A long hard look should be taken at what Admin makes and what staff makes.

   The layoffs that have occurred have been the 'worker bees' leaving too many chiefs (with inflated salaries) and not enough indians to effectively do the work. Essentially less people are doing more but we've nothing to show for it. We just keep losing ground salary-wise.

   In many cases, people who have been here a long time and have paid their dues aren't keeping pace with the salaries of the new hires.

196 And a lot of people find it hard to take a vacation and are maxing out on time because no one is there to do the job if they take time off.
197 Elimination of redundant positions after a study.
198 Allow those that want to change to 80% do so and assist those who are close to retiring.

   Consider changing job description for vacated positions to pay out less than the original position called for with less job responsibilities to make the pay equitable for the work required. In other words, essential functions could be met but also tailored down to fit the new pay rate that is lower than the payrate of the original position.
199 Cost cutting measures within each department
200 Eliminate waiste by implementing a payroll time and attendance system. Review the contracts of all tenured professors.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION SIX COMMENTS

202 Hiring freezes would be my preference; however, at the HSC campus this is impossible as we are currently understaffed.
203 Early retirement incentives
204 Do not like the idea of ‘robbing’ to pay remaining.
205 Ideally, let's just freeze salaries for another year.
206 Elimination of vacant positions after workflow analysis is performed.
207 Better oversight of how monies are spent within departments. I see a lot of waste in the labs where English does not seem to be the primary language.
   All of these options put staff in a difficult position. We wind up working harder for a very minimal pay increase, so the net result is a decrease in pay when you factor in the additional time that staff have to work due to layoffs, freezes, position elimination. So, morale plummets.
208 None of these are comfortable. B, does free up a salary line but then classes aren't being offered in that field because the dept lost that faculty position.
209 Review individual budgets and review job function/performance and eliminate “dead weight” personnel through suspended employment.
   Some departments cannot function without certain positions being filled, so to say that a vacant position would automatically be eliminated is short sighted. However, there are times in which a vacant position should be eliminated. Decisions should be made on a case-by-case basis.
210 not sure
211 University Foundation funds.
   There are quite a few people in Physical plant that only need half day parking, pay half price.
212 Job sharing
213 See responses to Questions 8 and 9. Institute a solid Merit/Performance gauge for raises/bonuses. Save money by not rewarding mediocre or inferior performance.
   Do not do any of the above, in order to increase salaries. Evaluation of positions on a case by case basis to consider possible elimination of the job is preferable to any blanket "solution" such as freezing all hiring, or eliminating positions just because they become vacant.
214 THE PEOPLE AT THE VERY TOP, MAKING SIX FIGURES +, SHOULD NOT BE GIVEN A RAISE IN THIS TIME OF RECESSION AND UNEMPLOYMENT. GIVE THE "LITTLE GUY" A BREAK.
215 Closing programs, combining programs based on classroom size (utilization)
   Reduce to 80% or combine underutilized positions where possible.
216 Accurately assess whether there are sufficient classes to be staffed prior to hiring additional faculty.
   Furloughs, as long as we can keep our health insurance during that time.
   There shouldn't be layoffs, if employees are being given increases/bonuses. That doesn't make sense. Research with vacant positions in order to determine if those positions are necessary, with justification/support, is also important in order to for the university to function more efficiently and effectively with limited funds. Also, should positions that have been created with ARRA funding be considered temporary employees or regular employees, and what happens to these employees once the ARRA funding is gone?
217 A very large budget cut in athletics, especially men's football and basketball, and AD salary.
218 Additional days off around holidays by furlough
219 None
220 Perhaps a needs assessment of vacant lines and responsibilities prior to enforcing layoffs.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION SIX COMMENTS

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<td>Combination of A and B Reductions in salary for employees beginning with administration and moving down progressively to faculty and staff, with the lowest paid staff incurring the least reduction. If layoffs are possible, some type of severance package should be offered to ease the transition from employment to unemployment because public assistance does not take effect immediately. As a university, could we offer scholarships, tuition waivers or some other types of assistance for employees who are laid-off to retrain by taking courses at UofL?</td>
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<td>227</td>
<td>The only thing is, is that if your office is short staffed, having a hiring freeze or eliminating vacant positions, will put even more work on a department or staff person but the level of expectation is still expected to be high in job performance and productivity of the department. It seems like a double edge sword.</td>
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<td>228</td>
<td>I don't know the solution for this option. But the choices given I disagree with them all.</td>
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<td>229</td>
<td>Identify and implement best energy management practices on all campuses to reduce operating costs and apply the subsequent cost savings to salaries.</td>
</tr>
<tr>
<td>230</td>
<td>Layoffs at the administrative level.</td>
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<td>231</td>
<td>Those who are qualified for the university retirement of age plus service, should be scrutinized. There are many employees who have been here 25-40 years, and are drawing their social security plus working. It's wrong. They are double-dipping. Besides, many of those employees are making the maximum salaries for their pay grade. Offer a staff buyout and many will jump at the opportunity. It's been offered to faculty TWICE, but never to staff. Give them the chance. It's only fair.</td>
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<tr>
<td>232</td>
<td>Take a look at employee contract buyouts. To avoid this in the future, be more careful as to paying $1.5 million for someone to walk away or be dismissed. I would also look at staffing levels - are we to top heavy in some areas. It is very difficult to transfer to another department, people are applying for 15 or more times. You can not have any promotions here in the UofL, even if you have experience and College education.</td>
</tr>
<tr>
<td>233</td>
<td>I would rather receive a one-time bonus or no bonus at all than have the University have a hiring freeze, eliminate positions, or have layoffs. Identify areas where money is wasted: elecritity (the latest campaign to cut the usage has not been successful); new plants (not enough space is given for future growth - even for one year)</td>
</tr>
<tr>
<td>234</td>
<td>I think that when the starting salary for new people hired goes up so should the salary for everyone else.</td>
</tr>
<tr>
<td>235</td>
<td>I would rather receive a one-time bonus or no bonus at all than have the University have a hiring freeze, eliminate positions, or have layoffs. Identify areas where money is wasted: elecritity (the latest campaign to cut the usage has not been successful); new plants (not enough space is given for future growth - even for one year)</td>
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<tr>
<td>236</td>
<td>I think that when the starting salary for new people hired goes up so should the salary for everyone else.</td>
</tr>
<tr>
<td>237</td>
<td>None of these</td>
</tr>
<tr>
<td>238</td>
<td>None of these</td>
</tr>
<tr>
<td>239</td>
<td>Reduction in Force….if any departments/areas haven’t already implemented this, I truly believe that many areas could absorb at least 1 position elimination and redistribute their workload. Many departments have some “fat” and can easily make this adjustment. Many departments have already done this.</td>
</tr>
<tr>
<td>240</td>
<td>Temporary employment</td>
</tr>
<tr>
<td>241</td>
<td>Other cost savings measures from the budget taskforce.</td>
</tr>
<tr>
<td>242</td>
<td>Reallocation from supplies, incentives for efficiency ideas, benefits competition to reduce prices to UofL and its employees, elimination of poorly-performing departments, reducing the need to instruct undergraduates when the community college system is in place and already serving their needs for many courses, aggressively seek endowed chairs suitable for existing faculty that would free up salary dollars, place a greater emphasis on external research funding… anything that can retain talent at U of L.</td>
</tr>
<tr>
<td>243</td>
<td>Lay offs is a bad idea</td>
</tr>
<tr>
<td>244</td>
<td>unless funded by outside grants</td>
</tr>
<tr>
<td>245</td>
<td>If cuts must be made, a combination of hiring freezes and elimination of vacant positions.</td>
</tr>
</tbody>
</table>
CONFIDENTIAL UofL Salary and Budget Survey QUESTION SIX COMMENTS

247 Offer early retirement packages
248 No comment
249 Allowing job sharing—for instances, two full time employees who are interested could go to part time and each “share” a job.

250 There are numerous employees who do not perform their job or perform it well. We need to eliminate those employees and replace with others that are willing to do the work.

251 Better Univ. accountability of costs, i.e.
   1) Some kind of automated time keeping for hourly employees and P&A.  
   2) Freeze Additional vacation time or limit yearly additional vacation days to 3 days rather than 5.

253 There are numerous employees who do not perform their job or perform it well. We need to eliminate those employees and replace with others that are willing to do the work.

254 What did that accomplish? So maybe it should be ELIMINATION OF VACANT POSITIONS!!!

255 Employees that are not achieving their required hours should pay a larger portion for insurance.
256 Employees that have been off work for medical or personal reasons for one year should be laid off and their position should be filled by suitable candidates.
257 There needs to be an analysis of professional staff salaries with respect to gender, years in position, educational experience, etc.
258 None of the above

259 There are many staff in positions at UofL that are complacent to the point of being dysfunctional. Until we (UofL) makes the right decision & evaluate on merit this will continue to happen.

260 Hiring freezes would be my first preference, if it was really a freeze. The ongoing joke last time was everything went to the Provost and everything was an EXCEPTION!!!

261 Recapturing lapse salary money.

262 Not pay coaches and Deans so much

263 Cutting on spending for catering, entertainment, etc.
264 Cut back on the spending for Travel and Meeting Luncheons.

265 Individual departments are already cut to the bone. It should looked into at the administrative level if it is top loaded with a lot of duplicate administrators.

266 Positions being evaluated to assess level of work, tasks, responsibilities, etc. and not receiving a certain salary just because of your job title.

267 Have less management jobs there are too many.

268 Cut on spending for catering, entertainment, etc.

269 Reduce hours to 80% (four day work week). Office would be covered by co worker who would take different day off. Coming in to work 5 days a week and work reduced hours does not benefit employee nor save the employee any money

270 Not pay coaches and Deans so much

271 Offer early retirement packages

272 None of the above

273 Offer some kind of unpaid leave. Maybe 7 hour days? or a day off unpaid every pay period?

274 There are numerous employees who do not perform their job or perform it well. We need to eliminate those employees and replace with others that are willing to do the work.

275 Eliminations, hiring freezes, or layoffs should not be implemented, the staff you have needs to be compensated by any means necessary, because we are the people that keep the university up and running so that the students and everyone else has a safe, clean, and functioning place to work. I was hired 1-22-08, from that time to present I have not received any of this money, even after I was told my salary was already figured in from 2007.

276 Not pay coaches and Deans so much

277 Perhaps they could try some kind of unpaid leave. Maybe 7 hour days? or a day off unpaid every pay period?

278 If it came down to a “no salary increase vs. layoffs situation” - please do not give us a salary increase - the majority of UL employees are dedicated, hard working individuals.

279 who need their jobs

280 Not pay coaches and Deans so much

281 I’d like to STOP seeing us use the research foundation to pay people NOT to work. I’d like to STOP seeing huge renovation and reconstruction projects when we can’t adequately compensate hard-working staff.

282 Positions being evaluated to assess level of work, tasks, responsibilities, etc. and not receiving a certain salary just because of your job title.

283 Reduce hours to 80% (four day work week). Office would be covered by co worker who would take different day off. Coming in to work 5 days a week and work reduced hours does not benefit employee nor save the employee any money

284 (daycare, lunches, transportation).
269 I'd prefer to let the administrators decide. My perspective is too limited to take into account all the variables that should influence this kind of decision.

270 People who on their third year show no significant increase in their job performance be let go with cause.

- Elimination of people who no longer perform to satisfaction. If a person is being paid to surf the internet, read novels, and nap at her desk without rebuke...if U of L can afford that...why are we not getting raises.

- Also, better checks and balances of our highest administrators. It hurts to hear of dean's embezzling, of committees launched to research such embezzling, lawyers hired to prosecute...but no money for raises. This isn't now good companies are run.

271 no comment.

272 I am not comfortable with any of the above. Many offices are already short-staffed from previous position elimination due to recent budget cuts.

273 The hiring freeze is only for new positions, not if someone were to leave and need to be replaced. Everything should be done to save all current jobs with no layoffs. Hiring freezes like we have done in the past, and eliminate vacant positions, and the money for those eliminated vacant positions could be rolled back into the budget. Additionally, I think 1,2 or 3 furlow days would be appropriate (not liked, but okay) if it saves current jobs. The key to the furlow days is that they need to be spread out, I don't think that is fair to take them all in 1 check, that would be determinatal to many. I personally would rather be forced to take a couple of days off with no pay, than to loose my job!

274 A and B seem to be the same answer. I would be willing to forego an increase if it means someone else not losing their job. Also, some departments are already understaffed. I don't think eliminating vacant positions is the answer either.

275 Close the University for spring break, or run on a skeleton crew. Officially close for the Oaks, christmas eve or the day before thanksgiving. These are all days where the are only a small amount of students on campus, and most staff is off.

276 Possibility of shut down during Spring Break, to save cooling and electric charges.

277 In my department the work load is already heavy and hiring freezes,layoffs etc. would not benefit the current situation. I would like other ways to indentify base salary increases.

278 An outside firm needs to be brought into this university to evaluate University processes. Many positions are redundant and could be processed by a computer or included into the job sequence of another staff member. Eliminated staff should be re-assigned to another department. Layoffs should only be explored as last resort.

279 Act quickly to remove employees who are neither self starters nor team players and who constantly look for ways to not work. This would eliminate the need to hire additional help to make up for the slackers.

280 Because we are in health care, specifically dialysis, I really am down to as few people as I can be. We have already not been filling positions unless absolutely essential. I have gotten rid of several positions. I have no buffer for vacations and sick left because of not filling my positions.
Do whatever it takes to keep your current employees taken care of. It makes the unbearable part of dealing with all the patients complaints, getting blamed by them for changes I have NOTHING to do with and all the times patients have made me CRY for being hateful to me, a little bit more barable. NO ONE gets paid enough to put up with that!

The number of highly-paid administrators at UofL has swelled enormously over the past two years. UofL needs a management audit to determine which of these positions are really necessary. Down-sizing administration would free up money that could be given to the faculty and staff actually doing the work.

During the Great Recession ... during the worst financial crisis since World War II ... during unprecedented state budget challenges ... this university is wasting a fortune on dubious hiring practices—contracting overpriced consultants, creating cush "assistant to the whoever" jobs, hiring non college graduates in director positions, etc. And then, of course, there's paying more than $1 million in lucrative payouts to former employees. In other words, freeze all this stupid, shady behavior.

Elimination of non vital positions as the university makes changes regarding the utilization of staff.

Freezes vs. layoffs are always preferred. To prevent layoffs, I suggest a hiring freeze on any position requests not already in the works for the new year, as well as the elimination of long-term vacant positions.

Would prefer no base salary increases if those are the only "other tactics" being considered.
**CONFIDENTIAL UofL Salary and Budget Survey  QUESTION SEVEN**

Did you attend the President's recent budget forum? [select one and please provide comments]

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. If Yes, did it meet your expectations?</td>
<td>3.7%</td>
<td>62</td>
</tr>
<tr>
<td>b. If No, why not?</td>
<td>39.5%</td>
<td>657</td>
</tr>
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<td>c. I did not know there was a budget forum.</td>
<td>56.8%</td>
<td>945</td>
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<tr>
<td>comments for a or b</td>
<td></td>
<td>569</td>
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*Answered question: 1664  skipped question: 13*

Did you attend the President's recent budget forum? [select one and please provide comments]
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION SEVEN COMMENTS

Did you attend the President’s recent budget forum? [select one and please provide comments]

Answer Options

COMMENTS:

1. sick
2. I figured I'd see a recap of the information he provided.
3. Work commitments/schedule conflict
4. It was not at a good time for me.
   - I have lost respect for President Ramsey and chose not to listen to anything he had to say. He may be a great economist, but he's proven to be a lousy leader.
5. I had a previously scheduled appointment before it was announced.
6. I did not have the time.
7. Time conflict
8. Time constraints at work kept me from attending. Multiple forums should be held to accommodate each campus.
9. I had already figured that what I heard was going to happen so it was wasted time, the emails from the president would have been enough.
10. I believe the University does a good job of keeping faculty and staff apprised of budget negotiations with the state.
11. I was out of the office on that day. Also, some others from my office attended and the issue/concerns of the meeting was addressed in our weekly meeting.
12. Wasn't able to get away from the office.
13. Other commitments.
14. End of the semester functions within the department.
   - Too busy at work. We could use another employee in the office. Everyone hates to miss even a day since the work piles up so fast.
15. Wasn't able to attend.
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<tr>
<th>Comment</th>
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</table>
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION SEVEN COMMENTS

49 I would be informed of anything that I needed to know so didn't bother going.
50 Simply did not have the time.
51 I wasn't aware that it took place, but I likely would not have gone anyway due to inconvenience since I am on HSC
52 I had it on my calender. It was a bad time and I couldn't leave at that time.
53 unavailable
54 These forums are not held at a time when it is convenient for us to attend.
55 Unable to attend.
56 Wouldn't fit into my schedule
   Not sure if I knew about it or not but if it was during work hours I would not have been able (allowed) to attend
57 without a lot of grief. And, not sure what difference it would make anyway.
58 The conversations tend to be non-meaningful and too far removed from what impacts people at the micro level.
59 Not able to attend due to other commitment
60 Time constraint
   I read and watch tv for the highlights. If it was a webcast I should have watched on-line and will make it a point to do
61 so next time.
62 Can't get away from work.
63 Had a prior commitment
   I read all of the notifications but I just can't recall seeing the opportunity to attend a budget forum but I may have
   been on vacation during this notification or when the event occurred. I have read President Ramsey's information
   sent out a few weeks ago and appreciate the information.
64 Too busy, current workloads are insane due to increased research dollars and buildings with no increase in staffing
65 I was working.
66 Did not fit in my schedule
67 felt it would be more of the same run around while ignoring abuses of Foundation money
68 Needed for office coverage so others could attend.
69 Had to work
70 Didn't even know it was happening.
71 Scheduling conflict
72 scheduling conflict
   Felt they have their own ideas about what they are going to do and that the forum was held just to appease faculty
73 and staff.
74 Work obligations.
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION SEVEN COMMENTS

76 One person office
77 Not enough staff to attend. We are working tight and extremely busy.
78 I learned of the forum only the morning of... and could not rearrange my schedule to attend.
79 I don’t have time to attend most of these forums.
80 In hospital for a medical procedure.
81 Unable to attend due to previous appointment
82 Other commitments.
83 Supervisor not keen on staff attending functions during business hours, which includes forums, events, or taking classes.
84 Could not attend.
85 Research projects in progress did not permit time-wise to attend. Administration tends to prefer to spend large amounts of money on faculty rather than on keeping staff happy.
86 I was not aware of it. This is not to say it was not properly promoted. I just do not take notice of such events. I would not have attended if I had known about the forum. The President is in an extremely difficult position. Anything he says now is simply theoretical given we do not yet know the extent of any budget cuts. I appreciate Dr. Ramsey’s keeping the university informed of the situation and I really appreciate the administrations attempts to avoid layoffs and furloughs.
87 I was off campus for personal reasons that day. Would have liked to have attended.
88 It wouldn’t make a difference anyway.
89 I have heard him speak on this topic recently enough in another venue that I didn’t feel it was necessary to attend the forum.
90 I was busy preparing class evaluations or it was after my work hours.
91 I am shameless. I thought my input would have no bearing on the decision...
92 Time restraints
93 No time - overloaded with work because of a staff shortage.
94 Not able to leave work to attend.
  The budget forum was held at an inconvenient time. Most of us work and have to maintain office staff coverage.
95 Our office is rarely ever closed for any reason so that we are accessible to our students.
96 Did not have the time to attend.
97 Too busy in our department to leave.
98 Scheduling conflict
99 Too many things going on here at work
100 Had other obligations.
101 I was already aware of what he was going to say.
102 Scheduling conflict
103 Too busy at work.
104 I was unable to attend it.
105 No parking options on Belknap Campus (I work on the HSC Campus)
106 Had another obligation scheduled at that time.
107 Family obligations
108 Timing did not fit into my schedule
109 Other Obligations to Department and College
   - I believe I heard it mentioned, but our dept heads frown on us taking time out for forum-type meetings. If it was after working hours, I usually can't attend because I have to work a second job to make ends meet.
110 Located 2 hours from University.
   - Too much else going on at work and if it was at Belknap, too difficult to take time from work at HSC to drive down and back.
111 Out of the office
112 Out of the office that day.
113 Schedule did not permit.
   - I thought it contained all of the usual rhetoric. I don't understand why we never talk about cutting - that is the way I reduce expenses at home and in my business - I do not continue to try to provide everything, everybody wants - I try to focus my resources on what is needed.
114 didn't know the date of the event.
115 located 2 hours from University.
   - Same reason why I don't go out to eat and do other extracurricular activities....my day is busy at work and I don't have the money to change up my schedule by having to stay longer to make up for going to the forum and then worrying about supper plans.
116 out of town
117 Workload due to reduce staff. Our group has gone from 11 people to 7 with no replacements hired.
118 I was not aware that there was a forum. I did not read the media in which the forum was communicated.
119 Busy at my desk, unable to attend.
120 Had an appt. off campus.
121 The forum was very informative.
122 Not available
123 I was on medical leave from surgery.
124 I was tired of hearing same-old. Nothing new, all bad news, nothing under our control. What is the point?
125 I was on medical leave from surgery.
<table>
<thead>
<tr>
<th>132</th>
<th>Work responsibilities</th>
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<tr>
<td>133</td>
<td>Not clear of the agenda and outcomes</td>
</tr>
<tr>
<td>134</td>
<td>I was simply too busy to take time out of the regular work day to attend.</td>
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<td>135</td>
<td>I have been following budget emails through print announcements.</td>
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<td>136</td>
<td>Did not have time, but read the report.</td>
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<td>137</td>
<td>I didn't feel qualified to make a contribution.</td>
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<td>138</td>
<td>I had a meeting to attend at that time.</td>
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<td>139</td>
<td>Could not leave my job</td>
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<td>not a good time for my office</td>
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<td>141</td>
<td>Didn't have the time.</td>
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<td>142</td>
<td>Busy working!</td>
</tr>
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<td>143</td>
<td>I didn't see the point.</td>
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<td>144</td>
<td>Prior commitments.</td>
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<td>145</td>
<td>I have to recover my salary through the revenue generated from my work. I do not want to risk not getting money needed to offset my salary my attending too many meetings.</td>
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<td>146</td>
<td>Somewhat</td>
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<td>147</td>
<td>I work at Health Sciences and we are too short staffed for me to leave.</td>
</tr>
<tr>
<td>148</td>
<td>Wanted to be there, couldn't due to conflict in schedule.</td>
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<td>149</td>
<td>No time</td>
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<td>150</td>
<td>Because I can read about it online so no need to attend.</td>
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<tr>
<td>151</td>
<td>I am on the HSC campus. I think forums are a strategy to suggest that employees have a voice in the decisions.</td>
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<td>152</td>
<td>We don't.</td>
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<td>153</td>
<td>Just too busy.</td>
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<td>154</td>
<td>I trust he'll make a fair decision.</td>
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<td>155</td>
<td>was not able to attend.</td>
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<td>156</td>
<td>Low expectations about what whether input from staff is a valued part of the process of formulating budget recommendations. My experience has been &quot;we're going to ask you what your think because it is politically correct to do so, and then make the same decisions we were going to make anyway, no matter what you all have to say.&quot;</td>
</tr>
<tr>
<td>157</td>
<td>Thus, my sense is that requests for input are &quot;pro forma&quot; and not real, and I respond to them in that way.</td>
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<tr>
<td>158</td>
<td>Currently undergoing medical treatment for cancer.</td>
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<tr>
<td>159</td>
<td>I supervise a public desk and do not have staff relief until after 3pm Mon-Fri.</td>
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</tbody>
</table>
I was not aware of it but probably would not have attended even if I had known.
Commitments and deadlines at work place.
Previous obligation
Probably on vacation.
Student appointments conflicted with schedule
Other commitments
I didn't think my opinion would be considered.
Unable to get away that day, and was already aware of most of the issues, etc
Other obligations.
I don't have time for forums
There is a lot about budget matters that most people do not understand.
I would not have learned anything that had not already been revealed or couldn't be read in a summary.
Occupied with performing my job.
New hire
Busy at that time.
I did not feel that I had anything useful to add, and even if I did, it would not be taken into consideration. The Senate Chair has been contacted three times by my senator regarding a $700 salary "bonus" I did not receive in 2009, despite my excellent performance reviews. I have yet to receive an answer about this issue. This kind of non-response does not encourage me to voice my opinions at a budget forum.
Scheduling conflict.
I forgot about it.
Conflicted with other appointments.
I work at the HSC campus. I read the emails from the President.
Busy that day. Did read the pdf file...
Didn't think my voice would be heard regardless, as my impression is that such forums are merely window dressing.
Timing
At a time that did not fit my work schedule.
Had a conflict due to time and location.
Inconvenient time and location
I think it should be mandatory to attend and continue to provide straight talk only.
Busy
Lack of time.
Had to work
190 scheduling conflict  
   Busy working we're short handed as it is. We not replaced any people that were riffed. But the work load hasn't  
191 decreased just increased.  
192 I was on vacation  
193 Honestly I do not take enough time to read email in fear of falling behind in daily work load.  
194 work and time constraints  
195 Had a conflict  
196 Yes, it met my expectations. I was surprised more people did not attend.  
197 He always provides a thorough overview via e-mail  
198 Conflict: I had to perform actual WORK that no one else in my office is qualified to perform.  
199 low on the totem pole  
200 could not get off work without creating a problem  
201 Had too much work to be able to leave.  
202 out of town.  
    Not really interested in hear the details, the notes that the President has been sending have given me what I have  
203 needed to know, for now.  
204 I had commitments in the office that could not be changed.  
205 I don't remember when it was, to be able to state why I did not attend.  
206 scheduling conflict  
207 a. No  
208 I don't have time during the work day to travel to Belknap campus.  
209 Already had other meetings scheduled during that time.  
210 Already scheduled meeting with student.  
211 Had to work.  
212 I was out of town.  
    I believe that the state budget process for the Commonwealth is broken and moaning to President Ramsey is not  
213 going to fix it. UofL is the "red headed step-child" of the state budget and will always be last on the list and least at  
that table. State government is not serious about post-secondary education, in any case, and would prefer to watch  
the universities, especially UofL, fail or flounder than make any serious effort to do more than field a decent  
214 basketball team and milk Jefferson County for every penny possibly.  
215 Out of town.  
216 Out of town on business for the University.  
217 I missed that email and there wasn't enough comment about it in the office that I realized it was happening.
Inconvenient time and location.

I felt that I could not get away from work and devote the time to attending.

Scheduling conflict

I was unavailable but did see the invite

Work load

Yes.

Had appointments

Did not feel it would benefit me to be there.

I was out of town.

Did not know about it.

I just searched my e-mail again and didn’t see an invitation. I may have deleted it if it was at a time when I knew I had no back-up and therefore could not leave my position.

It’s all “fluff” and very little accurate info given so I feel it wasn’t worth the time.

Job duties did not allow

Working

The forum occurred during my regular work hours.

Because, it was not well advertised and we work for the President, he should take the time to come and talk to his "employees", students and everyone all mixed together. Come talk to us and listen to what the people working for you are concerned about in a semi private setting. Visit people in their work places.

Unable to attend due to schedule.

Schedule did not permit.

Had personal appointment that I had to attend.

Because no one knows what the state budget will be until it is passed.

Other commitments.

Hospital/Sick

I read about it

Inconvenient time and information is usually delivered to the community via email which I read.

Because there is nothing that I can say or do which will change the situation in a positive way given my position within DPS (this is comment based on experience, not pessimism).

I don’t believe that the opinions of staff employees are valued.

I feel like they are going to do what they want anyhow. What I would think would not make a difference.

I’ve heard it all before. This is a true case of nothing being new under the sun.

Conflict in work schedule
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION SEVEN COMMENTS

248 Another meeting
249 I was too busy performing my job duties and trying to earn a merit increase
250 Too busy performing my job duties
251 I didn't hear anything about it.
252 Did not have time to attend
253 Was not allowed
254 I rely on student assistants to relieve me to leave my desk - at that time I did not have anyone to relieve me.
255 Informative. Not enough folks showed up to ask questions
256 Conflict in time
257 off campus for business purposes
A representative from our office attended and relayed the information learned in a staff meeting. The rest of us were
258 too busy working.
259 I was working.
260 I was doing the job for which I am paid.
261 Inconvenient time
262 No, I did not make time for it in my schedule.
263 Can't answer that and still remain anonymous.
264 I don't wanna be dogged when I make suggestions by other greedy staff.
265 Excellent presentation - too bad more people did not attend
266 Already had scheduled commitment
267 unable to break away from work
268 didn't feel I could take the time to go
269 I could not leave the office.
270 What I expected - talking heads giving the company line with no real news or ideas given
271 working, and could not leave
272 I did not feel prepared to provide any input.
273 scheduling conflict
274 working and unable to get away
I felt informed by reading the President's messages & didn't feel I could change anything. I have faith in Dr.
275 Ramsey's fair decisions.
I felt informed by reading the President's messages & didn't feel I could change anything. I have faith in Dr.
276 Ramsey's fair decisions.
277 prior commitment
278 I had a tight schedule that did not allow me to attend.
279 It is too hard to park when get there
I did not expect anything meaningful to take place.

I don’t remember why I did not go, however I did read about it.

I didn’t want to take time to go when I could read about it later on the U of L website.

At the time, I didn’t realize the importance of being there. The more I hear about the budget, the more I realize I should have attended.

Because it really doesn’t matter what I have to say, the Administration will do whatever it wants to do anyway.

Not convenient time for me to attend due to work duties.

Time constraints

I thought it was for students

because I knew UofL Today and/or the Staff Senate would provide a summary of the meeting

It was held during an incredibly busy time of year for my office based on the academic calendar.

Unable to attend

other work commitment

Work got in the way

Shorthanded in department, due to RIF. Work force reduced but work load increased.

time did not allow

Timing and notification.

My proposal for taxing the Athletic program to support the university budget would fall on deaf ears. I rely on the President to do the best he can for the employees.

He knows where the money is.

other commitments

Didn't know about it. UofL Today is not the best way to distribute this sort of information. Despite IT and the admin’s belief that it is widely read - it is not, neither faculty, staff nor students read it as frequently as they should.

I don’t believe anything that the president says, so I had no desire to sit and listen to him explain why we can’t have raises even though new positions are added whenever a friend of the administration needs a job. And the jobs I’m talking about are very high paying jobs created just for a particular person and not open to other applicants, or other people are brought in for interviews, but just for “show”.

Schedule conflict.

Unable to leave.

Office duties prevented attendance

The president provided clear, candid and understandable information.

Was out of the office
306 work at other campus
307 Everyone cannot leave at the same time
   It is extremely difficult for staff in my area of work to leave during the course of the day and nearly impossible for
308 more than one to be gone at any given time.
309 time
310 I did not have time.
311 Out of town
312 Cannot recall why I could not attend.
313 I read his comments online
314 Had to work.
315 unavailable, but will read about it.
316 too busy working.
317 It is usually just a big show with no real concern.
318 Was working at the time of the forum.
319 No comment
320 had a deadline I had to meet
321 I could not get away from the office
322 Previous commitment
323 Schedule conflict
324 busy with work
325 Had too much to do in the office and had a brief overview from being a staff senator.
326 Too much work I needed to get done that had deadlines
327 Served no purpose
328 Was not available to attend.
329 Conflicting schedule
330 Didn't know there was one on HSC; only knew about the one on Belknap campus.
331 Prior commitment
332 I feel I have no real say in University policies.
333 Conflict in schedule.

   thank you for the opportunity but did not feel a few hours spent in SAC listening would improve the quality of my life!
334 the budget decisions are made behind closed doors/no one has asked for my opinion for a long time.
335 feelings of hopelessness and helplessness, and that there's nothing can do about the budget anyway.
336 Why? Do I have a voice?
337 no easy transportation to attend location - why wasn't it broadcast on the internet?
CONFIDENTIAL UofL Salary and Budget Survey QUESTION SEVEN COMMENTS

338 Don't recall hearing about it. If was during the business day then is difficult for me to get away from work to attend.
339 I read about it when it is over
340 I could not get away from my department--coverage.
341 I was out sick that day.
342 I had a meeting.
343 UNABLE TO ATTEND AT SPECIFIED TIME
344 Yes.
345 The President recently spoke to faculty, staff and students from our school and a large part of the presentation was
346 the budget.
347 no time
348 I work night shift and I was asleep at that time.
349 I was on parental leave
350 Conflicted with my personal schedule.
351 I believe I was working at that time
352 I didn't have the time available due to having toddler I needed to get home to.
353 I had a lot of work to get done that day for the students.
354 The President said as much as he could given the circumstances of not having a state budget. I did appreciate him
355 speaking to University community anyway. It gave me some sense of administration thoughts.
356 working to meet deadlines
357 Previous meeting scheduled
358 We had school (our public school sites) schedule conflicts.
359 I was not able to attend
360 I was not able to attend at that time of day due to prior commitment.
361 I was not able to attend at that time
362 Schedule conflict
363 My input would have zero influence on the administration or board. They are wealthy beyond comprehending the not-
364 so-rich person's situation and how THEIR largesse amongst themselves affects the excluded class (everyone else).
365 I was on medical leave
366 Was unable to attend.
I was not aware of the budget forum. I was advised that it was in UofL today, but those emails have become so
366 convoluted with information that it makes it hard to read and find what I'm interested in.
367 unable to attend
368 Was not able to attend due to work.
369 I work off campus and we are under staffed and over utilized, therefore there is not as much time as I would like to
370 be able to leave the office (unstaffed) to get down to another meeting at UofL.
371 I had a deadline to meet.
372 I was working at the time.
373 Conflict of schedule
374 I don't believe attending the forum would make a difference to me.
375 I was on FMLA
376 I would like to say I didn't know. I don't actually recall being aware of the forum. I may have been disinterested or I
377 may not have known.
378 I feel the Administration is going to make whatever decision it wants regarding how the budget cut is to impact the
379 entire University. In other words, why bother attending.
380 Schedule conflict.
381 I was unable to attend that day due to work load.
382 I was very busy and couldn't leave the office.
383 I am essential employ to cover office
384 Work conflict
385 I was off out of town[vacation days]
386 Curriculum obligations
387 too far, it is not on HSC.
388 Held at a time I could not attend
389 other commitment with family
390 Really-what's the point?
391 Dr. Ramsey is already communicating budget issues adequately through U of L today and email.
392 Not that I wasn't intrested in hearing what he had to say, but it wasn't a convenient time for me to attend. Everyone
393 is always encouraged to attend various University events, but your work is still there for you to do.
394 Busy.
395 Why? Everything is always a "done deal" with no real involvement of the staff.
396 Bad timing
no because we the people have worked hard for University OF Louisville an we still have not received a salary increase. the cost of living has went up so has food < gas .

Yes, it was very informative and interesting. I appreciated being invited.
I do not receive ANY information from my staff senator. I do not even know who the staff senator is for Dept.

Medicine HSC.

I'm am totally discouraged about not receiving a raise while others in my department have received promotions which resulted in pay increases. The President's budget forum wasn't going to address or change the disparity in pay that is taking place on this campus.
I believe he is doing the best he can with what he has to work with -- and I believe he has our best interests at heart.

He is in a tough position.

Had a prior commitment.

Bad time of day for me

The time conflicted with other obligations.

conflict of schedule

Unavailable at the time the budget forum was scheduled

Everything is always at Belknap

Yes. It was helpful having Dr. Ramsey speak to us directly.

Was not able to due to my schedule.

Not hopeful enough that things will really change and improve. Sometimes the rhetoric makes me even less hopeful.

I was out of town but always read his update emails (04/22/2010 6:01 PM)

Time wasn't convenient
- too busy with my job

- need an easy opportunity for the HSC campus

Conflicts with another meeting

Other commitments.

Volume of work load to great.

Work and location conflicts.

No one listens to me -- I am just a lowly worker.

One staff person represented our office.

Knew there was to be a budget forum but did not have information as to when it was to be held.
Under Dr. Ramsey we have a committee that is taking measures to keep employees happy and secure while trying to meet budget cuts.

Out of town
FULL DRAFT

CONFIDENTIAL UofL Salary and Budget Survey QUESTION SEVEN COMMENTS

420 could not make it.
421 I was not able to attend because I could not leave my work here at the University to get to the forum.
    I had other student advising obligations during the time of the budget forum. I wished I could've attended since
422 these are important issues for the UL and me personally.
423 There was a conflict in my schedule.
424 I wasn't aware it was an open forum.
425 another commitment that could not be changed
426 The president's views on the budget were widely circulated.
427 Was working and couldn't get away.
428 No, because I could not leave work.
    I just chose not too. I think ultimately, the state and administrators will decide what's going to happen and we really
429 don't have much choice in the matter. Hopefully they'll have our best interest at heart.
430 Time constraints
431 I was out of town.
432 inconvenient since it was on belknap
    I could tell you that I didn't know about it, but honestly I'm sure I received notice via email or UofL Today, put it on
433 the back-burner, then forgot about it altogether. In short - my fault.
434 Schedule conflict.
435 I get all the information I need through second hand sources, including university emails and updates.
436 previous engagement
437 Had another obligation.
438 Could not leave position vacant.
439 I was in attendance at other budget meetings, and knew the gist of what was being proposed.
440 Unable at the time
441 Out of town at a conference
442 I didn't know the forum was for everyone to attend.
443 out of town
444 Prior commitments.
445 I was on vacation.
446 I was working on experiments and find these a waste of valuable time.
447 Had a meeting conflict
    The President's office does a great job in sending out communication via email regarding key meetings after they
    have concluded. I know I can count on an overview of these meetings if I am not able to get to the Belknap campus
448 to attend in person.
449 meeting conflict
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION SEVEN COMMENTS

450 NO
451 too busy at work
452 These events are only held on the Belknap campus and it is difficult for HSC and Shelby campus people to attend events only on Belknap.
453 On the day when the President gave the budget forum, I was quite busy, so did not have available time to attend.
454 Yes
455 Was not able to attend - but received some of the information through a UBM meeting.
456 Was not aware it was open for everyone to attend.
457 On maternity leave.
458 I was WORKING.
459 Supervisor would not grant a release from work.
460 was taking case of patients
461 I'm on HSC and did not want to drive over
462 It conflicted with work.
463 Out of town
464 NO EXCUSE; DID NOT THINK MY PRESENCE WOULD MAKE A DIFFERENCE.
465 yes
466 work 2 jobs trying to make ends meet !
467 Work
468 Too busy doing my job.
469 Wanted a few more specifics.
470 Times were not convenient.
471 I never felt it would do any good.
472 I had meetings that could not be rescheduled
473 no time
474 Wasn't able to attend
475 Waste of time
476 I did not attend because as a staff member I was told by my department head that I was encouraged to attend but could NOT ask any questions - so what was the point?
477 Other work demands
478 What would have been the purpose of me attending? I don't believe anything they say and they just talk in circles.
479 Had a meeting had to attend.
480 I was unavailable at that time.
481 out of town
482 I was off campus that day...
483 I was too busy and could not leave work.
484 done during office hours? - can’t get off work and am not on the main campus
485 I was on duty at the C.T.R Bldg. on HSC
486 children in daycare
487 on vacation(out of town)
488 my opinion wouldnt matter...
489 Yes, Dr. Ramsey does a great job of explaining financial issues.
490 It was brought to my attention after it occurred.
491 Scheduling conflict.
492 Out of town.
493 Off on Bereavement.
494 I am busy. Doesn’t someone get paid to figure this out?
495 Didnt know anything about it.
496 I was unable to attend due to a manadatory departmental meeting at the same time.
497 Could not attend, had to cover the office.
498 essential employee to keep offices open
499 Not convenient
500 meeting conflicts
501 conflicting with working schedule.
502 I was to busy.
503 Yes, I found it to be very informative
504 Other committments
505 I did not know there was a budget forum.
506 did not no about it.
507 I had to cover the front desk at our office.
508 out of town on business
509 unable to attend due to duties in my office
510 I honestly don’t recall hearing about it and if I did, I didn’t know what it was about.
   From reading the C-J, UofL Today, and judging from past experience here, I felt that I already understood the basic
511 factors underlying the budget problem.
512 Too busy to leave desk
513 I cannot recall - but most likely I was not available at that time to attend
514 I felt my staff senator will forward this information to me.
Attending to grant specific tasks in JCPS school system.

Conflict of times

I had to stay in office.

Conflict in schedule

Too busy.

I was too busy to break away.

I would rather get the rundown by email

I was on vacation and out of town.

Was it during working hours? Was it held a time reasonable for employees to attend?

Was not a good time for me to leave the office

Children obligations

It was what it was.

It was understandable

Was unable to attend

Not available

Was working.

Previous engagement.

We had recently had a visit from the president and provost to our school so I felt informed. Any relevant information would be available via email or website.

Previous obligation

If it was during working hours I opted to keep working.

Not a convenient time for me

Schedule

I didn't think I really should leave my job for that period of time to attend.

Sure.

Was not available

working

Yes.

No. I assumed it would be business as usual.

My time was spent working so I could take a class in the Spring semester.

didn't know

N/A

Management did not discuss, voice approval, or encourage department members to attend the President's budget forum which influenced my decision not to attend.

Did not know about it until the of, and had to work.
548 Busy with patients.

Just as I said before. It doesn't seem much use when we don't have money to use anyway. Whatever happens, the amount of parking will increase - so if we receive anything, it will most probably takes 1/2 or more than 1/2 of what we receive and if we don't recive anything - parking will increase and take more than what we now bring home. It's discouraging to say the least. Why would I want to become more frustrated by attending his forum?

549 no

550 I'm not sure if I knew I could attend. I stay so busy I'm guilty of not reading all my emails.

551 my kids have school activities

552 yes

553 At the time, the job didn't allow me to get away.

554 Other commitments

555 The president's recent budget forum came amid reports and revelations about some of the grievous hiring and buy outs going on at this university. I did not feel my presence there would be constructive.

556 It conflicted with a prior commitment.

557 I work off campus and was not aware of the meeting.

558 not available at the time

559 Unable due to work schedule.

560 Unable to but read all emails and info that related to it as it became available.

561 scheduling conflict

562 Unable to leave department and work duties.

563 work load constraints

564 because im working and most times decisions have already been decided.

565 I work on Shelby Campus and it was not convenient for me to attend downtown.

566 Didnt nothing about it.

567 Was already aware of most of what the President and the administration are doing with the budget.

568 Heavy work flow did not allow for attendance

569
What are your thoughts on any areas where the work of the university might be performed more effectively or efficiently that might result in cost savings. Are there particular things that you think could be done differently, or perhaps that we should stop doing altogether?

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. NA</td>
<td>822</td>
</tr>
<tr>
<td>2. Use technology to be more effective</td>
<td>822</td>
</tr>
<tr>
<td>3. I think the sprinklers running while the rain is coming down is silly. I think we could do a better job or recycling materials and possibly getting money back from doing so.</td>
<td>855</td>
</tr>
<tr>
<td>4. We could probably fund staff salary increases by eliminating any number of administrator positions.</td>
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<tr>
<td>5. Stop paying money to people who are fired from the university.</td>
<td>855</td>
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<tr>
<td>6. In many departments, several job descriptions identify the same work. For example, we have six staff in our department and one job could easily be distributed among three of the other staff. It seems to me that job descriptions are sometimes written for the person in the job, rather than the job that needs to be accomplished.</td>
<td>855</td>
</tr>
<tr>
<td>7. The companies that we are forced to order from do not have the lowest prices. We seem to pay more for the contracts that we have for supplies, travel, etc.</td>
<td>855</td>
</tr>
<tr>
<td>8. na</td>
<td>855</td>
</tr>
<tr>
<td>9. 1-Reduce office staff in some departments. - Cleaning could be outsourced. All they do here is empty the trash. Some of the cleaning staff make as much an hour as I do (I sometimes print their checks for them).</td>
<td>855</td>
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<tr>
<td>10. Stop wasting money renaming buildings after former disgraced university presidents and stop buying full page ads in the newspaper to defend the UofL foundation.</td>
<td>855</td>
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<tr>
<td>11. Deal with maintenance issues that cost the university money when they are not fixed - such as leaking faucets</td>
<td>855</td>
</tr>
<tr>
<td>12. Take a look at expenditures, ie catering services, travel and other categories of expenses that seem to be extreme. Repair and update the heating/air conditioning system! If employees sit in their offices in summer and run personal space heaters all the time because the air conditioning is so cold, or if they sit in their offices in winter and have to run zillions of fans all the time because it's so hot, that's a waste of money. I think a good, functioning heating/air conditioning system would more than pay for itself in a very short time, considering the rising cost of gas/electricity.</td>
<td>855</td>
</tr>
<tr>
<td>13. There are some faculty who simply need to retire. These funds could then be used to better compensate staff who do most of the work.</td>
<td>855</td>
</tr>
<tr>
<td>14. I think that we are going the right direction in pursuing energy savings through the energy audit. Stop giving huge bonuses to coaches and other faculty. The regular employees have not seen a raise, only increases in parking fees and insurance and cuts. Not quite fair for the employees who are helping to keep the University running. We work just as hard.</td>
<td>855</td>
</tr>
</tbody>
</table>

05/27/2010 UofL - Staff Senate
17 Continue to implement more eco-friendly, cost-effective utilities (lighting, heat/air, etc.).
18 I know it sounds bad but would outside nighttime janitorial services be less costley? Then a skeleton crew of less people in the daytime would do on each campus.
19 Don't mail the University magazine. Postage must be exhorbitant. Require a subscription or distribute via campus mail.
20 I think there are areas that are over-staffed while other areas are under-staffed. Positions are created for some because of who they know which is a huge drain on the salary pool.
21 Faculty should have to adequately account for their time off. It has been my experience that faculty do not report vacation and sick time accurately.
22 I don't know if it would help or save...but maybe the University can look at operating on a different weekly schedule.
23 They should also be able to cash in on their unused sick time after a determined amount of time is reached, for example after 500 hours of accumulated sick the employee can sale back any time earned at a rate of 50%. The benefits are you would be giving employees incentive to come to work everyday. It would save the university money because they wouldn't be paying out as much in the way of vacation and sick time salaries. There would be better production because you would have your experienced personnel around more often.
24 The university should stop misusing the university funds such as giving $1 million dollars to the former EVPR to end his contract and many more to others.
25 Not sure, not in tune with fiscal responsibility of the university.
26 I certainly believe the amounts paid to consultants/administrators should be evaluated. I see no reason that such large sums should be paid to some groups of employees, while the rest of us have difficult time seeking in-grade adjustments or annual raises.
27 Efficiency! I have been here only a few years, and it has already become VERY clear that the pace of the University has dramatically outstripped the abilities of MANY staff members, particularly long-time staff. The mission of UofL has changed, but the attitude of the staff often has not. There needs to be a REAL review of how well the staff are "on-mission". This kind of issue can be dealt with by supervisors (some staff are willing/able, but are simply unaware of the backlog introduced by their way of doing things), or by layoffs or changing jobs.
28 Most of the educational departments have been pared down in adminstrative support with previous budget cuts.
29 I hate suggesting it, but some of the community outreach (or the publication of the outreach) could be curbed. I know reputation matters, but I don't think the Signature Partnership Program needs all the glossy flyers/newsletters that are sent to all faculty/staff. Allow for more volunteer time by having offices fully staffed. (It is allowed, but not realistic in the busy offices)
30 I can't think of anything.
31 Need greater energy efficiency in HVAC for university buildings; find Physical Plant to be unhelpful in terms of regulating energy use and temperature.
32 no comment
33 I am grateful to have my job. I would be willing to forgo a raise as long as parking and health insurance did not rise.
34 Well, faculty and staff actually showing up at a normal working hour - everyone seems to take advantage of no timeclock and UofL is losing countless dollars because no one can seem to get to work - and working from home - let's get real, you maybe working from home, but are you really doing as much work as you would do if you were actually at your desk at work! People and schools seems to take advantage of this situation!
35 I think lack of communication from certain departments to UL employees is frustrating. Some departments make decisions that effect my job but I never hear anything until that department calls me after the fact. (New travel forms, certain items no longer carried in stock room, etc.) Things can be posted on UofL Today that concern these things. This is just an small example.
I suggest we invest in green initiatives. Also, why are people who are working/operating at a sub par level being bounced around from dept. to dept. often getting raises with this new positions? What happened to "your fired"?

Work is not distributed fairly in our office and there are employees who sit and talk all day long while making $50k while those of us who make $30k work much harder. Our P&A employees don't even work 37.5 hours per week. If they were required to do more work and put it full-time hours, we could get by with less positions and not waste as much on salaries.

4 day work weeks would save energy cost that could be used to offset budget problems. If money couldn't be saved, at least faculty and staff would get any "extra" weekend day without it cost the university.

The University should stop trying to be all things to all people. Priorities should be identified and perhaps some programs eliminated.

There are many departments with clinical staff performing the same duties as regulatory coordinators. If research administrative functions were centralized, then duplication of effort could be eliminated, thereby reducing costs. There are also many departments utilizing resources for tracking research activity, which is ineffective, inefficient and non-compliant.

More efficient heating and cooling. We run space heaters all winter, which has to cost the university additional money. I feel like the University puts money into fancy fountains and landscaping and does not invest in their employees.

Turn off athletic field lights in non use time. For a limited time go to a rotating 4 day week with resulting decrease in pay or let staff use sick or vacation time.

Stop the stupid giant shuttle that runs around the HSC campus. This campus is small enough to walk! Turn lights off in classrooms. Have a mandatory training session on how to save energy!!!! Get the word out about energy use and waste! If there is a large refrigerator available for an office or suite, prohibit individual refrigerators.

What happened to the hiring process? For VP's and administrators it seems not to exist.

I don't know enough about the running of the university to comment

Stop hanging those stupid banners everywhere!! They are an eyesore, and I'm the cost of each would probably cover many employees pay raises. You could also quit paying "consultants" to NOT work for UofL.

I think the University should do more to encourage departments to promote within. This could eliminate the cost of ads and time wasting search committees.

I don't know

The flags and building sized posters seem to be a waste of money in tight times. Stop paying off bad coaches.

None that I can think of.

A. I think that we should issue out of state tuition waivers for those students that are funded through fellowships or as GTAs across the board. (My college in Florida did this.) This would result in departments having more funds available. We would never do this, but the potential is there for departments with tight budgets to favor in-state residents because they cost us less. This is counterproductive to our mission of bringing new highly educated residents to the state of KY and building our economy.

B. We should consider moving to a 4-day week. Employees should have the choice to go to a 30 hour week (and retain full-time status), or to work 4 8.5 hour (or 9 hour) days with an optional hour break each day. (34-36 hour work week at full-time status). Hourly salary rates should be increased marginally to make the gap in total pay less drastic.

Operational costs would be saved in heating and cooling, electricity, etc. on Fridays. This is especially effective in summer when the campus is virtually "dead".
So much money is spent on breakfasts and lunches for candidates, search committee's, and other committees that meet during the day. Cutting down on spending of money for these breakfasts and lunches would save a LOT of money. That is such a waste!

I think we should investigate all the various vice & assoc. president positions, executive directors positions, etc. which could be eliminated. One question I've heard lately is "why is the dean of the med school compensated b/c he can't have a medical practice. Seems to me he should choose to be a dean or a practicing doctor."

Way too much money wasted on "working dinners." working travel. working receptions. The cost going out, is much more than the revenue these "networking events" generate.

Look into using alternative energy (wind & solar ) as a supplement to the coal-fired plant on campus.

Let go of employees who do not pull their share of work in the office.

Get rid of a lot of the "chiefs" around here. In the admissions office, there are 40 employees—of these 40, there are 6 Directors—all making in excess of $45,000!!! They find money around here for who they want to find money for, and we all know it! Enrollment Management is the biggest ineffective spender of any dept I have seen! Moving to a four day work week could result in savings related to utilities (which would reduce our carbon footprint), and would result in increased staff morale which would most likely translate to better work efficiencies. A complete institutional shutdown during spring break would also save money and improve morale.

Stop paying so much to administrators that don't do anything, i.e. Denny Crum doesn't need $300,000 a year for doing nothing.

Too much waste at the top tier of the university.

From paper waste to unnecessary employees to too much wining and dining & "business" trips.

Eliminate departments that do not create a self supporting number of graduates. If enough of our students do not consider a degree program worth majoring in then we should eliminate that department and use the savings to strengthen the ones that our students are choosing.

Combine similar departments.

PLEASE LOWER THE THE PARKING FEES. EVERY TIME WE GET A RAISE, IT IS OFFSET BY PARKING FEES GOING UP. I FEEL WE SHOULD NOT HAVE TO PAY TO GO TO WORK

Outside audits of each departments. I beleive Robert Felner is not the only individual who mismanages state funds. Energy management needs a more down-to-earth focus. I'm being told to turn off my printer at night; our office has had space heaters on for the last month because the air conditioning is on in the building. We were told in the press that the recycling was going to be a one-container experience, but the housekeeping staff haven't been told anything about it. Who pays the gas for those carts that nearly run us down all over campus?

Stop giving raises and/or bonuses to those persons making more that $150,000/year.

I believe some entities could operate more efficiently. There seems to be redundancy in some job. We are using too much paper--need to be more efficient from a technological aspect in going paperless. We need more training on software that would help us do our jobs more efficiently with everyone buying into it.

Save labor and fuel by cultivating prairie or xeri or other non-lawn alternative scapes in large lawn areas; increase rental of spaces; Replace the Houchens building. It is a money pit.; Dump Sodexo; Trim upper level administrators. Do we really need so many VP's?

A moratorium on new fountain installations might be a good start. Also, massive severance payouts to incompetent administrators aren't really helping, either. Physical Plant charges alot to other departments for work that is needed. They are slow, and overbudget personel for jobs and the amount of time it requires. Where else does their budget come from?

I think there should be a greater energy conservation initiative.
STOP THE HUGE BUY-OUTS!!!
Don't rationalize that it was from "another pocket". They are still funds that could have been used to support the University in a better way than to pay people for NOT working. And it TOTALLY sends the WRONG message to hardworking employees who have been given essentially NO raise for 3 years! Get fired - get a windfall; work hard - get no raise???

I think we're very good stewards of funds currently.
don't know
Travel, renovations, new furniture

Allowing the University to shut down the Wednesday, Thursday, and Friday of Spring Break as the University is pretty much dead during this period. A specified number of days off after the spring semester ends (2-3 days) where the University could also save on electricity & water, maybe even as an option with no pay for employees who want to take it.

Seek opportunities to identify any current full-time positions that can be changed to part-time positions with appropriately reduced part-time benefits. HIGHLY encourage units to hire from within, thereby providing more opportunities for current employees to achieve job satisfaction, expanded university experience, and higher wages. REDUCE creation of executive level positions, but when necessary - make efforts to hire from within (VP, Director).

In our department there are too many UBM's and "supervisors" in different areas. Some of these could be combined.

I believe either making shorter weeks in the summer or less hours as the work load is so much lighter, especially if it saves our jobs. Better a little less money than no money at all.
no suggestions
I think the University is extremely top heavy and I know my department has a ridiculous amount of waste in terms of our processes (ie redundancy, etc). I would like to see an outside concern come into the departments, study the processes and help determine waste.

wasting money, like the new bubble fountain in front of Grawemeyer Hall. stop planting annuals and use plants that come back every year. Stop wasting so much paper!!
Stop unfair hiring practices, get rid of incompetent and unethical high paying people (CEHD), and if your going to run this place like a business, then do it and stop this self destructive pseudo-approach.

There are probably some areas of work that could be contracted out that would save UofL some monies. Since monies for employees, building maintenance, etc. are coming from different funds, it is hard to know what would create a cost-savings that would be helpful to employee salaries.

Just ensure every employee that are on the payroll are here and do their work. Too many people need jobs.

Happy employees make for a better place of business and increases in revenue. Of course not everyone can be made a happy employee.

Look for redundancy in day to day job functions and eliminate the duplicates. Stop hiring consulting firms when you can get MBA or other masters programs to do some of these projects as assignments for students.

Need to make better use of the facilities we own and stop renting space unnecessarily.

If the budget is that bad then stop spending funds on travel, retreats, food at meetings, etc. I think there is a lot of spending for things that are not necessary. I really do hate hearing about the coaches increases in salary. Although they may deserve raises--so do we. The wealth should be shared. Maybe the coaches could offer not to take their increases and funnel that money back into the rest of our pockets before the holes (in our pockets) get too big to hold anything. If the President (Dr. Ramsey) can do it so can they!!!
91 Do like UK and get the Apex software to help with advising. Students can take care of more of their academic planning. You won't need as many advisors.

92 Some bldgs are kept entirely too cold. Drop the thermostat a few degrees.

93 Don't quit trying to have everything for everybody (students); too much spent on student luxuries; too much spent trying to be the University that "has it all." Get back to education, the main reason for going to college. Too much spent on sports and image.

94 Wasn't there at one time an idea for occasional four day work weeks to help with efficiency and sustainability?

95 Although I believe that the university is doing well, I wish we had the ability to access the necessity of all job listings here. It appears some folks are not busy at all, where others are constantly slammed. Perhaps an assessment of needs might be the answer.

96 Quit trying to have everything for everybody (students); too much spent on student luxuries; too much spent trying to be the University that "has it all." Get back to education, the main reason for going to college. Too much spent on sports and image.

97 Cut down on some of the wasteful spending on mundane things and spend more time taking care of what really matters and that is paying the staff more attention because we are the ones that keep this University running.

98 Since lack of funds is an issue, employees could have other compensation. The University could close Fall break (2 days) and/or Spring break (5 days), and/or an additional week at Christmas (5 additional days) and save money by saving on electricity and heating/air conditioning costs. Time is money!

99 There are some measures that could be taken related to facilities, such as energy saving strategies (ensuring that all lights are off on weekends and air conditioning turned down where possible). Little things like having a new bag put in my trashcan every morning seems to be a waste resources, money and time. Though these are small areas, little efforts could add up to make a real difference (and I feel that the message sent by making such concepts a priority is also important).

100 As a former employee in IT I can tell you that department pisses away more money that any organization I have ever seen. If you want to save a ton of money have the state negotiate statewide contracts for all universities for services from Microsoft and Oracle.

101 PeopleSoft is an absolute disaster. Money, time and energy are wasted working with this program. Better training should be provided. Current training classes are for the most part useless. The hiring process for part-time people is insane. Tremendous amount of paperwork as well as duplicate paperwork for PTLs who are terminated in the summer and then re-hired in the fall/spring.

102 Cut down on extracurricular activities, such as giving Athletics millions of dollars. I think that in many offices there are too many directors or chiefs and not enough indians, (as the saying goes). In our office alone there are an average of 1 director to every 5 employees. This seems very excessive to me.

103 Attention needs to be paid to the things that could actually cause the University problems. Allocating funds and staffing to work on initiatives that could eventually cost the university in reputation and legal issues.
Yes... the HSC shuttle(s) is ridiculous! Why can't folks walk 3-blocks. The HSC shuttle(s) sometimes sit with engines running, air conditioning running for LLOOOONNNNGGGG periods of time in front of the medical school on Preston. Why?? If isn't not be utilized efficiently... get rid of it. I doubt the benefits out weighs the costs.

Can some departments be combined under the direction of (1) Chairman? Instead of several departments within a particular school and multiple Chairs all receiving sizeable salaries? Compensation should be merit based and not across the board...where is the motivation!

Look at all university positions, at all levels and make a determination of which position are necessary, and those that can be eliminated through retirement, or layoffs. That's a tough call to make, but one that is necessary if the university of going to restructure, realign its focus, and grow.

There are too many administrators who get larger salaries than most for doing what can be distributed among faculty. In other words there are too many chiefs and not enough indians.

111 Having so many luncheons.

112 I would need to look at the particular situation that is being in question. I am not in favor of paying people who are not carrying the fair share at the university. 

113 evaluate positions and buildings for cost effectiveness. (i.e. would it be more cost efficient to insulate buildings and update than to tear down and build new; would it be more cost efficient to keep physical plant employees or to bid services out.

114 Quit serving elaborate lunches for all of the board and executive meetings where these people can all afford to pay for lunch. Limit travel for conferences to be spent by administrative people and friends such as to the Gallapagos unless paid for individually or directly related to their work in research or job performance. Limit number of trips per year for these people. Expensive travel should not be considered a perk of the job in these tough economic times when others are struggling to just pay the monthly bills.

115 In tough economic times, I believe there should be a moratorium on travel to conferences (or reduce the number of attendees to one per office) for those not representing the university by presenting at the conference. Conferences typically post copies of the presentations online shortly afterwards. Should employees really want the information, they can go online and print the presentations.

116 Bulk mailings could be stopped have student communication through facebook,twitter or e-mail. Have more Faculty post test, quizzes and assignments online. Consider contracting out Custodial services. A lot of wasted hours for some that are finished with their work after 3 hours, but paid for 8 hrs. work.

117 Luncheon's that are paid for by departments that are unnecessary. Coffee supplied to Departments out of Departmental funds for personal use.

118 Paper. I see a shameless waste of paper CONSTANTLY. And it is from Faculty and Staff printing -- wasted paper and ink... Sorry, it is a frustration of mine.

119 Too much money is spent on food to feed employees attending meetings. Employees should bring their own lunch or eat before or after the meeting.

120 I think that we should look into closing the university at noon on Fridays as other local institutions have instituted. This will save money on energy costs for heating/cooling expenses will be minimized.

121 Some areas on campus seem to have a staff with alot of excess time on their hands, perhaps some sort of productivity should be expected. Slow down or stop creating highly paid administrative positions. Recognize and reward those who consistently deliver good work. Consider alternative forms of compensation like allowing good employees to do some work from home a day a week or every two weeks or so. This would cut down on employee cost of living and make the lack of salary increases a little less noticeable in family budgets.

122 More campus clean up participation, challenges to schools/depts...think more people would participate! Thanks
Cut down on wasteful spending in an effort to appropriate funds in a more meaningful way such as infrastructure improvements.

Instead of building new buildings, look at the current buildings to see what can be done to improve its conditions.

Eliminate unnecessary overhead incurred by buildings, such as those that leave their lights on during off hours.

Be harsher on employees that do not perform their duties. Too many times have I personally witnessed employees not performing their duties. Instead, they are doing the minimum or are not even working. Someone else can perform better in that position.

Pay employees market value rates as opposed to low-balling them. Too many times this happens only for that employee to leave once they find out their true market value. Then time is wasted in finding and training a new replacement.

There is a lot of waste on meeting breakfasts, lunches, etc.

As a member of a division who is suffering, I would very much like to see those with "expertise" in budget management in UofL come to our division and assist in making decisions.

I don't believe individual unit faculty have budget finance training that especially in our area (medicine) is badly needed.

I received a t-shirt due to the Houchens flood. It was nice, but things like this are UNNECESSARY. I would rather have had the cost of the shirt.

However in rein in the ridiculous amounts paid to Coach Pitino, for starters. Could we also freeze salaries for anyone making above $250,000? Who can't live on $250,000? We also should not have such a huge salary discrepancy between the lowest paid worker and the highest paid worker.

I believe that there is so much waste on ordering of lunches, dinner parties, "wining and dining" of candidates, etc.

I think it would be nice if monies were put aside for staff that work a certain amount of years at the University and presented to them at that time. It would mean a lot.

Hire from within like you use to do. People coming from the outside require more money to bring in. Consider revising the free tuition option making it available for employees with 5+ years of service.

Quit pulling up all the plants and replacing them. How much have we spent on all the new rose bushes that have been put in all over campus, and was that a necessary expense?

This might be time to consider a 4-day week for students and employees with longer hours each day. Would reduce utility costs by up to 20% and no doubt many other expenses.

Yes. Ordering food for MD's, fellows etc. Expensive office furniture etc.

Conserving energy cost as a whole - making it everyones responsibility to contribute to effort.

I think the Eastern Pkwy bridge project could have been timed better. Why start it when fall semester starts and not the beginning of summer, when you generally have better weather conditions which affects the conditions of construction? They don't work on the project every day, but they sure rope off blue spots everyday. This project should not take this long to complete.

Cost of Back to School Retreats.

I don't know enough about the University's total budget to give a qualified answer. I do know that capital expenditures for buildings, etc.; as well as equipment expenditures coming out of the budget; are often funded; however, it's been years since meaningful salary increases have been seen.

1. Quit watering plants when it is raining!

2. Since employees haven't received a raise in sometime, I think we should recieve spring brink off just like Christmas break. This would boost moral and save Univ money in operating expenses.

3. Make it mandatory for employees to have a 4-day work week.
The university should require all research studies to go through Office of Research Services & Support for Budget negotiation and Regulatory/IRB submission. This would result in a reduction of duplicated effort thus resulting in a cost savings for the university. This would also result in less inadvertent mistakes by researchers and research staff conducting research at the University.

Consider four day work week; consider extra week of vacation in December as some Universities have done--setting thermostat and saving electrical/other costs.

We should be able to buy our supplies where we can get them at the lowest cost. There are too many restrictions on how, why and where we buy supplies.

Why not close the university earlier in December when the students leave for the holiday, this would save on energy cost.

Be the first major University in the country to do away with tenure. Tenure will be dead nation wide in 10 years, and the first schools to make the move will garner the greatest benefit. If you could more easily get rid of the under performing faculty, you could use those millions of dollars to attract truly world class faculty to the institution. Like wise, outsourcing of many of the University's duties to efficient organizations in the private sector would make us more productive, and free up more money for distribution to quality staff in the areas we need to keep in house. The University's purchasing department is a joke. They do not look for consolidations of spending to help lower costs, and they are not good negotiators. Administration needs to fund more things centrally, and distribute fewer funds to the units in order to help with security, and to increase economies of scale.

Stop spending on things like catered events, taking candidates out to meals and paying for everyone's tab, pay for the candidates tab but not employees that go. Continue to Go Green! Mow the grass with mowers that don't need gas or electricity. Stop paying Rick Pitino an outrageous sum, you can get someone just as good if not better for less money and who will shed a better light on the University. Increase fund-raising efforts for academics. Encourage people to not print out anything they don't absolutely have to have printed out.

Employees making over $100,000 should not get raises.

I think we have studied this to death.

set baseline criteria for competencies at all levels - if baselines are not met, then action needs to be taken - if supervisors can't do that - then accountability moves up the ladder.

Tenure, etc. should play no part. And the idea that faculty don't have to be here, or provide some sort of tangible evidence that they are meeting baseline competencies is absurd.

Allow people to work from home (if possible) even if it is a few days a week (saves parking, office space, electrical, water, etc. - ups morale!). We are running out of office space and people are working on top of one another - instead of building more office space, people can work from home. Stop allowing the campus community to use so many flyers. It is a waste of money and paper. support biking on and around campus - less need to spend money for a new parking garage, heathier campus community (lower insurance premiums)

None at this time

nothing, I can think of at this moment.

Make department evaluations a task of Directors and they must be clearly reviewed by upper management. If every department was forced to take a clean look at what they are doing could they identify efficiencies? It could be as simple as finding out that a clerk is spending 2 hours a day logging the mail... is it really necessary? You just saved 10 hours a week. When you find out that it takes 30 minutes to create a document not the 2 hours you thought... what would you do as a Director? Do managers understand what it takes for subordinates to do their jobs? No one can have a clear understanding but is there effort? Do you really need a manager level for certain jobs or can a clerk do it? OR if you have two program assistants doing what should be a UBM's role would it be better to eliminate the two roles and hire the higher role? Continue to improve systems and make the daily tasks easier. Can IT provide more efficiencies to offices? Can purchasing? Can accounting? We have a very lean controller's office... what do they do right? We have a very lean paryoll departemtn... what do they do right?

I constantly find lights on all teh time and other things. There is a lot of waste at this University. For some employees, a 10 hour 4 day work week would probably give some savings depending on the position.
I've never had the pleasure of being able to review the workings of the entire university, but I'm tired of hearing lavish expenses and raises going to the most corrupt with their cronies while the low man struggles. As some pay is blown out of the water for others and those that get to make the decisions, they never need to worry about the day to day living expenses or premiums costing more. They don't feel the struggle so they can't or won't effectively manage or prevent it from happening to other. The only thing I do see is terrible energy wasting in the form of lights being left on, thermostats too high or low, and machines running needlessly. I think we could save a lot of money on utilities if everyone would think more green, even if it means imposing penalties on the worst offenders. 

156 N/A
157 None
158 ?
159 NO MORE FREE FOOD at meetings! Ridiculous waste of money. Why do you pander to faculty? I feel they can feed themselves on their salaries just fine. It seems there are more folks at the high end salary level (namely Administrators, i.e. Assistant and Associate Deans, Directors, etc. than necessary. Combine responsibilities. Re-organize and phase some of these positions out. I'm not suggesting firing or demoting as much as not replacing...

Perhaps we should cut further construction projects. As employees of the University, it is all fine and good that the appearance of the University is pleasing to outsiders, however, we as employees would appreciate at the very least a cost of living increase. How about taking a loan from funding designated for another purpose and put it toward salary increases. The loan could then be paid back over several years and no interest would be incurred because it would all be the Universities monies.

160 Stop paying positions that don't exist any longer. Seems there are more Directors and VP's than necessary. Big mailings can be further reduced by using email. Money allocated for building expenses can be reallocated to provide employees a reasonable wage, Library hours could be reduced when classes are not in session to save money on water, electricity, etc. stop paying coaches money when your staff hasent had a raise in 2 years. The Athletic department is the university of louisville why are we treating it like its 2 different universities. some of that maney needs to be put into education, I know that tom has done this in the past but the economy was not as bad as it has been. All departments of this university needs to be on the same page. Again - institute a Dave Ramsey approach - quit buying on credit, pay of debt and go to a positive cash flow system instead of a "let's catch up" and see what we can eliminate after the fact.

161 Each department should look for ways to cut expenses - I am sure if everyone looked at their expenses annually there can be found expenses that could and can be eliminated. A lot of money is spent within the university unnecessary - lunches, trip expenses, office supplies, etc and even though I am not suggesting or would be respon

More online forms should be used. This would reduce paper. Paper based timesheets are outdated and a waste of resources Performance reviews can be completed online also. Expense reports can also be completed electronically. Having to complete multiple forms for one business related trip is a waste of time and money.

163 No, I think everyone is doing what they can to reduce costs.
164 The university should take advantage of electronic technology,
Searches for administrator positions. It would be interesting to see the budget for dean and vp searches, especially when so many times a local or internal candidate is selected. In addition, more could be done to coordinate/collaborate with the Development Office to create funding sources for the university that would result in salary increases or expenditure decreases. In addition, utilize the talents of the scholars the university employees to develop ways of generating funds that would result in cost savings - we have award-winning faculty, researchers and programs right under our noses that we should utilize to develop more efficient systems that would result in cost savings.

The janitorial staff in my building (Life Sciences) does virtually no work, including the work they are mandated to do (e.g. my office has not been vacuumed in several years, the bathroom smells, etc.) Some of them are too crippled to do their assigned jobs. I also note that some departments continue to use expensive paper for one-sided handouts (provost's office.) No one needs to be handed a meeting agenda at the start of every single meeting on card stock. We can readily reduce the number of times the grass is mowed and move toward using unpowered equipment (pleasanter, greener). Stop landscaping some areas and let them be taken over by native plants (what some might call weeds--relabel this as a native meadow.) My department has work-study students who do absolutely nothing except talk on the phone and do their homework; this is all they are expected to do and all they are assigned, but presumably they are hired to work and could do something...?? And my number one suggestion: STOP OVER-HEATING and OVER-COOLING the buildings!!! Way too hot in winter and way too cold in summer. People can adjust their attire to maintain comfort. We have some staff (seated all day) who use electric heaters in the summer to counteract the cold--terrible waste.

I think many times people are not qualified to interview others. We have people interviewing and bringing on others that are not qualified for the job that they are taking on. Time and money is wasted. We have a handful of people working twice as hard as they should to cover projects and work because others do not know how to do things or are not willing to handle tasks. Employees are not trained properly for their jobs.

Someone should be looking at all of the Programs at the University, including the ones held for students to see if they are cost effective. Funding small groups of students, staff and administrators on international trips may not be the best way to use university funds.

I am not about the faculty and staff ages (and whether that would have an impact on budget), but might there be some way to encourage those that are eligible to retire?

As I recall the university went through the process of asking this question last year. What happened to the responses? I would like to see a list of those suggestions by percentage.

Yes, stop over heating/over cooling buildings. Eliminate or cut back to 80% FTE jobs that don't have enough work to justify full time.

I had to come into work in Ekstrom Library on Sunday, May 2. Every single light in the building was on and yet the entire place was closed because classes were over. I know it is on a timer, but I would think someone could monitor that. There may not be a solution for this, but the buildings are almost always so cold in the summer and winter months that people are always running heaters. If there could be a better way to regulate the temperature, that would save a lot of money and energy.

I don't feel qualified to make a university wide suggestion. In my department, we are trying in every way we can to cut costs. If possible, the University should put a freeze on the cost of health care premiums and parking fees until salary increases have been resumed. The possibility of receiving no increase, but having to pay higher fees in these areas is very discouraging.

Some of the physical plant employee's seem to have quite a bit of down time.

We should eliminate employee performance evaluations.

Stop giving out large sums of money to a few people who didn't earn it. Turn off more lights afterhours.

Don't grow bigger if you can't afford it.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION EIGHT COMMENTS

- Providing food for every committee meeting and many other events - purchase of new office furnishings everytime there is a mood, and just pitching existing furniture - the waste drives me crazy! You can't keep things you like even if you want to!
- We should eliminate employee performance evaluations.
  - Those UofL magazines that are sent to all UofL employees to their homes, (in color), usually featuring research going on, etc. could be stopped. They must be extremely expensive to print and mail. I don't look at it much due to lack of time and one always come to the department. Why not just send one to each department and let the department share a copy.
- Eliminate such mass mailing on this expensive magazine.
- Lights off, heat turned down at night or when buildings not in use.
- Staffing when there are 2 or more individuals performing the same/similar tasks. Combining into one position.
- Too many UofL employees have the wrong attitude towards their job. They try to do as little as possible.
- More recycling efforts needed on all campus's.
- Do not understand the budget in regards to construction, building improvements and renovations or remodeling which I see still going on - could any of this money be diverted to salaries? Flowers and shrubs being over planted seems superflous in our struggling times (around Eastern Parkway and Grawmeyer - tulips put in and then removed and others planted - is this really necessary?) I like the flowers but would think there are plants we could put in that would not have to be so seasonal and way too many shrubs planted on Eastern Parkway - they are going to have to be removed once they grow a little.
- Why do we need new stadium.
- More functions should be handled centrally for efficiency and scaling. We have a very decentralized approach to many functions that is not very efficient.
- We have contracts with vendors which prevent our taking advantage of better prices with non-preferred vendors.
- I really have no idea.

Eliminate programs, events and learning opportunities that are expensive and benefit less than 50 students. I.e. International Service Learning, and reinstate these programs once we get back on our feet. Have all the excess funds that athletics receives be shared with the University as a whole for making money of the University's Athletes. I understand that research is needed and we get money for this by grants. U of L keeps building more buildings and charging more for parking and insurance and not giving us raises.

- I think a lot of money could be saved on office supplies. There seems to be a lot of waste. Also I think utilities could be cut drastically by implementing certain guidelines and turning lights off.
- A lot of paper is wasted because the current location of doctors are not updated by Jewish Hospital.
- Possibly a furlough week during the Winter break (not to cut into the week between X-Mas and New Year that we're paid off but additional time off that is unpaid either before or after that time).
- Sometimes the food offerings for things seems a bit extravagant. Many times there are left-overs that get eaten but sometimes they are thrown away.
- I think one of the things we spend too much on is office supplies - so many things could be purchased cheaper if we didn't have to use the office supply vendor.
207 No ideas about ways to save costs.
208 With so much new technology being introduced I think an evaluation on departments should be done to determine if there is over-staffing.
Stop landscaping with perishable flowers.
209 Stop catering Administrative meetings; bottled water and fresh fruit should be enough refreshment.
1) Because ILL works so effectively, we could purchase fewer journals.
2) paperwork should be reduced and streamlined. For example, the new monthly reconciliation form is ridiculous. How many people did we have to hire just to file this paperwork and adding paperwork will not change the behavior of PIs. I assume this is in place because some PI overspent his/her grant budget. An alternative approach is to freeze accounts before they are emptied and to send an automated warning once the direct costs are below 50,000.
210 I'm sure there are but have not idea what they would be.
211 Why does Parking need to increase every year? The structures are already in place.
212 Semi retired faculty should be evaluated. I know of several faculty members still drawing large salaries, but are not actively working.
213 1. Hanging Parking Permit Tags - renewed every five years to reduce cost of materials and saves time for employees.
214 2. Use all recycled paper products instead of plastic at social functions which would result in cost reductions.
215 Stop spending so much of budgets on food for meetings. Meetings should be job related and we shouldn't have to be fed to do our jobs.
216 I think that paid speakers should be scaled down or eliminated. We should have adequate speakers within our university so that we are not responsible for travel and hotel costs.
217 Some staff and administration positions should be re-evaluated.
E-mail should be utilized on all announcements about insurance, parking permits, etc. This saves $ for paper and postage and it is Green. U of L today could be used to make announcements telling employees to see a web site for details in a particular area.
218 No idea

Over the course of a year, our department receives a number of bulk mail from other areas on campus. There are a many who no longer work here. I'm suggesting somehow a "clean-up" process of mailing lists. 1st shift physical plant employees should not be starting a work order at 3 when they are supposed to clock out at 3:30, but then stay for overtime. This happens frequently. Instead of hiring outside contractors, why not hire competent employees that could perform the work at less pay than contractors?
Sending fund raising material to our homes. The come on expensive stationary and that with the cost of postage, is an unnecessary expenses. Plus asking the staff for a donation when they cut our increases is a bit of an insult, particularly considering the cost of the mailings. Annual and quarterly mailing should also be sent interdepartmentally, rather than to our homes.
221 We should have only 1 commencement ceremony a year.
222 I know the university has encouraged departments to utilize flexible work weeks (ie, Mon-Thur, or work at home Fridays), but this really needs to be pushed by the administration and deans. For example, I'm in the COB and we don't have classes on Friday, so why do the staff need to be here? We rarely see a student on Friday, so it seems as we are wasting precious energy (a whole buildings worth of AC, computers, etc.) for staff to do work that they could do from home. Plus it would help the environment b/c we wouldn't be utilizing our vehicles!
223 P.S.- I really don't expect any action to be taken on this.
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION EIGHT COMMENTS

224  no problem investing in equipment. I've been here almost 11 yrs. and I have watched UofL waste more money than the feds on crap and scrimp on salary increases every year.  Fountains, lights, brick roads, etc... I have struggled since I've been here to earn a livable wage.  Performance reviews are ok, but when the university plays catch up with those that did not get a satisfactory or better through several years, this is just not right.  Why would you keep a person on that did not get a decent performance review.

226  Monitor the effectiveness/activity (or inactivity) of some very long term university employees (UBM) who are literally milking the system at a high salary rate.

227  I think all colleges, if plausible, should be allowed to do a flex schedule.  Use some of the largesse in athletics for faculty and staff salaries.  Coaches salaries are obscenely high.  (I am a sports fan!)

228  More efficient use of energy in lighting, heating, etc.  Employees shouldn't have to pay for parking!  If the university paid for all employees parking passes, that would pretty much be a raise to us, the employees, and a cost cut to the university because it would cost them less then giving everyone $700.  Coming from a corporate environment and dealing with travel often, the university's policy of per diem rate seems to be a waste of money.  People should be required to provide receipts of meals and pay for actual expenses with the university having guidelines on capping the amount of money spent on meals.

230  no, but I think we deserve a one time raise for 700.00 all at one time for 2010

231  Identify wasteful spending  Stop wasting money on things not necessary when doing needed renovations, such as the waterfall fountain in the hall of Miller IT bldg., or the very expensive video wall in iTech Zone computer center.  When you remodel you should only invest in equipment or furniture that is necessary for day-to-day activities and not on bells, whistles, and frills that are there only for looks.

232  In the Physical Plant there are things being replaced that don't need to be and things being bought that we don't need at the same time there are thing that need to be replace and tools bought that would save the university tons of $$$$$!

233  Stop spending thousands of dollars on new furniture and other features for new buildings, such as the CTR building.  I learned that one bench alone cost $3500.

234  Stop spending thousands of dollars on new furniture and other features for new buildings, such as the CTR building.  I learned that one bench alone cost $3500.  The college of business has no classes on Fridays.  If the staff worked longer work days on Monday-Thursday, the COB could be closed on Friday resulting in savings on electrical and air conditioning/heating bills.

235  Offer flex scheduling during the summer.  This could help save money.  Change from campus police to security officers, and let Louisville Metro Police handle any crimes.  Also, just because an employee has been with the University for years and years, that does not give them the right to perform subpar and not get an evaluation that reflects this.  Protecting jobs for those who actually work and make a difference.  This will move out those who do not are not as productive.

236  I think people should be given raises (above and beyond cost-of-living) for doing exceptional work. People who just do their job should not get paid above and beyond for average work.

237  There could be cost savings if lights, computers, etc were shut off on nights and weekends.
and commitment to lifelong learning) would elevate and improve UofL's situation. See more on The W. Edwards Deming Institute at http://deming.org/

Upcoming seminar:
Out of the Crisis
June 7-9, 2010
Los Angeles, California

Is your company or organization in search of a proven method to ensure continued growth, innovation and improved market position?

Do you want to protect your investment, increase profitability and build customer loyalty?

Do you ask yourself, "What do we do Now? What is the Next Step?"

This signature seminar, brought to you by The W. Edwards Deming Institute®, will provide these answers and the knowledge to survive, thrive and begin down the path to elevate productivity, think strategically and create a sustained competitive advantage in this new economic age.

Dr. Deming's teachings resulted in the Japanese economic miracle that led to the 1980 NBC documentary "If Japan Can, Why Can't We?". In the following decade, 20,000 people per year came to hear Dr. Deming, and he led a sweeping quality revolution that boosted productivity and competitive position worldwide.

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- In previous year there were retirement packages for faculty members, is that a possibility for staff?

- There are expenses (physical plant, IT, custodial services etc) that are required to maintain operations, but units don't have an option to out source or control on what their getting for their dollar.

Reconsider the health insurance...if spouse is employed outside the university and have option of health care insurance with their company then they either pay higher cost to remain on UL insurance or sign up for their employer insurance. A lot of companies are also doing this to help with insurance cost to the company and employee. My spouse company has done this and it is a cost saving to them which helps keeps the cost down.

Project or program that is not related to education should be eliminated or cut.

I think as a university we do not utilize the talent that is at our fingertips...if you feel the need to open a position look from within and see if any of your current employees has the skills and knowledge that can be of benefit in the new position...I think, that most supervisor do not utilize their workforce to their full potential.

I DON'T THINK PEOPLE WORKING FOR THE UNIVERSITY SHOULD GET LARGE BONUSES WHEN THERE IS NOT GOING TO BE RAISES FOR STAFF. SUCH AS THE PRESIDENT AND ATHLETIC DEPARTMENT HEADS GETTING HUNDREDS OF THOUSANDS OF DOLLARS AND WE GET $700.00 THAT IS TAXED DOWN TO $400.00. IT MAKES PEOPLE WHO ARE NOT GETTING ENOUGH TO PAY FOR INCREASES IN INSURANCE AND PARKING

Make sure we are all on the same page to "Go Green". Need to do a better job of conserving energy and making sure all lights and electricity are turned off when not in use.

Offering buyouts to overpaid adminstrinators who leave the University

I wish I had a suggestion for you.

Lock the doors and cut the utilities nightly at building that aren't high traffic, focus on high traffic buildings open after hours only.

The University should stop paying so many people off once they have fired them for not doing their jobs. We pay people 100 and thousands of dollars and the employees found out about in the Courier Journal.

ELIMINATE EXCESSIVE ADMINISTRATIVE OVERSIGHT, HOW MANY ASSISTANT AND ASSOCIATE DEANS DO WE NEED?

05/27/2010 83 UofL - Staff Senate
There are many people in this University that have jobs that are "plush" - they turn 20 hours of work into 40. Evaluations of these positions could eliminate several positions and save a lot of money.

It's difficult to hear about the ridiculous salary and bonuses the athletic coaches make when the university struggles in other areas.

Why are we paying people that no longer work for the university.

Allow employees the option to telecommute half of their work week. This can be done effectively and responsibly - employees could be required to log into Groupwise IM or another type of electronic "time-clock" from home. Perhaps work MWF in the office one week and TuTh the next. This would not only offer the University a savings on power, it would allow employees to save gasoline. Two people could use the same parking space by working the opposite work-week schedule, they could SHARE the annual cost of parking and enjoy a little further savings.

I do not believe that departments should charge other departments for work that is done. We are suppose to be one University. If you need work done and the department that does that work is not able then you need to look at outside sources. These sources should be University approved through purchasing. There should be a list of approved vendors to use.

I believe the way some hiring is done is wrong and should be monitored better. Hiring of high salaried people and than having to layoff or dissolve a lower paying needed position because of budget is wrong. Creating positions for people that we want to hire is wrong.

Directors and supervisors need to deal with issues that cause budget problems and not do patch work.

I see several of the cleaning staff in the dental school lounging and not working, also stop sending out all of the fancy booklets that are sent out.

There is so much spending on things that should be cut. Like the little perks for all of the faculty and administrators. Also if you raised the temperature in every building by 2 degrees that would save money. If a faculty member is not producing they should be penalized. There are PI's out there that don't earn their keep.

I would comment but I feel my comments would come out bitter.

A moratorium on hiring "special assistant to the President" positions and contracting with consultants. Eliminate nepotism and "personal services contracts" in this same area. Government Affairs and lobbying activities haven't proven to be very effective have they? If we're not getting what we need from Frankfort/DC, then our lobbyists are a resource drain.

Cut staff positions and/or reduce salaries in the Delphi Center, which provides only sporadic and peripheral services. The core mission of the university should not be compromised in order to maintain this "luxury" organization.

No funds should be spent on advertisements for non-academic enterprises like the UofL Foundation.

Better maintenance of existing fixtures, machines, equipment,etc. Poor maintenance results in damage and thereby increased costs due to repair or replacement that could be prevented. When in doubt - follow the rules ( manual ).

How about Athletics - apparently no shortage of money there! Disgraceful.

Reduce paperwork that is redundant thereby creating more paperwork and time to perform functions. Allow areas to use most efficient means of achieving financial processes when situations warrant.
1) Having electronic and paper copies. The paper used to send the same thing is wasteful and costly (monthly leave reports).
2) Spending money on things that are not relevant to the University's mission (water fountains in front of buildings, art deco designs, expensive televisions)

It seems that money is spent that does not exist and then the fallout become tactics like things that are asked in question 6.

Evaluating how departments spend their money on providing IT services might identify duplication of effort as some departments provide their own IT services. Standardized and centrally managed desktops for some users. But these two topics are political suicide for any one to tackle. Any other functions that departments do that other departments do could be looked at to see if it can be centralized, streamlined and/or standardized. I am assuming that we are doing this already, but it could not hurt to look.

I think all departments need to evaluate the positions they are paying for to make sure they are truly needed. Save cost on publications that could be sent via email.

Cut back unnecessary expenditures on entertainment for new recruits or potential staff. (luncheons etc)

Consider a 4 day workweek or allow departments who have resources to permit staff to work from home to reduce utility costs.

The university needs to prevent athletic coaches from getting salary increases when the rest of us don't.

Be more energy conscious. The buildings are too hot in winter and way too cold in summer. By adjusting that cost is saved. Allow departments to determine wages. If you could hire someone for a position at slightly above the set wage, but they are efficient and competent it may attract better quality candidates and eliminate the need for another position that is somewhat redundant.

mandatory overtime; capitol waste

Nothing I say will make a difference, anyway.

Offer early retirement to those who are close to it.

There are many ways this University steps over a dollar to pick up a dime -- office supplies is just one area.

There are limits to what kind of enhancements are needed given the budget situation these last few years.

Can't think of anything

There seems to be a great disparity in faculty salaries which should be addressed (annedotal evidence only).

Have only been with the University a short time, 1.5 years

cancel all journal subscriptions- you can access on line.

Refrain from fixing things that aren't broken. Why are we upgrading PeopleSoft and putting in a new email system if we are having budget problems?

Get rid of the politically correct departments. There is no need for several diversity departments (none would be best). In my opinion you could get rid of the sustainability dept as well. TURN OFF LIGHTS. Hold summer classes in buildings that have efficient cooling regardless of department. Make athletics chip in instead of letting them use UofL's name to make money and spend it on more stadiums they don't need.

Departments should be required to submit annual budget projects and track their expenses more diligently so that funding is being spent responsibly.
UofL tends to spend too much money in renovation of offices. Example: An office space is taken away for “whomever” … This space was renovated less than 1 year and now it’s being renovated again per “whomever’s” specification. Now personnel that used to occupy said space is being moved and more money is spent in renovating whatever area they’re being moved to. This is a constant merry-go-round here at HSC.

Water conservation, Laboratory mutual-sharing, reduce payouts on corporate staff contracts, Find better health insurance solutions

Quit mailing out letters to staff requesting monies to charities and other funds—Use groupwise to distribute that info. Quit printing the U of L alumni magazine.....email PDF of that as well. There often seems to be an excess of Physical Plant and custodial service personnel but not enough “services” received from those employees. Keep only the best and get rid of all the rest. Too many administrative level positions, offices, personnel associated with IACUC/IBC/RSO/DEHS...again another area where the amount of personnel do not equate with the level of service provided to the university faculty and staff.

Health Science campus students and staff are penalized for working on this campus by no options for parking unlike other campuses. Because of this we have to pay as much as 4 times what others pay for parking on the other two campuses. Our salaries at the Dental School specifically are based on 1 job titles for ALL employees regardless of job descriptions. This is hardly appropriate or fair, moreover, salaries should be based on ACTUAL job duties. For example, a receptionist has the same title as an insurance billing person.

I think there are numerous areas where activities and programs could be eliminated and others where efficiency could be improved. The opportunities for increased productivity are enormous.

Quit providing free lunches for meetings, students, etc. at the HSC and cut travel to conferences to one per year at HSC

In my opinion, when talking about the University budget and suggestions for efficiency, it REALLY only pertains to the Belknap campus. The Health Science campus gets the short end of the straw every time. The university has taken away ALL of our parking options and is forcing us to pay almost 4 times as much to park than an employee of Belknap would have to pay. When you combine that increase with the fact that no raises have been given in 3 years, that is a HUGE paycut. Numerous HSC employees are going to opt not to renew parking permits this year because we simply cannot afford it.

How about giving staff “loyalty bonuses”!? Why does the coach get one for being here less than 10 years when many of us have been here 20+ years.

No arena or addition to the football field when the faculty and staff have not received raised in two years. Realize different pot of money but I feel it looks bad.

some UL publications that are sent to employees could be done via PDF email rather than actual printed magazines.

For HSC researchers, perhaps an online database listing best prices/sources on common laboratory items, chemicals, etc. If staff knew of better prices from other suppliers they could email someone to have database updated. The big companies VWR and Fisher do not always have best prices

athletics should be a little more generous with their profits to the rest of the U. Don’t give departure packages to the Presidents cronies. Do the custodians get departure packages? Weather prove some of the older buildings. Don’t keep a loosing football coach for so long.

Offer positions that are only normally offered to a select few to all current employees... you could save a ton of money.

Review all outside contracts for cost, efficiency --and true need.

Consider the cost effectiveness of using GroupWise versus Exchange.
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305 Move to a 4 day work week at a max limit of 8.30 hours a day.
306 It appears that more money is being spent on recycled printer cartridges that do not work.
307 Eliminate duplicate academic programs and administrative functions within the state university system, where possible, by allowing students to take distance-learning credit courses
308 from whichever state universities offer them.
309 Use income generated by Shelby Campus re-development to fund salary increases.
310 We spend way too mush on athletics !! Where is the chess team?
311 Does athletics contribute to the academic area of the university?
312 n/a
313 If I wasn’t worried about departmental retaliation for answering honestly, I would gladly answer this question (and yes I realize the survey is "confidential").
314 It seems as thought there are always funds for new administrator positions with little thought of what positions are necessary to actually get the work done.
315 I find things like the new paper towel dispensers unnecessary.  If we really want to save money we should have air dryers.  might cost a little more in electric but would reduce cost of paper towels and the waste from used ones.  Turn off some of the lights around here.  Especially in the bathrooms.  Shut off the heat/air/lengths from Friday afternoon till Monday morning.  I hesitate to suggest furloughs but perhaps 1-5 days spread out over a year wouldn't be so bad. Or let us leave at noon on Fridays the way Bellarmine does (although they still pay their employees for a full day and it has done wonders for their morale!) but our Friday afternoon could be unpaid.  These sorts of changes should be felt by every dept INCLUDING THE PRESIDENT, PROVOST, etc. They need to benefit/sacrifice too!
316 We could also put a cap on travel and other expenses.  I have seen 4 or 5 people from the same dept go to a conference.  This is fine if it is necessary but how could they all need to go?  That can cost thousands in airfare, hotel, food.  Unless a grant is covering the expenses, they should have a limit.  Maybe that would encourage more depts to go out and solicit additional funding.  The more that can be funded from other sources, the more money the university saves and can funnel to their workers.
317 I cannot think of anything at this time.
318 Department Lunches/Food purchases should not be paid by University
319 athletics should be rejoined to the main university budget
320 See #6
321 Stop tearing out serviceable floor tiles, replacing relatively new computers and running sprinklers inthe rain and lights on unused fields!!
322 Travel should be reduced -authorize at higher level
323 Dept lunches/food should not be paid by University
324 Cut the hours of the custodial staff to either 80% FTE or 50%
1. Better checks and balances
2. Fairness in evaluations, promotions and salaries
3. Better review of department raises
   • Saving resources and money by using the grounds sprinkler systems when needed and not having them watering the grounds while it is raining. Also aiming the sprinklers where they water the ground and not the sidewalks or spraying half of the water into the streets and washing passing cars.
   • The overhead lighting in some of the offices which burn four bulbs can burn two and still provide more than adequate lighting in most areas. Many smaller offices could even use desk lamps with low watt, energy efficient bulbs in place of the large overhead lighting fixtures.
   • University vehicles could be driven less to save on gas and wear on vehicles. For example the last time a call was made from the building I work in regarding a maintenance issue, one person drove over to assess the problem, then drove away to go get the part, then returned later with the needed part, then had to drive away again to go get someone to help with the repair, then drive back and on the last trip two people returned in separate vehicles. They have radio/cell phones.
   • How many of the "golf cart" vehicles can be purchased for the price of a van or pick-up truck - why not use more of the carts.
   • Have tighter limits and restrictions on travel within all university departments. Things like air fare, rental cars, hotel, dining, etc. Why send multiple people from a single department to conferences (excluding Medical/Health Sciences).
   • Have tighter limits and restrictions on reimbursements for university departments hosting speakers, on room rates, dining expenses, etc.
3. Staff "retreats" during times when there are budgetary issues such as we are currently experiencing. These retreats whether for staff, faculty or administration are a frivolous waste. Unnecessary hiring. We've had people hired at high rates of pay only to find out that they are not qualified or just cannot fit into the job. Many are friends or "Buddies" - that is not the way to hire especially if they are not qualified.
4. When I see 2-4 people doing a task, such as picking up the recycle paper, I think that is one person job. I see a lot of golf carts being used by physical plant just to transport themselves, I think that is a waste of expense. I can't even imagine what the electric bill must be here. I think that someone like the security people, while making a walkthrough, could turn some lights off.
5. I know there is a lot of waste in how departments spend their money. Maybe more education to help everyone understand that the attitude of an endless supply of funds is no longer true. Also I am not sure people understand that when the University overpays for things or pays for unneeded things it really can affect how much money is available for pay increases. Maybe some kind of incentive for cutting back spending would help this attitude.
6. I would review the tuition remission policy. How much could we save if we paid for "C"s and higher only?
7. I feel that some of the highest paid people are not putting in the time and energy that reflects there paychecks.
8. I turn the sprinklers off when it's raining.
9. There needs to be a committee that would look into ways to save money, cut waste, and increase efficiency.
10. Require all full-time faculty and staff to actually work full-time for the university.
11. The med school is not efficiently run - too much overlap in positions - have lost focus on education by being too greedy for research dollars and patient care and education efforts are suffering.
12. Quit paying individuals their salaries when they are not actually working at the University.
Mentor programs need to stop. We have like 6 mentor programs on campus that operate separately. Maybe 1 program should coordinate / college/School. Put caps on catering for events (ie, no more than say +2000 can be spent on events). Stop giving our money away to Cardinal Covenant students. Increase the amount of online classes and degree but lower the extra cost charge. Only allow 1 dependant at a time to receive the benefits from tuition remission. (1 dependant / employee). Welcome Weekend events and programs should be knocked down to just 2 days (the weekend before) instead of increasing days which costs more and more. Duh, its called Welcome WEEKEND. Move more offices into Defunct Dorms and free up building space for classrooms.

This is difficult to think about off of the top of my head. Is it possible to have a link on the UofL home page where employees can submit cost-saving suggestions on an on-going basis?

We have worked smarter/harder to the point that there is not anything left. Stopping services reduces the bang for the buck that students receive.

Replace leaky faucets in buildings across campus (Davidson Hall, for example); Install water saving flushing toilets; allow office supplies to be purchased by the cheapest vendor. It is crazy to require offices to pay $25 for foam board from the university's office supply vendor when it can be bought for $6 at Hobby Lobby or Michaels;

One suggestion is to save as much as possible by eliminating waste. One example would be to stop running the ornamental water fountains. Another suggestion would move summer classes and offices to a select number of buildings. Unused buildings could be closed or air conditioning and lighting reduced.

This may seem like an odd suggestion, but having just installed some myself, water-saving toilets have more than halved my water bill.

Salary emp. should not be aloud to leave for two to three hours when they feel like it, because there is work to be done. 8 hours of work for 8 hours of pay. Reduce the number of administration postions. How many asst, vice whatever does U of L really need? This needs to be honestly looked at and addressed. I hold no hope that it ever will and fully except MORE administration to be created and over paid out of this nothing at this time.

Perhaps some funds could be directed away from the Athletics Dept in order to give a raise to those of us who have not received a raise since 2008. I believe some programs like all the community outreach & diversity initiatives could be combined to save money. seems like too many big salaries for too many administrators in programs that are nice but not necessary in our primary goal to educate students.

I think we should have more student work programs and could benefit in many ways. I believe students could use "save" school to work time to study more and would be more engaged with U of L-hopefully increasing retention & graduation rates while subsidizing student debt & reducing staff salary costs. I believe some programs like all the community outreach & diversity initiatives could be combined to save money. seems like too many big salaries for too many administrators in programs that are nice but not necessary in our primary goal to educate students.

I think we should have more student work programs and could benefit in many ways. I believe students could use "save" school to work time to study more and would be more engaged with U of L-hopefully increasing retention & graduation rates while subsidizing student debt & reducing staff salary costs. Stop catering and business meals. Freeze professional development and travel. Eliminate needless jobs at the university. Stop paying for those who are on the payroll but don't come to work.

Please stop restriction of salary increase. Although I have lots of accomplishment, I have been really disappointed by University Salary Restriction rule, and I have plan to move to other university.

There are two manger postions open at this time in the custodial department. I would say that you could start with these two postions on cutting back some of the over done uper mangement. This should save alot of money.

A lot of money is wasted on food purchases - still!
Please look at GI Research section. These employees work MAYBE 2 hours a day but are paid full salary & keep taking vacation days that they don't have on the books. There is so much waste that U of L needs to clean up different depts. that waste /cheat on resources which affects the employees who work hard to maintain their jobs.

Department Chairs should have their salaries in a reasonable alignment with the staff that support them. Exuberent salaries for Chairs and other Administrators should be capped when there is such a disparaging gap between them and the professional staff.

The old AAA Bldg is up for sale as well as their parking lot. My understanding is that we pay a high rate to rent some of the bldgs downtown where we could buy the buildings and overall it would be cheaper. If they would decide to put the VA downtown it seems to me that the bldg and parking lot would pay for itself.

Eliminate signs and posters around the campus. Eliminate deans and chairs from annually bonuses while other lower paid employees get no raises. Instead, provide raises to the lower hard working employees who are struggling financially.

To be blunt, it's really difficult to believe this question is supposed to be taken seriously when the UofL President keeps making 'special appointments' and paying large sums to those individuals. The rest of us are being squeezed while he spends away.

I believe moral is at an all-time low. By boosting moral we can boost productivity as well as creativity to better utilize the available means.

I would rather see employees give up one day a week rather than lose jobs.

1. In accordance with the University's focus on going green, I think that telecommuting should be looked into where feasible.

2. Cost savings may be realized if we’d keep our temperatures a little more constant. I find that our buildings are sweltering during the winter and freezing in the summer.

mandatory supervisor training and certification, so that people who are otherwise accomplished in their field but have no supervisor training and/or no aptitude for supervision aren’t running departments. because when those people are running departments, they are usually running them poorly and inefficiently.

The million dollar contract buyout clauses that have been paid out recently for administrators and coaches is very demoralizing to the employees who haven't gotten raises for years. Try to limit this.

more forms should be able to be submitted electronically (ie. travel reimbursement vouchers, IUT's..etc) Also if there were a single office where UBM's could go for correct answers and procedures, I believe everyday procedures could be completed more efficiently.

I don’t think it is necessary to give gifts for the UofL Cares campaign. The majority of people I have spoke with think the money spent on these gifts would be better spent on the actual charities or going towards pay increases.

Trying to do 'more' with 'less' may not work.

I work in health care so it's hard to look at cutting back i work in health care so it's hard to look at cutting back

Implementing a four day work week would save operating costs. Friday, everything could be turned off.
Stop hiring superfluous people. We have dozens of middle management people who were hired in just the past couple of years at high salaries, while they tell the secretaries and receptionists there is no money for a raise for them. Much mismanagement and deception goes on.

Telecommuting should be considered where applicable. Get rid of all the president's "special assistants". Analyze all salaries to find those that are higher than the jobs should warrant. Stop allowing any hiring that does not follow the official university policies. Stop using Foundation money to give additional money to "special" positions. It's bad enough that people are hired with no search, but then those people are allowing to bring in other people with no searches (their assistants from their old, non-UofL jobs, family members, etc...)

There are sooo many paper publications that are sent out to employees that we know are soo expensive. Save money printing these and provide the employees with meaningful raises.

Invest less in athletics and more in employees

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Get rid of all the president's "special assistants". Analyze all salaries to find those that are higher than the jobs should warrant. Stop allowing any hiring that does not follow the official university policies. Stop using Foundation money to give additional money to "special" positions. It's bad enough that people are hired with no search, but then those people are allowing to bring in other people with no searches (their assistants from their old, non-UofL jobs, family members, etc...)

There are sooo many paper publications that are sent out to employees that we know are soo expensive. Save money printing these and provide the employees with meaningful raises.

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Computers and monitors are left on overnight all over campus.

Utilization of teleconferencing.

397 Working from home is very feasible for many and would save on energy, ease parking, reduce pollution and is measurable in most instances.

398 stop unnecessary remodeling

I’ve been here nearly 20 years and I’ve been asked to perform more effectively and efficiently EVERY year. There comes a point where you achieve a maximum efficiency. I simply cannot work any harder, effectively or efficiently. In my opinion, we have too much middle- and upper-management. We waste a lot of time with mismanagement that we can’t get our jobs done. I truly think that the past year and probably the next 2 years, we should be trying to make current and existing systems the best they can be WITHOUT replacing them.

399 ask UBM’s to take inventory of office stock - I’ve seen numerous BOXES of waste at this university.

399 stop unnecessary remodeling

400 Cut back on some university publications - things can be read on line - this will save printing, mailing and paper expenses - much of it goes in the garbage unread!

401 N/A

We have too many chiefs. For instance we hire a new HR director, hire him at a higher level and then take part of his responsibilities and transfer them to another department.

402 When Ramsey started he stated we needed fewer chiefs but that didn’t last long. Administration has grown. What about the buy-outs. Those are other administration losses.

403 There should be more oversight on position need and upgrades.

404 none

405 No tenure. If a professor or researcher is really good enough to be offered tenure, then they shouldn’t need it to begin with. Bucks for Brains is a good enough incentive. There are plenty of opportunities here for good professors and researchers, I don’t think it’s necessary and it’s out lived its usefulness. If they don’t deserve to work here then we should be able to let them go, why shouldn’t they be considered “at will” employees like everyone else.

406 I can’t think of anything at this moment.

407 Longer work days, shorter work weeks

While an attractive campus is desirable monies that were spent (no matter the source) e.g. the totally unnecessary renovation of the main campus entrance certainly could have been used more effectively elsewhere. There are buildings on campus who bleed money every day due to either faulty doors or improper internal airflow allowing cool air in summer.

408 outside (Humanities is the worst culprit followed by Davidson.)

Food/drinks provided at meetings. Only lunch should be served at those meetings where faculty/staff are attending during their normal lunch period. The waste of food at meetings is unbelievable!

409 mandate departments cease with providing lunch for faculty/staff meetings

410 Stop sending the slick-paper editions of “Medicine”, et al. to all employees.

411 I do not have any other ideas.

412 Laying off employees who are not efficient, or call in sick more than the norm.

413 Promote and hire within the University. The University is hiring employees outside with no experience and loyalty to the University. With education and work experience an internal employee at the University is not promoted on their merit. It is not fair, but continues.... This is cost savings, these new people have to be trained and their productivity is lacking during this time period.

414 Quit paying our basketball coach so much money

415 ????? Spending regarding Sports & media areas

416
One journal subscription per department location.

Stop spending so much on office equipment that is not needed. E.g., brothers printers use too much toner. Look at other alternatives.

Every one need to come together

We waste a lot of money on renovation projects and landscaping. We renovate and landscape. A few months later, the some areas are renovated and landscaped again. We are required to do costly training that is not pertinent to our jobs. There still seems to be unnessary travel expenses. Reduce paper. Look at every thing we do and look for efficiencies or things to eliminate. Look into shutting down on Fridays (turn off electricity and all). Look into working from home if possible. Look for ways to save the university and the employee money!!

We waste a lot of money on renovation projects and landscaping. We renovate and landscape. A few months later, the same areas are renovated and landscaped again. We are required to do costly training that is not pertinent to our jobs. There still seems to be unnecessary travel expenses. Reduce paper. Look at everything we do and look for efficiencies or things to eliminate. Look into shutting down on Fridays (turn off electricity and all). Look into working from home if possible. Look for ways to save the university and the employee money!!

Part-time/flexible summer hours with equivalent pay. This would save on utilities.

Find academic programs not essential and not profitable

As mentioned above administratively there seems to be a lot of people who perform the same jobs (UBM's and people in purchasing areas) and there are no standard rules as to how the tasks should be accomplished. This may or may not save large sums of money but if the processes were more streamlined the time used for most things I think would be reduced.

I'm not convinced that many academic support positions are full-time jobs. I think there could be some re-structuring to provide some economies of scale in some administrative support roles.

Possible outsourcing of facility maintenance and cleaning staff.

Revise shuttle system. On HSC, there appears to be a lot of shuttles with few to no passengers that wastes money or could be used to shuttle between HSC and Belknap campuses. More recycling options - plastic, glass, etc.

Check out the salary step increase I mentioned above - give people an incentive to do well over many years.

Keep more work in house, instead of outsourcing.

I have no idea honestly.

Executives need to come out of their suites and give up their selection of sodas and bottled water. That would be a start. Also, overpaid athletic coaches should be willing to take one for the team.

If the schools and colleges that make up UofL were more cohesive and the Provost had more control over the dean's I believe the university would run more efficiently and provide a better experience for our students. If students were able to move seamlessly among the units (business to education, A&S to speed school, etc.) and were treated with equality by each unit (general education requirements, gpa requirements, advising requirements, etc.) the university could save money, students could graduate in a timely manner, and our alumni would find good reason to be loyal and donate generously.

Stop promoting PhD's who cannot teach to administrative position best handled by STAFF -- BA/BS and Master Degree types.

An infrastructure supporting multiple databases tracking related data and information

There are some salaries much too high for what the person does; this includes faculty and staff.

Spread the sports money for salary increases for people making less that $40,000.

I see so much money being spent on food, t-shirts and other fun extras at this University. I know that makes for a good working environment and promotes morale, but if departmental/organizational budgets were trimmed and these types of extras reduced without being eliminated, we could continue to afford academic expenses such as faculty and graduate student positions.
Energy costs from outdated HVAC systems and waste have got to be out the roof. Having to pay coaches like Kragthorpe millions to not work is not good contract writing.

Assessments of how departments spend money for non-essential supplies such as coffee vendors, bottled water, etc. Turning off lighting when not in use. Cutting hours that buildings are open. Doing cost and usage analysis of buildings that are kept open on campus into extended hours.

Departments look at ways they can stop being wasteful. Copy materials front and back as much as possible, and not provide paper cups, etc for department.

1) Stop paying $1,000 to the CJ for every job that is posted on the front page and use careerbuilder.com or louisvilleworks.com. These sites are much cheaper.
2) Utilize more vendors for office supplies and travel to gain better pricing.
3) Let employees use the expense card or university accounts to pay for hotel bills or rental cars. This is too cumbersome on processing to have the employee pay with personal card and then get reimbursed.
4) Evaluate student and graduate student positions in each department. The stipend and tuition reimbursement is a significant costs to departments. I would suggest just a tuition reimbursement or a stipend but not both.

Eliminate bureaucratic processes. For example, way too much paperwork (and associated staff time) for most personnel and contract-related functions.

I do not know what is the distribution of the budget.

Salaried employees, especially management, should be monitored and evaluated, and eliminated if they are not fulfilling their duties. Non-productive employees should be reviewed, and replaced if they do not improve.

Stop publishing hard copy documents. The Registrars office should become paperless. The administrative structure should be reviewed and re-organized to be more cost effective.

Make more efficient use of the Physical Plant staff.

Too many people are sent to perform a SIMPLE task.

Stop building new parking garages and put that money into raises.

Due to the fact that I work in one particular department of the University, I am not familiar with how many areas are run. It is difficult to give an opinion without much information. Schools/Programs graduating less than 25 per year (?), should be combined with a similar program at another college or university. This would lighten salary load for faculty and staff on this campus OR provide a greater number of students to warrant having the program.

It seems that some changes could be made to how much is spent on technology/system upgrades. Reconsider going to a four day work/on campus class week to save on energy, gas, etc.

I can't think of anything at this time, but there should be a link on unl ink where suggestions could be made.

Internal review of areas with justification as to why money is spent the way it is spent. May or may not find areas to trim.

As stated twice before I know that the university could save money if there were light timers installed in the rest rooms. I know that in the houchens building, the restroom lights sometimes burn all night while the building is closed.

Having just come here from somewhere else, U of L looks very efficient to me!
I have said for year cut out all the mailings sent to our personal offices and home...save trees and money

I see a lot of good stuff being done-energy savings and I think we waste a lot of money not checking what the contractors actually do(according to spec)...we have to go back to almost every job and spend a lot of money fixing what they do--this isn't right--we could save in this area for sure

no comments.

Having worked here 20+ years, some things have never changed:

1) Over-staffed and under-worked in many departments. 2) Many faculty have ridiculously low teaching requirements
3) Salary disparity is egregious in many instances based on contributions and/or responsibilities.
4) Really bad employees are frequently rewarded while good ones are ignored due to incompetent managers and review processes.

5) Any need to mention the hundreds of thousands/million dollar parting gifts to those who just didn't work out?

Spend less on athletic salaries and more on the people who are here in the academic world. I have nothing against athletics, and I know that they bring in a lot of the revenue for the school. However, coaches who are making millions a year, probably wouldn't notice a percentage of that going down in order for the rest of us to be able to pay our bills, and they would still be more than comfortable in their own finances!

Buyout of administrative positions who did not perform to the standard of the board. It hurts to see so much money go out the door to someone who is not working for us. Do away with special positions that do not get the work done. Especially when the people who are doing the work are not getting compensated for their time.

A department should be allowed to make its own decision to freeze a vacant position without the threat of the administration taking the position away.

It is far too difficult to fire unsatisfactory employees. There are staff AND faculty who have been with the university for years and are dead weight. They have bad attitudes and bad work ethics. All they do is drain the resources that would be better allocated to people who are more valuable employees and who would be grateful for the job.

Stop with so much paper work. Email works just as well. Why do we pay so much for services within the school. For instance, if you want carpet laid or equipment moved, why does it cost so much to have our UofL Physical plant to do that? We could pay so much less somewhere else. We all work for UofL.

Moving towards greener alternatives such as Blackboard is an efficient way to lower costs by reducing our use of paper. I also think the addition of a fountains and a 'beautification'

of the campus entrance is pointless given that the staff and faculty could make better use of that funding.

I think we should curtail travel for staff/faculty, and, most especially, require faculty to teach more classes.

I think that eliminating unnecessary positions such as an HR reps for certain units that really only collect the paperwork that all the unit business managers have already filled out. The unit business managers often times have to show these people what is they need to do to continue the process of getting a job posted etc....
I think a lot of money could be saved by being more frugal with expenses and purchasing. Number 1, maybe not as many food events as currently happen for staff. I know this makes the staff happier (which is important when no one is getting a raise) but paying $1.00 or more for a canned soft drink to be catered instead of purchasing in bulk is something I see happen all the time. I feel that a lot of money is overspent on catering.

I also feel that we say that no one can get a raise, but there is still hiring taking place left and right, particularly in administration. I think we need to take better care of the people we already have working at the University before adding new folks to the flock.

Do we really need to replace computers every 3 years? I know I was supposed to, but my computer has been going for 5 years and still is doing a pretty darn good job.

Use the resources that you have on faculty/staff and are already paying for. We have so many brilliant faculty and staff right here, and yet the admin are so eager to get high-paid consultants and out of town firms to do studies for us at exorbitant cost. It's ridiculous and costly. Stop paying people to not work. Foundation money or not it looks bad and hurts morale for those of us who put in 110% everyday to make UofL great.

Sometimes the use of only university approved vendors cost more than vendors in the communit. I think that departments should be able to shop for the best prices available for goods and services.

Consider going to a 4 or 4.5 day work week. What if many offices closed on Friday afternoons? This might circumvent needing a raise if employees had more time off?

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If certain staff jobs hours were revised to be here when students are on campus and not during the "down times", that could be a real cost saver and also an attractive benefit to the employees. Ideally the pay could be averaged over the year so all pay check were the same. The employee would be off during the down times without using vacation time. You could describe the job without vacation days because the people would have all the times between semesters off and holidays and the shut down at Christmas. If medical benefits would be continuous and paychecks were the same year round, I would really love to have one of those jobs. You could make the salary a little lower and not have people essentially "twiddling their thumbs" taking up space and getting paid for doing practically nothing during the down times. It is something to think outside of the box about.

Eliminate faculty tenure. Set term limits for faculty remaining in any one department. Hold faculty accountable to the criteria outlined in their performance reviews to include tangible consequences for lack of performance.

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Payroll time and attendance system.

Housekeeping could be much more efficient...at Shelby Campus the housekeeper(s) bring their personal laundry and do it while at work, one was also caught napping while on the clock, why do the housekeepers come in at 4 am, nothing has been done when I arrive at 7 am.

Clinical Research budget and regulatory work (IRB submission, etc.) should be required to go through OCRSS (Office of Clinical Research Services & Support). This would reduce duplication of effort thus resulting in a cost saving for the University.

Areas that are decorated many times [more than once a year] and other areas, nothing in 8 years. Work done logically for long term results.
487 If there are individuals who would like to work at less than 100% FTE (e.g. 60%, 80%), make that an easy process.
488 More grant writing assistance.
489 please eliminate some VPs. there are too many VP on every schools. like vp of strategy.
490 Why does the parking shuttle at HSC run all day?
491 I know that athletics plays a big role in the university, but while wonder if we will even get an annual raise....there seems to be no limit to the millions paid to coaches
492 n/a
493 Less administration
494 make sure all doors and windows have a good seal, that could save us a ton of money on energy..
495 None
496 I think some of the expensive color magazines could be cut out. I know this very costly and most people glance at them at throw them away.
497 Stop the HSC campus shuttle. It is empty every time I see it. This is a small campus and people need to get off their butts.
498 Is there a possibility of setting up a venue for on-going input?
499 No comments.
    One thing I notice is that U of L spends a lot of money within the athletic department in addition to spending lots of money on things such as painting large cardinal symbols on the road a couple times a year. I think some of the monies spent could be used for salary increases.
    I honestly feel that there are to many Directors in certain Departments. I know for example in out Department we have 8 Directors for an office of 40. Maybe we have too many Cheifs and not enough Indians. Just a THought!
500 Take a look at the Physical Plant dept and the workers who "hide-out" and are not doing their jobs. It shouldn't take two days to paint a small office.
501 If lowering taxes increases revenue, why wouldn't substantially lowering tuition draw in more students and, hence, more revenue?
    There is a lot of salary waste on non-performing employees. I don't understand why. If they don't perform, fire them. Adding personnel in an economic downturn is not wise, especially when non-performing personnel command the lion's share of a department's operating budget (i.e., Dental Informatics at ULSD).
502 pay someone a salary to go around and turn all the lights out in these empty buildings at night
503 When you emphasize sports above academics the impression is given that non-jocks need not apply.
    We need to eliminate "mission creep" by reviewing our mission/operating statement and prepare a plan to eliminate those programs that lay outside the scope of effort. We are trying to do too much with too little.
    Don't require purchases be made from Staples/E-way - oftentimes supplies, etc can be purchased elsewhere for much less money.
504 Moving entire University or Schools to a 4 day work week to save electricity/energy/maintenance/cleaning costs.
    I'm not certain what portion of the budget is devoted to marketing and external communications, but given that the university recently rebranded itself, it gives the appearance that it is a substantial amount. Further, it is not entirely clear what return on this investment the university receives, particularly when the rebranding efforts come up with such marginal changes - a new slogan and a new logo do not a university make. I imagine their are many hidden costs to such an effort as rebranding, such as employees spending time at meetings about communications policy relative to the new brand or spending time updating formal communications (letterhead, websites) with such a new brand. Seems like quite a waste.
505 Too much money is spent on catering..I'm talking about daily breakfast/luncheon meetings, not special events
506 none
CONFIDENTIAL UofL Salary and Budget Survey QUESTION EIGHT COMMENTS

512 none!
513 Many of the internal and contracted vendors we are required to use are MUCH more expensive than if we were able to shop for the best price for an item or service. This is a significant waste of precious resources.
514 delivery from that location.
515 Electricity and overall operating costs.
516 I have six lights in my office. I know this can be trimmed down to save costs.
517 I have been with U of L a short period of time, so I am not able to answer this question.
518 Flex spending for those who do not need the insurance seems extravagantly high.
519 I believe that money is wasted a lot for remodeling offices that have been remodeled less than five years ago and new computers are replaced when there is nothing wrong with the ones that are being replaced. I just think that there is a lot of useless spending that goes on that is unnecessary. I think that the athletic coaches salary is extremely high when the little people who keep the school programs running can not get a pay raise. I know that the athletic department is separate from most of the rest of the University but, the little people deserve a raise to meet the cost of living too.
520 I can not think of anything that needs improvement. For the most part the university seems to be conservative in spending.
521 none
522 My dept's negative experience has primarily been with House Keeping. We work very hard at our jobs, and we expect that all employees should work just as diligently and take pride in whatever their responsibilities are. I have cleaned houses in the past, and I held myself then to the same degree of excellence that I now perform. I am not at all sure how getting rid of "dead wood" would help the budget, but it most certainly would have an impact on morale: those in House Keeping who are serious and hardworking not having to watch co-workers get paid the same as they for doing next to nothing. And can you guess how many man-hours (stretched out over several years) we have had to spend following up with House Keeping to get them to do the very basics? So frustrating AND aggravating.
523 none
524 Have not thought enough about this to offer a considered opinion.
525 1) Review benefit package
526 2) Tenure vs non-tenure for faculty
527 4 day work week
528 No
529 DON'T KNOW
530 1) We should make more of an effort to go paperless. Electronic signature software in particular would be of great benefit. 2) Four-day work weeks. 3) More opportunities for staff to work from home. Contractual employees shouldn't be given large bonuses when other employees may not even receive any increase. Especially, when poor behavior has put a negative shadow over the University.
531 purchase agreements limit choices, which often could be obtained elsewhere cheaper. departments should be able to "shop around"
Curtail travel, entertaining, catering, etc.
Too much is wasted on these things with no effect on the education of our students.
Make those who do travel accountable for how much of the travel is essential to their positions and specifically why it was. Have them formally share expertise gained with colleagues when appropriate.

532 Make all travel upgrades the financial responsibility of the traveler.
533 Not sure
534 While some recycling effort is in place it need to extend beyond paper and include plastics and metals
535 None at this time.
- Paying tons of money to sponsor tables for large events. Why are we doing this when funds are so limited?
- Why is UofL always creating new executive positions? As is, we have too many in control and not enough people to do the ground work.
536 Why do we hire consultants at very high prices for almost anything - can't our high paid leaders figure out how to solve the problems?
537 peple that don't do a good job tell they bye
Offer more online courses/programs -- saves on overhead costs, eco-friendly, and encourages students to enroll in courses/programs that are working full-time which increases enrollment/revenue to the University.
Overseas contract partner liaisons should be allowed to have PeopleSoft "read only" access and be trained by UofL UGRD Admissions staff to ease the burden of the Admission's process. Also, overseas programs students should have the flexibility to register on-line.
539 no
540 Take care of University's own and freeze out of country research visas. US citizens are a minority at HSC. There is no diversity if US citizens are eliminated.

541 Increase in throughput via distance ed courses, shorten degree timeframe via weekend collage summer terms to compete with shake and bake colleges like Sullivan
Do more green plant groundcover rather than grass. This eliminates mowing costs and fits in with our desire to be more green (less gas powered equipment contributing to air pollution).
543 Better training of staff.

Tuition should be on a per credit hour basis. Right now, part-time students who must work are subsidizing students taking lots of hours per semester. Also, tuition should be frozen for any new student for a specified # of years to complete their degree (maybe 4.5 for freshmen and an adjustable span for transfer, depending on degree applicable transfer hours). New tuition rates would go into effect for any semesters past that point, which might keep students here, persisting toward their degrees. Also, UofL is far too administrator top-heavy. There are a lot of very expensive higher ups who do little but blow their own horn. Meanwhile, staff and faculty are running themselves ragged.

545 More interaction and/or communication between departments
546 I think athletics gets out of hand (monetarily) but I realize that is a draw for students to come to UofL.
4 day work weeks
Egencia is a rip off. I usually find that other sites are cheaper and don't charge you fees for using them.

547 DONT PAY PEOPLE MILLIONS OF DOLLARS NOT TO WORK!!! Pay the people that are here working everyday more to show that you appreciate them!
Get rid of Pitino and use the ridiculous salary and bonuses to put into academics!! In fact, there has got to be a way to divert "athletics" money into the University for everything else that is far more important. It looks so pathetic that the University is suffering financially and the football stadium is getting extended and funds were poured into a downtown stadium. Our students are nickled and dimed, staff can't even afford to buy groceries, academic departments are struggling to be able to operate on next to nothing for a budget...but hey, the athletes and athletic big wigs keep growing fatter. If something isn't done soon, we'll look like UK where UofL is called out in the media for ignoring academics in favor of sports notoriety, for forgetting the whole reason the University exist...its purpose to provide education...not sports entertainment.

For my particular school, we sent 10-15 faculty and staff to Carnegie Hall. 30% of these folks did not participate in the actual performance. Why did they go? Not entirely sure myself...but it's situations like that, where we could save over $5,000 in one pop. That may not seem like a lot, but for a smaller school it IS!

Let's also talk about the addition of the football field...are you kidding me?? The stadium wasn't even 80% full on a good day. WHY are we adding additional seating? Same goes for the Arena...what was wrong with the old one? Why are we giving Pitino a fat raise and a NEW arena when the rest of us have to fight our way to get a "Non-recurring salary supplement"?

There are many small things we can do as staff to help save $$$ Simple things like turning out lights in areas where there is no activity, recycling whenever possible and......stop providing coffee to staff and faculty in departments. There is no reason with the exception of entertaining guests or recruits, that every UL employee should have coffee and all the trappings on the UL every day.....Besides that, it just gives staff members another opportunity to "hang out" and lowers productivity. Don't get me wrong. I'm all for positive interactions between staff, faculty, etc. But not at the cost of someone's job. I think we can all do without some of those nice perks the UL gives us the opportunity in which to endulge. I am happy to be a UL employee! I love my profession and want to preserve all the great gifts and opportunities that have come my way because I'm a UL staff member.

I believe each department needs to really review their work force in terms of the number of people needed to function. I think some departments are overstaffed where others may be understaffed.

Cut back on food and catered events; exorbitant amount spent on food for meetings at the College and Dept level. As a UBM, I can attest to this.

A great deal of savings could be made if employees would turn off the lights at their work stations whenever they leave for 15 minutes or more.

I believe in certain departments there is a lot of waste. I think that we need more recycle stations and stronger encouragement toward not wasting office supplies and reusable resources. Also reducing the amount of paper being used for everyday tasks could be cut down immensely by the use of computers, emails and white boards. Energy saving light bulbs are not used throughout the building that I work in I know for a fact, and I think they could help out a lot on energy bills. Another thing is for offices that have a 9-5 schedule she be on a light timer system and shut off after hours with the ability to turn them back on if someone wanted to work late, this includes the hallways of the offices. The lights should not need to be on all night long if no one is working in the office.

One more thing.
Over time has been very restricted in my department, however I have been here for about a year and a half and have never seen restrictions on over time like this before. I think a lot of people work over time to compensate for the rising cost of living and the stationary position of the salary. If you eliminated over time while increasing salary with potential for raises merit permitting, I believe that would help out the most with the budget issues.
Custodial staff works night shift and cleans the offices and restrooms...basically like the banks have their cleaning done. A skeleton crew could work the day shift for any special cleaning issues that come up. Cleaning at night by an outside company or existing custodial staff could be done quicker since the employees will not be in their way and no stopping to chit chat.

Secondly, too much copying and paperwork. I believe it should be mandatory that scanners are made available to each department, and documents should be sent via email. If confidential material is sent, the document could be password protected.

For those areas that do not generate revenue for the university, what steps could we take to reduce the amount of funds those areas use? For those areas that do generate revenue for the university, what steps could we take to maximize that revenue?

Athletics seems to have a lot of money to pay their staff, to recruit new student/athletes, etc. I think some reduction should take place in their department and be spread more throughout the university.

Also, with tuition remission, I think it's a great incentive for the employees children and we should keep it, but as for the other aspects of it, perhaps we should look into that and see how much is being spent on staff earning their first bachelors or masters versus those using tuition remission to just take classes for fun or not leading towards a degree. Instead of covering the full cost for classes that are taken non-degree purposes, perhaps instead of eliminating it entirely, the school could cover 50% versus 100%.

Eliminating programs that do not yield results. Doing little things like not running the sprinklers for the lawn while it's raining.

Travel outside the U.S. should be stopped.

Supplemental and Xpay should be gotten under control. What ever happened to taking on responsibilities to increase your chances of getting a promotion.

Stop the continued food at all meetings except one that would make lunch necessary. All these treats are too expensive. I have not seen a meeting since I have been employed here that does not have drinks and at least cookies!!

Staff meetings on a weekly basis with the department that you work in. Communication is very important.

WKU shuts down an extra week at the holidays which results in a huge savings in energy costs, we could try the same thing one year and determine if we would experience a similar savings.

Turn out lights when they are not being used, e.g. empty conference rooms, after hours, etc.. Use only the lighting needed for the situation. People shouldn't be sitting at desks (performing a job) with nothing to do. If there isn't enough work for someone to do, restructure the position.

Identify and implement best energy management practices on all campuses to reduce operating costs and apply the subsequent cost savings to salaries.

The timing of spending money to come up with and then change the branding of the University was a poor decision. It also had a trickle down cost effect, since everything had to be changed, including letter heads and business cards.

Any budget surplus at the end of the year should be allowed to roll to the next year without losing it. As it is, there is frantic spending of any funds available so that we do not lose the funds.

I would eliminate the award of tenure so that we never again have a large group of people with guaranteed jobs no matter how they perform or how disruptive they are to a unit's operation.

Too much outsourcing is being done. In the long run, it costs more money. Everything should be done in house if possible. I think the stockroom could be used more efficiently. If they were cheaper than corporate express and had more items we would use them more.

Some buildings are empty, but the Air is on. We spend lots of money on departments supply, which we do not need, such as binders, ink, etc., when we do work for each other, we charge each other A LOT.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION EIGHT COMMENTS

578 allowing and insisting that LIGHTS be turned off when a room is not in use.
579 Parking Fees are way too high. For many people, parking passes are no more than a hunting license
580 Every dept should have the flex schedule available to them and a schedule should be worked out with the managers.
Continually work on employee morale. Happy, proud workers do better work resulting in cost savings. All university supervisors and administrators should put morale first. People
581 should look forward to coming to work at "our" university.

Energy savings needs to be addressed more: lights out when not used, turning computers and all components off and unplugged when not in use. Recycling needs to be pushed. We do not have aluminum can or plastic bottle recycling here on HSC. IT needs to have a small office down on HSC & stop traveling back & forth in the huge Econoline vans & wasting
582 fuel or get small fuel efficient cars & make only 1 trip per day.
The University could make significant savings by limiting administrative costs such as travel, entertainment, food for all its meetings and other luxuries that are not necessary. Administrator make far more than the staff and get twice the perks. Because they regulate the spending the skim all the cream off the top for themselves instead of sharing with the staff. I find this high unethical and poor management practice. Administrative salaries have sky-rocketed up to $800,000 yearly where staff have not even gotten cost of living
583 increases each year. This policy in unconscionable.
584 Why are parking permit fees so high? A parking system needs to be put into place--but can be done a lot cheaper...
We are already down to the bone. Our external contracts keep cutting the size of the contracts. And, no matter how well I do my job, if the contract funds aren't there I know I will be out of a job. And we get very little support for bringing in contracts. Whereas tenured faculty are virtually guaranteed for life.
585 Magazines and other printed materials are often mailed to our offices and homes that could be distributed via email or posted on UofL Today. For example, the postcard about re-verification of ethnicity was not effective and went out to all employees. The School of Medicine's magazine has to be expensive to produce and mail to employees. I could read that online instead.
586 outscourse Physical Plant housekeeping - productivity is very low in this area
There are too many highly-paid administrators whose only job is to deal with public relations and spin. If the University was managed with integrity, these positions would be superfluous.
587 Quit spending elaborate amounts of money by taking Chair candidates out for dinners at the best resturants. I understand the politics behind this but there should be some limits put into place. It should not be a free for all with the University footing the bill no matter how much the cost.
588 We need to check the amount being spent on sports, particularly the huge salaries paid to coaches. When is the University going to start supporting academics and suppress this giddy athletic nonsense?
589 Reduce parking costs and give us more options with other companies for health insurance. The new policy is killing me because it isn't paying for the same services I've always had to use and now it is coming out of my pocket. The whole health care system at U of L is unfair, there has toi be a better way .
590 There are numerous energy opportunities throughout campus. Light sensors added to classrooms, electronic thermostats, turning off computers in labs when not in use.
591 Problems should be addressed individually and promptly. It appears the University penalizes everyone in order to take care of an individual problem. No backbone.
592 I would like to see cost savings for students where every semester books aren't changed just because someone wrote a new book or they put out a new edition with one new chapter yet the students have to purchase a new book.
593 The university really needs to improve the efficiency of the Department of Human Resource.
I believe we should stop buying people out for doing a bad job. Contracts for these people need to include language that allows termination without payouts when certain criteria are not met. Anyone who would not agree to such criteria are probably afraid they will not be able to meet it themselves and thus should not be contracted in the first place. It is very disheartening to watch our educational resources shrink while bad people enjoy bonuses for bad behavior. Every dollar paid out this way is taken from educating a student or researching a new benefit for society.

598
599 Less Administrors!
600 No comment
601 Cut back the president's entertainment of his wife and children. only university employees should have expenses covered for "work-related" activities such as derby, trips, etc.
602 A lot of the staff work performance workshop’s cost a lot of money and Little is acheived from them. We could save electricity (and money) by turning off the lights in offices/laboratories that are not in use at night. I turn off the lights to my office every evening, but when I return in the morning the lights are switched on. Perhaps the cleaning staff could be encouraged to switch off the lights after they've completed their work in that space. Switching off computers and unused equipment would also save electricity and money.
603 I am not sure how the Department of Public Safety works but I do know we have many police officers and police cruisers however I do not see them patrolling our campus and still feel very unsafe on Belknap even in the daytime. Are there campus cameras in place that could help assist in the monitoring and eliminate some of the need for cruisers? Or even use more bikes, you can get to many spots on campus via bike pretty quickly.

604
605 The summer semester is only half-heartedly supported at U of L. In most of the University, it is not remotely expected of students to attend courses in the summer, resulting in idle facilities for four months of the year. Alternatively, the Speed School of Engineering demands summers of its students, but does not provide full support for the summer (most required classes are not available), resulting in students and faculty both disenchanted by the system. At least one department teaches almost all of its upper-level or graduate courses on-line in the summer, pulling in extra tuition dollars beyond the full-time load through Kentucky Virtual University. This is perhaps one of the best ways to get extra money into a school, though the students will understandably grumble at best, and leave at worst. These items all need to be investigated.

606 none
607 automatic shutting off power to offices rooms at night (with override ofcourse). Starting a solar/ wind program for power requirements and usning smart meters for the grid
608 The Dept. of Med. just dismissed a long term, productive, specialist with a large private based patient population who is well respected on a local and national level and whose patients are adherent with visits and meds and who made a low salary. They now must recruit a new doctor and pay more for them and have less patient satisfaction so less billable income, higher salary base, less experience, etc. This will end up having a very negative impact and could cost the University a large Federal grant. New Chairman need to go slowly and not be allowed to come in and fire faculty until and more detail look at the entire situation has been conducted. Taking the recommendation of a Division Chief in not enough to go on... it involves personalities not sound decision making that takes into account patient care, federal funding, salary, etc. Makes the University not look like a quaity place.

609 In my experience there are a number of people who regard their jobs as a given. I would prefer salary increases be tied to performance, which hopefully would increase their productivity.
I think the university could benefit significantly if they updated their accounting and email type systems. There are too many manual processes that could be automated and less cumbersome to manage. Automating some of these systems would create more checks and balances and fewer staff members to execute.

Energy efficiency improvements
This issue is separate from the budget. The University should be more effective in controlling the people smoking on the HSC campus. HSC campus is a smoke free campus and there are signs posted all around about not smoking here. But there are people, both UofL employees and non-employees, that are still smoking right outside of buildings with the non-smoking sign feet away from the. These signs are not effective and being ignored. The UofL should be more effective in regulating people smoking on campus. This matter should be regulated more effectively by the UofL police.

We need to get ourselves technologically up to speed. We spend a lot of time shuffling paper around—grossly inefficient and unnecessary in most cases. Also, effective training programs should be put in place that are FREE to departments and employees. Better trained employees make fewer mistakes.

Eliminate unneeded positions from university and/or employees who do not perform well.
Seats at the new arena should be paid personally.
Spread Sports revenue around.

Don't need so much food (or any food) at meetings
Answer in question 6 gave areas and ways to cut costs
Eliminate tenure or reduce its strength
Have the custodial staff actually clean the areas they are responsible for. Stop buying new computers for the Administrators every three to six months. Stop buying them new Iphones every time a newer version comes out. Stop paying for computers and lap tops for people who no longer work for the University.
Integrate sports facilities in energy efficiency measures
Get rid of the affirmation action rules. These mandates make it virtually impossible to fire an employee who is not performing. After the six month probation period, most feel they are golden and can what they please or don't please, come and go as they want and KNOW they will not serve any consequences. Then the workers have to pick up the slack and the burden. There is so much dead weight at UofL, but these positions exist because the individuals KNOW they cannot be fired.

The evaluation system is a joke. I do not evaluate honestly anymore, because I suffer the repercussions, not the person being evaluated. Again, they know it takes an act of god to have them terminated. There is no incentive to work hard if you don't have to and they know it!
Incentives for productivity
The OR could be run much more efficiently (more like a private hospital so that surgeons would want to bring their cases there). Turnover is too slow and it is impossible to do as many cases at u of l in one day as you could do at norton.
Unplugging unused electrical appliances on weekends and when the university is closed would save money and be cleaner for the environment
I heard rumors that the recycling program recently rolled out is not being implemented, i.e., both recycling and trash eventually end up together. If true, that would be a waste of money and it would keep us from getting any savings from recycling.
All new construction should be reevaluated in terms of need.
The building banners are a waste of money.

When the UofL Health Care Outpatient Center opened and the Chestnut St. garage opened up for patient parking, I think WAY too many spaces were designated for patients. So many employees that had Magenta permits ($350-400 yr) were kicked out. I believe UofL lost a large amount of income by doing that because there are so many empty spots available each day but are designated as "Patient Parking only". I feel the time has come to re-evaluate how many spaces are really needed for patients and start letting paying employees begin parking there again.

International Service Learning is a complete waste of money, time and human resources for very few students. Way too little bang for the buck!!! Same with the office of Community Engagement - what a waste! Athletics should pay their own way - people are sick of seeing them get new everything while the rest of the University suffers - they should give back (pay rent for their facilities, staff time they use, utilities, classroom space, etc.)

Internal applicants should be given preference over external. The university hire people off the street at a higher salary than their existing EE. Lack of raises have made this a big problem at the university and moral is suffering.

More efficient utilization of classrooms, more classes available over internet, greater efforts in reducing energy requirements.

It seems, from recent media coverage, that the university has "created" several highly compensated positions within administration (president and provost's offices) that did not exist before and, in addition to "agreements" that continue to pay high salaries to individuals that are actually no longer performing services for the university. It just seems like a lot of money being spent at the administration level when the departments and staff are told over and over "we are experiencing severe budget cuts and we do not have any money". I feel that the university has done a great job and continue its effort.

Reduce administrative overhead in research. Currently, it seems like there are more people than necessary involved in the administration and management of grants and grant funds. PI's should take a more active role in grant administration beyond reporting and milestones. There should be a clear and simple path for research staff to make purchases under $5000 with grant funds. Currently, it can take half a work day or longer to make simple purchases with grant money that would take 10 minutes or less to make the same purchase with a personal credit card. This is due to a combination of factors including: administrative personnel for particular grants not being clearly identified to staff working on those grants, the limits of staff's responsibilities for record keeping of purchases not being clearly defined, and lack of responsibility on the part of PI's for keeping track of project budgets.

Cost efficiencies and elimination of non-essential personnel

the university has people, who cost the university money, and the administrators know about these people. but anything is done about it. There are people who produce a lot more than others and deserve their jobs a lot more than others. I think we should crack down on loafers. Further, I believe university employees should be able to speak and understand English.

Yes, do not continue to pay salaries for people who have left UL because their service was no longer needed, for instance Dr. Martinez. Reward employees who achieve a real savings by going beyond the scope of their normal duties.
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION EIGHT COMMENTS

645 cut back on advertising and some coaches' salaries-turn lights off more and recycle
646 Employees should be appreciated way more.
647 Constantly, I find lights left on in empty rooms. If a piece of equipment functions well, don't replace it for cosmetic reasons.
648 department occupies space, and more renovations are needed.
649 N/A
650 None
651 no
652 4 day work week, flex scheduling, instead of 1/2 day holidays make them full day as done in 2009 (ie day before Thanksgiving and Christmas).
653 haven't been here long enough to really know
654 Turn off the lights (lamps) outside that are on during the day.
655 N/A
656 N/A
657 Management positions - too many?
658 There should be scrutiny of salary increases for professional staff and salary equity across the university for similar positions.
659 Refer to question #6.
660 Too much paper usesage.
661 Unknown
662 No comment
663 Save Batteries
664 Quit giving all the money to the sports and pay the employees.
665 Paper towel holders. Use blowers instead of paper and batteries.
666 I believe you would see savings by going to a 4 day work week for all faculty and staff.
667 Done.
668 i think when people leave there office's for the day, they should turn all electronic's OFF.
669 Never worked anywhere where the divide was greater between hourly and salaried workers.
I believe increased cost of healthcare coverage is one of our greatest concerns. Greater emphasis on the promotion of preventive health and wellness may assist in bringing our cost down. Get Healthy Now is a start but I believe more can be done for staff and faculty. Specifically, attention to employees age 40 and over, this is were the university’s health coverage is having the greatest impact.

676 I think that UBM/Admin Asst/Program Asst. should be evaluated and made more equal. Getting paid for Program Asst. when you are doing Admin. Asst. duties. Rather than departments “dumping” money for purchases at end of year, Admin should request voluntary cuts near end of fiscal year that would NOT impact departmental budget for the next year.

677 Stop using sprinklers when it’s raining (I’ve seen it happen.)

678 Employees should be trained and able to do multi-tasked work in order to reducing hiring.

679 There are to many layers at the administrative level. There are two many highly paid P&A positions for whom the job occupants are not pulling their weight. There seems to be more nepotism than would hope to see at a university. I also think those with higher education and professional/graduate degrees should be compensated for that even if it is not a requirement of their job classification. This seems particularly appropriate in an institution of higher ed.

680 Consider phased retirement for professional/administrative and classified staff.

681 Each department have a business office rather than a budget person for each department.

682 Not certain

683 stop buying thing we do not need.

684 the amount spent on office supplies & furniture in all buildings & dept. is in my opinion excessive

685 dont no.

686 Cannot think of anything at this time.

687 I think all the money that is brought in through U of L Sports should be spready throughout the university and not just stay in sports.

688 less entertainment

689 STOP construction of new buildings unless the funds are already present

Have the Louisville Cardinal paper be online only with an e-mail sent out to all U of L students faculty and staff that is available for review at their website.

691 Allocation of funds for Speed School Departments needs to be based upon the numbers of enrolled students.

692 stop hiring people that are lazy and rude when we are doing a survey laughing singing talking very rude

693 Whatever the increase albeit one-time or temporary, it would be such a boost to the employees. They work so hard and want to feel appreciated by management monetarily.

694 I’m already trying to do the better part of two jobs over the last couple of years, so I don’t know of anything I could do much more efficiently in my position.

- reduce paper usage

- encourage the company to distribute information from paper to technology via email, online services, text messaging; ect.

695 **any other suggestions will be suggested later
844. there are certain groups of people that are only doing 2 hours of work every day, and getting paid for 40 hrs. plus a week. This is a lot of money going down the drain. 
845. Maybe at the end of the fiscal year have the different departments turn money in to a general fund instead of trying to spend it all in the last couple of months, so they would not lose it. In other words don't penalize the next year budget for those departments that may turn in extra monies on certain years. 
846. Perhaps. This needs exploration. One must always question Athletics and Foundation monies as revenue sources for the future. 

847. Everyone should be aware of cost-saving, if not at home, they should practice in the office. I practice saving both home and work. 
I feel some of the positions in Management that could be eliminated by increasing Supervisors pay and eliminating Management's benefits dividing their pay and responsibilities equally. 

848. One thing that has always frustrated me is when I see what I deem to be very expensive departmental mail outs in campus mail and some to our home addresses to faculty and staff - emails should suffice in most cases. 

849. I feel some of the positions in Management that could be eliminated by increasing Supervisors pay and eliminating Management's benefits dividing their pay and responsibilities equally. 

850. There is lots of equipment bought that nobody or hardly anybody uses. Just because it is new doesn't mean there is good use for it. If old equipment is not broken or still in use why replace it? Some things are bought at a very high price, just because it is brand name. Other parts or equipment may be bought with better warranties, which could save money on new parts altogether. 

851. I don't have anything to say right now. 

852. I suggest that all information on paper be converted to an online service reducing the amount of paper being used. Also convert all forms of communication to all employees being updated via: email, online services, text message, etc. 
Changes are difficult to accept. There is a lot of waste of staff hours and supplies in many departments. Departments have cut back a lot and quality of services and education has been decreased. You have to spend money to make good services, good reputation, and good education. Spend crap and get more crap. 

853. Consider the manner in which the Athletics' department is handled. Give honor to whom honor is due, particularly monetary for a job well done. 

854. Lower the per diem on travel meals on expense reports. 
How about finding ways to reduce the amount of landscape maintenance required on campus? That would save $$ AND noise and air pollution. 

855. I think flexible hours would help a lot of people. Most people know when their most productive times are. They should be encouraged to work those hours to get the best work quality from them. I also think a flex plan would improve employee morale because they would feel like they were making some decisions about their job. 

856. Staff should be able to review their supervisors performance annually on a similar point system that is now used for staff eval's. This would help employee relations, communications, and efficiency. It would also help to make the good supervisors better, and help to eliminate and weed out the "Felner" types that are presently still here and continue to hurt morale! 
It seems a lot of people think there is an abundance of money when purchasing material, such as replacement parts for things they are working on, so they will buy without researching for the best deal. Also, many times parts are replaced that aren't bad, because they don't or can't troubleshoot properly. You get what you pay for in qualified personnel.
WHEN I SEE MEDIA IDENTIFYING SALARY INCREASES FOR ATHLETIC STAFF AND NIH MONEY RECEIVED FOR RESEARCH, IT GETS HARDER AND HARDER TO ACCEPT [NO MERIT RAISE FOR WORK WELL-PERFORMED BY THE LINE STAFF] I SOMETIME WISH I DIDN'T KNOW WHAT AND WHOM THE EXTRA MONEY IS GOING TO OR FOR. RESPECTS. 

Stop ignoring that we need interpreters. These people want to pay their bills too. 

Less money for sports and administrative. Like other corporations, UofL is "Top Heavy"!

be more energy efficient

Make as many roofs green with grass as possible.

I've answered this in previous questions. With my recommendations, please understand that I am SO proud to work here and I applied over and over in order to a full-time employee. I take classes and feel blessed to be able to finish my education...but I also have a home and a family that I'm having trouble supporting. I don't want to quit my job in order to live my life.

Working from home should be an option for some.

When the building is not in use all light need to be turn off in order to save energy.

Fix all toilets to prevent continous leaking particularly the older buildings. Campaign for energy conservation...turn out lights.

Cut back on the use of electricity also go to a four day work week.

4 day work week saves energy

make shorter work days

4 day work week saves energy

save power and utilities.

Four day work periods to keep employees out of buildings longer to reduce the use of electricity.

4 day weekdays

not sure

4 day work week take that one day off insurance and gas for all vehicals

the bat cave parking could be opened back up, makes no sense to close it down to force people to park in a new garage so it can get paid for. people should be given choices not forced, we might as well be living in china or russia.

not sure at this time

four day work week

energy savings utilizing 4 day work week

employees, should not have to pay to park here on campus,we should be given free parking passes.

Start retiring some of the people that have been hanging on for years and barely work. Look at some of the top paid people at UofL and see who needs to go. We are paying Faculty that are in the eighties that are barely here one day a week. UofL goes from paying the Clinical people that work are over worked nothing to paying top officials a lot of money for not doing much.

no comment.
Stop enabling poor work ethics and performance. It seems that if you aren't capable of doing the job you were hired for, you're just moved to another area with less responsibility (no pay change) or your duties are reassigned and you stay in your position with less to do (again, no pay change).

Eliminate pay-offs for those who leave the university and control ridiculous salaries and perks for those who make more in some areas.

Large athletic bonus for coaching staff should be rethought

I think the university truly cares for its employees. Perhaps a day off on Oaks Day would be for good morale...? The green initiative shows that faculty and staff are doing what they can to help both the environment and the savings to the university.

There are unnecessary meetings attended by supervisors that need to be cut out so they can contribute more to daily work duties in their department.

Eliminate wasteful spending- for example, did we need to spend so much on sending people to the derby?

Closing Spring Break, as well as those days that the university closes early i.e. Christmas Eve, Oaks Day etc. This would save on energy costs.

Everything is simply decentralized. I think if major things were more centralized, we would have a better running operation, where 1 group is the expert on that function, and not have a lot of other folks trying to invent to wheel to understand how to do something, it is a lot of time wasted, and in many cases things are still not correct. Some simple examples, are the cell phone bills going to a decentralized process, so instead of UofL paying it 1 time, you now have every dept UBM processing a payment. Think about purchasing computers, every dept., comes up with their own specs and orders the computer and then the Tier 1 needs to load appropriate software and do the correct configuration and installation. At large corporations the IT dept. handles the purchasing and configuring and loading of software then delivers the laptop or desktop to the desk already configured, except small things like wireless or loading print drivers are done at the desk....this whole process is more efficient than what we currently have in place, and ensures that all UofL owned computers are running the correct software and versions. The HR process - We have a separate form for everything and then some, and you have to figure when to use what. There is not much that is intuitive about the whole process. These are just a few examples of small things that if they were a centralized process I think, would save time, and

Position Management!!!! Stop hiring and paying people outside the checks and balances of the budget system.

More green initiatives

No unnecessary spending, and/or wasteful spending.

Tighten the reins on spending and expenses. Whether the funding source is Foundation, Athletics, state funds, etc. some departments are not being fiscally responsible.
Starting using cardboard compactors all over campus that would pay for all cardboard collected. The compactors would pay for themselves over a short period of time. The compactors now used only hold a small amount of cardboard at a time. If replaced with cardboard compactors that would compact a larger amount of cardboard at one time while saving money.

Move to auto flush touch free flushing toilets, urinals, touch free auto faucets systems all over all campuses. Change out all light systems to the new motion light systems through all campuses. Cut back on all un-needed paper use and put more things on the computers. With these changes I think it would save the university thousands of dollars if not more over a period of time.

I have no thoughts about this at this time.

Closing the university during non-busy times like Spring Break would help cut costs as far as electricity being used and the price of operations to run campus during that week and other such non-busy days.

Briefly, I believe there are many processes and positions that can be centralized throughout the University. Decentralization of these processes lead to inefficiencies university wide.

Recycle more items such as rubber bands and paper clips.

I know in my department hiring additional personnel would be cost effective because of type of work we perform

A process analysis firm should be brought in to do an efficiency audit. Those who are being underutilized should be transferred to other departments where the need for labor arises.

This would help alleviate the stress many of the over worked employees are feeling.

Close the University at 12:00 or 1:00 on Friday’s during the months of June & July. Cost savings would come from not have to keep the air and lights on all day and in gas for the university trucks.

None I can identify at this time.

We could work 4 day work weeks, and conserve on the utilities. We could take one day a week furlowes.

Listen to the people doing the job in the trenches and quit trying to micromanage. We are very often prevented from working more efficiently by the administration who does not value our requests for change.

no comment

not any

no coment

N/A

every building should have a floor person and a general cleaner.

every building should have a floor person and a general cleaner.

More analysis on what UofL is actually spending money on and whether or not the expense is actually necessary. Eliminate wasteful spending.

The university send a good number of high end printed materials that do not necessarily meet the purpose for which they were printed. There are a great deal of these printed materials that I have seen discarded as soon as they have been removed from the mail boxes in which they were delivered.

Operating as a team should be promoted more with members encouraged to help others when needed. Being a contributing member to the team as a whole should be included as a criteria in performance reviews. Managers/Supervisors should be trained in ways to promote teamwork and how to administer it effectively.

Morale is so low everywhere and some places it is at a ridiculously high level. If things were more fair and if it were more fun to come to work, morale would increase. Morale is the biggest problem, in my opinion.
I think those that make $100,000 or more should take a pay cut. Instead of getting rid of the little guy.

Stop buying things that we don't really need.

There seems to be a lot of flyers still going out. I would depend on email more. I know there is less paper going out but, I still receive a lot. There are a LOT of departments that do not always use there budgeted monies wisely. It seems to me the higher up the administrative ladder you are the more "PERKS" one receives. That should be slowed down, or stopped completely, and we might see a little bit of savings. It might not seem significant, but it will save some. And over time - we can continue to think of ways to save more money.

More cross training of staff; combine some areas with others (non-essential staffing areas)

All other hospitals and medical professions provide parking as a perk to work for them. Yet, we at the KDP have to pay to park and don't have cameras in the garage to watch us or our cars. Several cars have been keyed and no answer or solution has been offered.

Yes, I think there should be a no hire in place from at least Nov. 15 thru Jan. 1 as there is no time to really train new employees with all the holidays. This would keep UL from paying out salaries to people that haven't even been trained. This may not a huge amount but it is better than paying someone for nothing.

Don't know

Four day work week

Four day work week

Four day work week

Four day work week

Four day work week

Four day work week

Four day work week

Four day work week

I'm working within my department with some issues that I don't feel I can talk about at this time.

UofL administration is top-heavy and plainly needs to be downsized.

NO COMMENT AT THIS TIME

NONE KNOWN

1) Stop allowing consultants to become full-time employees. Being a consultant should not be an avenue to full-time employment at this university.

2) Stop hiring outside firms to do what in-house staff can do

3) Stop creating jobs for the friends of well-connected donors

4) Stop all the sleazy bullshit

I beleive there should be a better way to eliminate supply waste.

I am only aware of my departments spending.

I think there are too many supplies being wasted. And we could watch the amount that is being ordered a little more carefully.
It is going to become increasingly difficult for the University to hire and retain individuals who are well qualified in their field if they continue to pay substandard wages to the staff. Staff persons will continue to find employment outside the University where they are compensated more adequately. There are some departments where hard work, attendance and attention to patient care is often not appreciated. As I have said before, the "hands and feet" of the University seem to be the least appreciated. This is unfortunate, because there are individuals who truly love what they do. At the end of the day, you have to make the ends meet.

Someone could look into why certain groups of people tend to be on a continuous break.

Maintence jobs could be combined instead of the way they are divided so specifically now.

1) Campaign to turn off lights (much waste of electricity)
2) Print less paper
3) More conservative budgets on food purchases
4) Gift-giving limits

Freeze on renovations and expensive furnishings

Stop the recycling. Give that money to the employees. The majority of employees make little money. We need to be helped out.

cleaning services. you have three shifts of night crew and our dialysis unit needs mopping and cleaning after third shift. i have never been in a unit this dirty.to have so many employees.

quit paying people who do nothing. alot of salary people get by with not coming to work and or are useless to the system

Better utility conservation - many buildings are freezing in the summer and too hot in the winter. Look at ways/areas where money is simply wasted due to outdated systems - both physical and process-oriented.

Need more communication about what is requide of.

Could each Department be "challenged" to find a way to cut a percentage (e.g. 5%) from their previous year's expenses (excluding payroll). There might be a way to cut back on excess supplies or other spending that isn't necessary. Watching the cost of travel arrangements is one way to cut expenses. It takes time but shopping hotel and rental car prices can result in substantial savings. A portion of the savings could come back to the employees of that Department as a one time bonus or special activity as incentive.

I feel that the pictures on the flags and on the buildings around the campus probably cost a pretty penny and the money that that cost could be used to increase salaries.
<table>
<thead>
<tr>
<th>Number</th>
<th>Response Text</th>
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<tbody>
<tr>
<td>1</td>
<td>Concerns that the Foundation resources are going to non-strategic issues, rather than supporting the university's mission. Concerns that athletics may be draining funding that could address strategic student oriented initiatives.</td>
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<td>2</td>
<td>The obvious ones; with so many years of cuts it is very difficult for all.</td>
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<td>3</td>
<td>I don't want to see anybody get laid off or lose their job. If that means we don't get a raise than that is what has to happen.</td>
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<tr>
<td>4</td>
<td>If staff receive any type of &quot;bonus,&quot; I'll be very disappointed if it's not added to base salary in the following year. If we can find the money to pay any number of people who no longer work here, surely &quot;we&quot; can find the money to fund staff salary increases. Enough is enough! And please don't talk to me about Foundation money vs. other funding sources. Figure it out!</td>
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<tr>
<td>5</td>
<td>Concerns that there is still a lot of waste at U of L: the recycling program is a great start to cutting some of the waste hauled off to landfills; there is a lot of miscommunication between administrative offices - the right hand never knows what the left hand is doing - that causes a lot of rework and/or overkill for simple tasks.</td>
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<td>6</td>
<td>I am concerned that, if Frankfort does not pass a budget, that we will be laid off on July 1st. Since my spouse also works in higher education, we would both go home and probably lose our home if we were out two months or more. I would like for the President to keep us informed about what UofL may do in case a budget is not passed. The KY Supreme Court has ruled that they will not allow Governor Beshear to extend spending without a budget and that non-essential jobs would cease until a budget is passed. This included public universities and community colleges.</td>
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<tr>
<td>7</td>
<td>Thanks for asking for our input. In recent years, costs have been increasing for all staff members, health insurance, parking, etc, but it doesn't seem staff are considered for increases on a consistent basis. It seems to me that while many in the University personnel get paid extra payments, ie Supplements, Xpays, scorecard compensation, etc. there is no additional consideration for classified and Professional staff members.</td>
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<tr>
<td>8</td>
<td>My greatest concern is that I may not have a job. The rich get richer and the poor get poorer. Let's do more to encourage merit raises for staff!</td>
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<tr>
<td>9</td>
<td>Can't think of anything.</td>
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<tr>
<td>10</td>
<td>Obviously, that there will not be raises (merit-based or otherwise) and the cost of benefits will go up essentially causing a net loss in income. I feel that the university should budget salaries as a required part of the budget instead of the item that can be eliminated. There are programs on campus that could be affected instead or they could find personal funding for them that would allow them to continue. Only concern that I have regarding the budget that what ever funds are allocated to each unit to distribute, I feel that guidelines ought to be given so everyone is distributing with fairness.</td>
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</tbody>
</table>
I am just tired of hearing the same story over and over again. The university upper management should be the ones to be creative and use the available funds wisely and ethically. I don't think that either is happening.

14 It's difficult to get behind any salary discussions in Kentucky when you have State Legislators who are more concerned with their own private initiatives than they are with state-wide issues.

Also, I have a problem with the importance athletics play in universities in this state (likely in other states as well). In a time where you have high unemployment, high costs of goods and services, reduced value in retirement funds and programs and salaries that have not seen any significant increases in years, it's difficult to understand the amount paid to coaches and the amount spent on athletic facilities. The argument that these salaries and facilities are necessary to bring in additional funds to the institution are inaccurate since the people who work at these institutions do not see any benefits from the funds. It is my belief that higher education in Kentucky is and has always been seen as unimportant.

15 Going to a recycling program instead of having garbage in our offices is supposed to save money, why can't that money be funneled into staff salary increases?

16 I think it is important that employees are given something this year. When you read about athletic coach salaries, even though they don't come out of the general funds, it's still hard to sit back and receive nothing for hard work other than avoiding being laid off. If the University needs to layoff people in areas where they could do the same work with two people instead of three, or if there are programs that just aren't pulling in the enrollments to make them solvent, then they need to be laid off or cancelled. If you have a five-year history of low enrollments, most likely that program is not as popular or necessary as was originally thought.

17 Keep up the good work Staff Senate.

I worked in one position for 7 years and due to minimal increases, even with above average reviews (28 and 29s), I was only making less than 1% more than someone that was hired at the base. Because I would get a 2.3% raise but the base would raise 2%.

When I was looking to change positions in an effort to have an increase, I was not even given the option to negotiate a raise since the ‘new’ position was in the same pay grade. So of course, my ‘old’ position, did not counter-offer to ask me to stay, as occurs elsewhere.

The only real raise I had was when I changed positions to a higher pay grade. I think this is the 2nd most shameful thing about hiring at UofL, the 1st being that internal candidates are not given any preference over external candidates.

18 My concern is that I will never get a raise to my salary to keep with rising costs of living, parking and health insurance coverage.

19 U of L needs to look to other options and opportunities rather than expecting the state legislature to support a certain percentage of the university's budget.

20 no comment
ARE we going to get any kind of increase this year???????? The employees really need it - if not we need more moral boosters like OAKS OFF - Birthdays off, day before Thanksgiving actually off not 1/2 days. AND MAKE THEM permanent not a one year deal!

OR do a mandatory furlow for spring break and close UofL as a whole! But, reduce our pay over the year so we don't feel it so much!

I think people making over $60,000 per year should pay more for health insurance because they make more. That is a way to reduce spending - a sliding scale on health insurance.

In a nut shell I just want to know how the UofL budget affects my bottom line. I just want to be able to pay my bills and provide the best I can for my family.

corruption and fraud

In the corporate world, CEOs take salary cuts when there is not enough to pay the staff. Here, the administrators continue to make ridiculous amounts of money while the staff can't have raises for years at a time. If you can't give a raise, that's one thing, but try to make up for it in other areas. Instead of being more appreciative to the staff, our department is becoming less and less appreciative. So, no raises and no perks either.

That salaries are budgeted last instead of first - or perhaps after increases in fixed costs. The budget should be built around a fair increase instead of waiting to see what is "left over" after everything else has been budgeted.

It is very demoralizing that this will be the third year in a row that we have not received a raise of any sort ($700 after taxes was ridiculous) yet the cost of living continues to go up. I love working at U of L, but am considering looking elsewhere so I can receive a normal income that allows for the cost of living each year.

What might be the chance of a buy out for retirement and the position not replaced?

Too much money spent on athletics!!!!!!! Invest this money in salaries.

Very high salaries for administrators etc. and no thought to lower paying positions.

I don't think I have any - it would be great to get even a small pay increase, however it should not be at the expense of others. It would be better to just say upfront that the University cannot provide pay increases this year rather than to cut positions. Just my two cents. Thanks for asking.

When we do finally (if ever) get a pay raise, will it go back and cover the years we didn't get one? How long should I stay here as an employee, and make less money every year, before I finally smarten up and get a job in the private sector?

None, the budget will increase or decrease regardless.

Even though we have not had a raise in years, some people are still receiving raises. That's not fair! The moral of staff is pretty low, but at the same time, we all need our jobs, our hands are tied and there is nothing we can do about it but pray that the administration will see this and realize that without the staff there would be no UofL...

I wonder if there are too many high paying administration positions. I've heard some people have multiple titles each which carries a salary. If true, I do not think that is fair at all. I speculate many of the under "$35,000" positions are actually very underpaid positions.

Are we ever going to get a raise again? I would much prefer an honest/straightforward "No." Than a "We will see. We are hopeful."

Pay increases should be tried to performance. thanks

05/27/2010
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION NINE COMMENTS

Are we going to be shut down if a state budget is not passed soon? Is this budget crisis something we as employees should get used to? It seems that every year we face a budget crisis. With such a small percentage of the university's budget coming from the state, how does U of L plan to increase its yearly revenue and provide necessary cost of living raises for its employees?

Are Administrators considering an audit of the university positions to allow consistancy across the university for specific job titles? Not the same from dept to dept and affects the bottom line as people are not getting paid based on level of work being done.

Are the Administrators considering extra days off in lieu of no pay raises?

What programs/rewards are being considered to raise morale if no raises yet AGAIN?

How come raises are across the board? Why do people not get paid based on the work they perform and their level of education and use of technology?

Where is all of the $$$ going that was gained by "sustainable" actions across campus? I keep hearing about the $$$ we are saving but yet we get no raises and tuition keeps going up.

I think President Ramsey is doing an excellent job communicating what is going on with the budget, both ULs and the states. I interact with other universities and they are taking "the sky is falling" approach, but UL seems to be handling it much better with minimal impact over the past several years of decreases.

I am thankful to have my job. My only concern is for the future. I can only go so many years without a significant raise before I look for a new job. I love working for UofL and the great benefits, but at the end of the day I still have bills to pay.

I don't want the budget to cause hard working support and administrative staff who have been here for many years to lose thier jobs. Laying people off.

My greatest concern is not having the "bonus" tied to my base salary. As a "dime a dozen" employee (ie admin asst) the outside review of salaries has no affect. Also, I have no meaningful way to make up the "lost wages". Basically with the system as it now is, I have to Jump positions to make up wages.

Thanks
Answer 6 does not allow you to type anything in the text box.

If other tactics were to be considered in identifying potential funds for base salary increases, which of the following options would you be comfortable with? Other...

Some departments already have a tendency to allow staff to leave for 1/2 the day at certain times of the year such as Friday before Easter, Oaks day during Derby week, the day before Thanksgiving/Christmas. Maybe the university needs to consider furloughing those days. Announce it as a pro and con... “While we are very sorry we have to take such action, hopefully families will be able to spend extra time together.” If announced with enough warning, as the city did, employees should be able to budget for small adjustment if it is spaced out over 4-5 days throughout the year.

Get real budget people who think strategically and are not for the most part piecing together an incremental approach, but calling it strategic.

One of my biggest concerns is that the University is getting very top-heavy with 'administrative' positions. It seems like monies are available when they think they need another administrator, but staff just seem to lose ground. If someone leaves an office, the duties are distributed among the remaining staff members without any compensation. The University ends up getting the salary funds from the employee who is gone, and doesn't have to put out any additional funds to the remaining employees who take on the additional duties. It isn't fair.

Are our positions safe here at the University?

Concerns about future plans and how the economy will effect our positions and benefits.

My concern is simply that the cost of living is always increasing and other companies/hospitals/universities, try to adjust their employees salaries to help out. Also, when you receive a very high score on your evaluation and are always working hard, I think that should be rewarded as well. I love my job here at UofL and do not wish to leave, however, I will need some sort of pay increase to keep me here in the long run.

If you can't afford to pay us decent wages and give us wage increases, then why are we so overly focused on building, building, building??? I know the University has to grow in certain ways to stay competitive. But we need to take care of the entire house, not just the facade. The last thing I think we want is for us to have the reputation (even if it is just amongst ourselves) of "it might be pretty, but there's not substance there."

I may not be making a decent wage, but at least we have a place to play basketball...oh wait, didn't we already have a place? Do you have any idea what kind of message that sends to employees? How undervalued that makes us feel?

People losing their jobs. Not having the resources to provide the best customer service to our students, alumni, and donors that keep this university open.

I appreciate the hard work of Human Resources and Planning/Budget assisting with salary equity studies and other salary related issues. When money for raises is so low the Across the Board increase which addresses cost of living is always the best method.

The "hard times" that we are in represent our budgets as poor deficits. We can't even keep supplies in our cabinets.

One large question...Why was Dr. Manuel Martinez given a million dollars to step down and retire when each and every staff member here at UofL deserved at least a chance for a raise, the $700 supplement notwithstanding. Saying that the million dollar payoff was "Foundation Money" is not an excuse for abusing the system especially when the powers that be cry about not having enough money in the "budget"....seems like there was enough for Dr. Martinez.

I believe we have a terrific budget team that will in the end look out for each employee.

Why are the little people always the ones who have to suffer. All of the upper achelon never have to worry about cuts or not getting any raises.
Like most of the people, I have actually discussed the budget with, I am concerned that we may be looking at layoffs in the near future. While in strict seniority, I have the benefit of many years at U of L, I am not old enough to retire, but because health issues I could be laid off before others with less time.

I believe that state funding is less than 1/4 the total university budget, but that is still a lot of money to find in order to just maintain the status quo. While I am sure it would not make up the difference in funding lost, I would like to see payouts to people let go or asked to leave cease. I don't believe these contracts should be written to allow payouts for extended periods of time (as much as two years in some cases); after all these contracts only go to people who are getting paid large sums.

Job security

I don't understand why the University and Athletics seem to have a separate budget and that the Athletic office can continually spend money on bonuses, new facilities, etc. U of L has taken money out of general funds to "bail out" the Athletic Dept before..why can't the athletic department offer money to give the staff (that work to get the athletics in school) a decent raises.

I know that UofL is a big "sports" oriented school. Most of the time I feel that the other schools don't get the credit or the funding they desperately need to do the jobs that desperately need doing. We should be premiere in all things not just sports.

One final note... it may have been necessary to develop this survey in the manner of www.survey"monkey"....

However, I found the title of the website offensive. There's not enough time to write it all down but my overall concern is whether people who have control of the purse make fare and just decisions in tough economic times without regard for status or wishes of a few. Based on current news items nationwide, this hardly seems the case. What will U of L do?

We should be concerning about taking care of employees who are doing a good job and providing cost saving ideas for the university. I believe that we should be using the money to invest in the right things for a better return on our investments. This is not going to happen if the administration does not make it a priority.

The rising tuition costs for families.

The University seems to believe that cutting all the small items that are considered perks for the staff will add up to big savings. I believe we should look at the larger picture and cut from the areas of major expenditure. Whether we postpone a major outlay of money for a proposed project, or cut one or two high paying salaries of administrative people major money would be saved with less pain for all here at the University. The staff are sick of getting the short end of the stick so to speak in the budget. I have been employed here for 21 years and it certainly was not for the salary--but I still have to pay my bills and live. Some years I got as little as a $400 raise and some years none. Is it fair to pay exorbitant salaries to fund-raisers for the University based on their abilities when the staff abilities are just as good but yield practically nothing in monetary value? Yes, they are doing a good job, but so is the staff here. Cut from the big ticket items on the yearly budget and yield big savings with less pain for all of us.

I fear that the budget issues are going to cause some of are great people to look else where for jobs hurting UofL in the end. I know lots of others beside myself that are getting frustrated we have invested a lot of time and energy and truly care about the University and have nothing to show for it. Sevral of us are almost back at the start rate for our jobs as they raise start rates but do not raise pay.

Look at Professors salaries, based on the hours actually spent in their offices.

It's very scary not knowing if you are going to have a job or not, much less if there will be an increase in insurance or parking permits and you probably won't get a raise to help cover that increase.
Concerned about effect of increased tuition and fees on students, possibility of increased parking fees for staff/students and decreased services, along with possible decrease in benefits provided to all employees.

I know that the budget looks grim for the next few years as the state tries to pull itself out of a huge deficit. The University has done a great job retaining faculty, staff and students even though tuition continues to rise and pay raises have been next to nothing. Office morale has boosted through the additional time off that has been approved to compensate the minimal pay raises.

As devastating as the August 2004 flood was to the University, the University as a whole came together to support one another during a very trying time. As an employee of the university, I feel/felt the people of the University grew through this disaster. It forced us to mesh together and mingle among people we never would have.

Three years without a raise would be unfair to all those who are working so hard - especially with increased student enrollment (in the College of Education). The University needs to figure out a way to offer a raise to employees performing at the satisfactory level and above.

How many years is it possible to keep reducing the budget. I love the work atmosphere here, but I make less every year I'm here (due to cost of living increases, insurance, parking, gas, etc). How long can we continue the services that students come here for?

Three years without a raise would be unfair to all those who are working so hard - especially with increased student enrollment (in the College of Education). The University needs to figure out a way to offer a raise to employees performing at the satisfactory level and above.

I'm concerned that no one actually looks at the UofL budget and tries to stretch every dollar out as far as it can go. It seems that some departments get too much funding over others. Overworked departments are left grossly understaffed with management in place that neither cares nor works hard to fix it.

Job audits need to be performed to determine where the deficits and surpluses are located (both faculty (including tenured) and staff). These auditors then need to make recommendations on how to move staff members from departments experiencing surpluses to those experiencing deficits to correct the workload. Layoffs and new hires may be necessary to fix these issues.

If there is proper scrutiny over the UofL budget and every dollar gets stretched as thin as it can, any surplus should be levied to underpaid staff as increases to pay them market value or re-class them if their workload has overstepped their current job responsibilities.

The current performance evaluation works is a joke. What incentives(extrinsic) do employees have to do more, to challenge themselves in light of the current lack of opportunities and remuneration?

Our division managers (me included) have been told that we must find $500,000 to cut from next year! Any way you look at it, means additional layoffs. It is the first time in my 30+ years we had layoffs (last year budget) now, we're looking at major program cuts. Our staff need support from the Senate. The HSC staff are about to loose UofL jobs (2012) to the new corporate PSC (ULP - new CEO hired) and the Senate needs to be involved NOW in the budget process to pay attention to these job cuts that are already happening. (watch for "forced" / encouraged retirements - we've had 2 along w/ the layoffs) Senate should look at HSC staff to see turn arounds in staff positions / retirements - have they spiked from norm? I work in the Kidney Disease Program...as the phrase goes..."Its Happening..HERE!"
CONFIDENTIAL UofL Salary and Budget Survey QUESTION NINE COMMENTS

Just that we can’t continue to keep cutting it. Units are already struggling. The next cut will mean a reduction in services and the people that go with them. We can’t grow while we are in constant cut backs.

I realize the state of Kentucky, like many other states, has no extra money. But every time a new governor is elected, he hires several of his cronies and gives them salaries above $100,000 apiece. In addition, there is much state government waste, but Kentucky always seems to want to pare the education budget. And then Kentucky wants to have a slogan that says, “Education Pays.” How ironic! We should rein in the costs of highly paid administrators here at U of L. We should not keep raising tuition for U of L students. We should cap the maximum salaries. They are too huge to justify. We continue to pay some people minimum wage at U of L. That seems unjustified. We also keep building more buildings at U of L, but we don’t reward those who maintain a high work ethic, as employees haven’t really received a raise in three years. Too bad the word “equitable” is not put into practice.

Moderation and no excess spending should be key.

I love working at U of L and will stay here regardless of whether I get a raise or not. Please try to avoid layoffs at all costs. I’m happy to just have a job and to lose it would be devastating to me and my family. Thanks.

Where are we as far as layoffs? It’s rumor that jobs are going to be lost. The only way to change the budget, is to lay people off? Is there no other way to make cutbacks considering how hard it is to find employment? Are all things being looked at before the decision is made to fire/layoff employees? It’s been 3yrs at least I had a raise due to the budget, but the work still is becoming more. I a raise would boost moral at the university.

With a lot of resources dedicated to recent projects such as the new basketball arena, football stadium expansion, Yum! Center, campus beautification, coaching changes and bonuses etc… it would be nice to see some resources dedicated to faculty and staff, we all know times are tough, but we can pay football coaches millions of dollars not to coach here, then we should be able to give our University fac & staff a one time payment or a raise. We have been doing more with less for a long time and deserve to be compensated for all of our hard work. Also, it would be nice to not pay the same amount for less medical coverage, which is what I feel like is happening now.

I don’t have any answers on how to fix the University’s budget problems, but I have been here about 7 years without a good raise in about 3 years. In those 3 years my job has changed where I should be doing a higher position but am always being told we cannot give you an upgrade because there is no money. The University is going to start loosing good long term employees if we are not paid enough.

Not enough information. Perhaps a .pdf document giving all the pertinent information could be emailed to all staff each year. We cannot give an intelligent, informed response to questions like these without solid, dependable information.

My concern is the possible layoff due to the state’s inability to reach a budget agreement. I am very grateful to have a job in this economy and I feel that I am compensated fairly. However, we are all losing ground; gasoline, electrical, food, and consumer products have all increased while pay raises have been minimal. In addition, medical premiums and out of pocket medical expenses have continued to go up. The University must look for some creative and innovative ways to compensate employees in the absence of salary increases, or come up with ways to find funds to fairly compensate employees during these times of economic hardship. After all, Universities have some of the brightest, most creative thinkers in the work force. There must be ways to meet these challenges.
Why is it that the University can find the money to make million dollar payoffs (i.e. Dr. Martinez) to individuals who have been asked to leave the university? But the university cannot use the same monies to pay their existing staff who are doing their job. It seems like a waste of money to pay people BIG salaries when you are asking to LEAVE. How is the university getting any benefit from such action? Especially, when all we hear is about the budget cuts.

If we don't get a raise then don't raise the parking and the insurance premiums we're dealing enough with increased prices for gas, car/home insurance, and medicines. I am really disappointed with all of the 'buy out' plans that have been highly publicized lately. I'm tired of hearing that the plans are paid with Foundation money. People donate money to the Foundation to improve the university...for more materials and programs...not to compensate people who no longer work for the university. If administration is going to use Foundation money to pay salaries, it needs to go to the employees still here!

I keep hearing administration refer to "these tight budgetary times". These are not tight budgetary times. These are the best budgets they are going to ever see. The Federal and State governments are both broke. The Administration needs to figure out how to grow the University with this level of budget. There is still easily 25% fat in the budget. One small measure that would have more impact on morale than on actual dollars, is for the Administration to stop meeting over expensive meals. The average Kentuckian makes approximately $30,000 a year. He or she understands that a University President needs to make more than that, but they have a hard time understanding why people who make well in excess of $500k per year need to have their meals bought by the people who make $30k and are already paying the President's salary out of their taxes. Finally, stop hiring people with these contracts that require them to be paid after termination. Pay more on the actual salary to help recruit, and then hold them to the standard of excellence we require, and if they do not cut it, let them go, and terminate the contract. I don't care if the money is paid out of the "Foundation". Any money used from the foundation to bail the administration out of poor decision making could go to other educational, research, clinical, or publication efforts of the University.

If there's going to be a budget forum it needs to be advertised better. It always amazes me that even though we have serious budget problems, money can be found for projects such as the entrance to Grawemeyer off of third street, or the construction project on Eastern Parkway, or a host of other small projects I see around campus. I know the answer will be that this comes from "other monies", but it is still very aggravating when most of us already are working for less than comparable jobs in the private sector. At some point, the lack of raises coupled with the rising cost of everything will force me to look elsewhere for employment. I lose ground every year it seems.

Are we confident that people are looking? I can only speak from my department perspective... we run a very busy office on a very low budget. We work hard to save money as much as possible on everything purchased, etc. Staff is our most valuable asset and that is what we try to save the most money on... that doesn't make sense. What if we grounded all travelers for a period of time? Would people find out that it isn't necessary? Are all conferences necessary? Do we need to cover all expenses for doctors that travel? If people are using their own money a lot of expenses would not be made. If a doctor needed to travel to conference but was told we will only pay you $20.00 a day for meals... then guess what... he won't spend more. Why do we pay so much on per diems? If I am traveling or not I still have to eat. If you gave me $20.00 a day to eat... I could eat all day and probably make money on you. If I was home I would have to eat but I may not have to eat out so some expense should be allowed. I don't think travelers are watching their pennies. Flights, hotels, meals... I guarantee money could be saved. Cut department travel budgets... only that line... cut it 5% ...

The ridiculous amount of waste at the University in some departments. But I know that nothing will be done about it.
Everything (food, clothing, housing, etc.) all increase DAILY and I am concerned that we will not get a salary increase to go along with it. It would really help to get a one- 
time or monthly increase. I would be satisfied with ANY increase.

I am really concerned how people manage to pay the bills and eat and survive with the low budget. I’m so tired of hearing how low the budget is and all the cuts that are 
needed year after year, but the only thing that isn’t low is taxes and fees and prices….they continue to skyrocket upwards. I would have never guessed how bad you 
have to struggle with a college degree to pay off loans and live with such a low paying position. Every year our healthcare increases and city taxes and insurance, and 
even basic food and drink. We drive on terrible roads that damage our vehicles that we cannot afford to repair, even if it’s the fault of MSD leaving a manhole cover off. 
After getting gouged by a mechanic, the vehicle had more problems than when it started. Most of our problems in life could be solved with the money to buy a reliable 
car if the mechanic couldn’t fix it right. But by living so tight, we can’t afford to even keep our head above water.

With the advent of the moeny that has been brought into the university by the medical school and the expenditures that this area creates. some of this moeny could be 
used to help upgrade other parts of the campus. The bulding of more modern buildings would create cost savings and not waste time and effort on repairing againg 
facilities. Most of the main campus was built 30 years ago. There has been some construction but the core is old and againg. A modern campus attracts students. We 
are misising the boat on living in an antiquated campus. The schools that are really growing have modern facilaties for the students to work and learn.

I have read articles of some universities intituting furloughs in lieu of layoffs. Has UofL considered this option. If so, what type of impact would it have overall and would 
be it something that would be beneficial to the University?

where's all the fund coming from for all the upgrades?

Why can't we be more proactive with fund raising for the university.

Why doesn't Athletics meld into the general univ. budget and not be a separate entity? (See Vandy) Would we not be as competitive? I don't believe that. We are a 
place of higher learning FIRST then we happen to have students that are physically gifted in sporting activities. Yes, it raises our profile, our "brand" but if all the monies 
are in one pot, they could be managed MUCH better and more would benefit the many rather than benefit the few. 
Cost of living (and the increase in parking, health insurance, etc) increases are not built in budget yet prices seem to be increasing at a much higher, faster level than 
salaries.

None.

I'm concerned that there won't be any sort of pay increase. My personal costs have only gone up over the past few years due to the economy but my salary has not 
increased. Morale is poor because of this and people are leaving as soon as they find better paying jobs, leaving the few left to deal with additional work yet receive no 
additional compensation. There is something wrong with that picture. Minimum wage has increased dramatically in just the past five years, but the salaries here have 
not.

we may need to form another oversite commitee in order to justify the meaning of how and why the budget is, what it is.

Who is in charge of it specifically, who audits it, what restrictions are in place for proposed budgetary changes, how is it decided that that team of employees that make 
UL what it is are the first to be penalized with out even a cost of living increase.
CONFIDENTIAL UofL Salary and Budget Survey  QUESTION NINE COMMENTS

For some reason, we are unable to convince the legislature that higher education is of any serious long-term value to the state. Why is that? While it's true that a large proportion of the KY population continues to feel that education is not necessary for "the good life", we have a smaller stationary target in the legislators. Whoever we are sending to talk to them is ineffective, maybe because we continue to weaken our case with repeated scandals (Felner, Pitino, athletics in general, hidden dealings of the Foundation, etc. etc.)

WE NEED A NEW PRESIDENT!!!!!!!!!!!!!!!!!!!!!!!!!!!!!! Time to clean house.

I am concerned that we are going to lose good people to other jobs because they are not given the raises they deserve and need to survive. Employees not only need the money they deserve it as appreciation for their dedication and hard work. Many employees here at UofL do not make $75,000-$100,000. Most employees are only making $40,000-$65,000 if that and live paycheck to paycheck. They would appreciate being shown that they mean something to the University.

I think the administration is working very hard to secure funds for the university in a very bad economy and appreciate their efforts. I was negatively impacted by a cap of 8 percent on a reclassification though and want the administration to look into bringing salaries in line with the market value.

I simply have serious job security concerns with the market and the progression of all of the budget issues. One begins to wonder whether working at a university is "dependable" employment anymore.

I also worry about the cost of attending school and whether we're going to see a decline in enrollment because people simply can't afford college.

We have not had a salary increase in 3 years, but parking and insurance continue to rise, basically giving us a salary cut. How long does the university think they can retain good employees with this kind of record. Most businesses at least give you a cost of living increase each year.

If budget increases are not available, I would recommend more paid leave days such as a day off on a person's birthday, all of Oaks day off, or another day off attached to a holiday.

Do everything we can to ensure that health care costs do not rise significantly and benefits are not sacrificed.

If a UL staff member's health insurance is adequately covered from spouse's at another company, I think the university needs to rethink the flex benefit to the UL spouse. This is extremely expensive and those of us who are not married, cannot participate in this benefit. Perhaps a flexible amount to catch up with the spouse's premiums if there is a disparity would be fair. I don't mind the overall amount being equal.

But I think a fixed across the board amount just because you don't choose UofL's health insurance is extravagant. This gives rise to the opportunity to choose the spouse's insurance because it's cheaper AND they then receive the added across the board flex amount.

It's a wonderful benefit but can we continue to afford it? And as I said, not all can enjoy this benefit.
I am concerned with how the University handles people who are no longer employed here, but are still holding the University responsible for their salary under some contract agreement. Should we enter into these types of agreements without some type of protection in case they do decide to leave?

I am very concerned about the announcement of Coach Pitino’s salary increase. It’s bad for morale. I am not saying he doesn’t deserve it, but the University needs to be more savvy in how it’s announced. I realize that it is public information, but it makes the employees feel that the University rewards only those who make more and more money for the University and not those who also work hard or even harder to make sure students have a good place to come and a good place to get an education. Both are important to the University (education & athletics). Shouldn't both be rewarded equally?

Money can be found for any athletic or academic facilities project deemed a priority by the Board of Trustees and the power /politically influential persons within, but when it comes to staff salaries for raises to meet the cost of living and/or comparable to salaries paid by the private sector, there is not enough money in the budget for staff. With an existing surplus and a contingency fund quietly on standby, but not really for use, and bonds for more building construction projects, not to mention the Uof L Foundation as a source of paying off top administrators with huge hush money bucks, a priority shift is necessary to finally address staff salaries. Let’s stop hiring outside contractors and consultants to tell us what we already know we need- fair wages to staff and to provide Uof L-educated employees meaningful employment opportunities they are entitled to.

Mostly I feel lucky to work in an institution where job security is high and benefits are good, in spite of the frustration over lack of priority to higher education in our state budget...

Money can be found for any athletic or academic facilities project deemed a priority by the Board of Trustees and the power /politically influential persons within, but when it comes to staff salaries for raises to meet the cost of living and/or comparable to salaries paid by the private sector, there is not enough money in the budget for staff. With an existing surplus and a contingency fund quietly on standby, but not really for use, and bonds for more building construction projects, not to mention the Uof L Foundation as a source of paying off top administrators with huge hush money bucks, a priority shift is necessary to finally address staff salaries. Let’s stop hiring outside contractors and consultants to tell us what we already know we need- fair wages to staff and to provide Uof L-educated employees meaningful employment opportunities they are entitled to.

What happens to U of L if the state does not pass a budget by the deadline?

Education of students is our main priority and the students cost should be kept to a minimum. The students should no longer be required to purchase a meal plan. The money this would save the students could then be used towards tuition increases. Instead of the students having to pay for tuition increases plus a mandatory meal plan. Think of what is best for the students. The quality of the food services is not worth the cost to the students. I have 2 children who are students and live on campus and they each have a full kitchen. Why are they paying extra to live in a place with a full kitchen and then have to buy a meal plan?

Employees need to be compensated this year. Cost of living mandates there must be something!

Can we divert money from any other budget line item to salaries?

Will we lose our jobs? High paying employee should have a decrease in salary.

Paying at-will employees to leave.

I don't know. I think U of L is doing the best they can with the limited amount of funds we receive from the state.
I don't think we should eliminate programs geared to few students entirely, just maybe alternate them—every other year or every 3rd year in order to still give the opportunities to students, but to save some money, too. I think that the University needs to think about regular people who have families who keep having to pay more for childcare and a house and groceries and utilities and still can't afford basic needs because the cost of living goes up every year and we haven't received raises in several years. At least a cost of living raise should be given every year.

Staff morale is extremely low and we get very little perks extra days off might help considering we are now going 3 years without raises every little bit helps

Concern no raise will be issued. Also, concern that payroll ties the hands of administrators when they are trying to promote an employee in regards to salaries. The cost of living continues to increase up to 12% on certain items; however the pay stays the same and the work load increases as positions are not being filled.

Thank you Staff Senate for want you do!

I think we are way behind on raises and that there should be some form of compensation this year. My concerns are that good people will be leaving the university and looking for employment elsewhere if they aren't able to give raises for performance.

Paying upper level administrators tens of money to leave "quietly" is absurd. It's no different than giving huge bonuses to Wall Street bankers that failed to perform satisfactorily in the first place.

None, other than I would not like to have the job of figuring out how to do this equitably. 8-)

I am so tired of seeing buildings being built and things being done and it is always 'well that is out of a different pot of money" where is the pot of money for salaries and raises? Something needs to be done to get that pot of money going, because I have been at UofL for 22 years and the raises have steadily gone down, down, down. If I want a raise I have to basically get hired into my position from the outside to make more money! That is not right, do you think? I could get myself reclassified - some people say you can't get more than 8% yet other people get 15%. It is just all so subjective to what area you work in. I have been in my current position for 11 years - yet someone I know who is in my same position went down to the HSC and has been there 2 years and already make more than I do. It sometimes doesn't seem fair! As long as I continue to have a job, I am satisfied with the salary I earn.

While a "bonus" is a good thing and would be appreciated, it might be wiser to invest any identified funds into upgrading academic programs rather than distributing to personnel. I am certain that every program at the University could benefit from extra funding.

Why does it seem that although we are constantly told there will be no raises we hear of so many promotions that increase individual pay $1000's of dollars. It's disheartening to hear that one person seems to be more valued than hundreds of others. Also I have concerns about internal candidates not being considered for promotions, hiring outside the university is not cost effective, nor does it allow for upward movement. One position filled by an internal candidate creates a chain effect which leads to happy employees. More hiring at entry level makes more sense.
I have great respect for the manner in which the financial decision-makers have continued to posture UofL during the Kentucky state budget tribulations for the last decade. I hope I will continue to see the same until after I retire.

Because of the freeze in salaries, most postdocs are now be paid below NIH required pay (mine is at least). We need to continue to maintain NIH standards, even though budget constraints are a problem.

I don't know enough about it to have any questions or concerns.

Will there be layoffs of staff or other UofL employees in the coming year?

Will employees receive salary increases for the coming year?

No.

We are one part of a distressed economy.

I believe that if consideration is given to employees, and efforts are made to keep all of us employed and insured, that in time the money will catch up with the consideration.

We are one part of a distressed economy.

To understand the working people and how they struggle why don't you pay your administration the same as your custodial dept. and let them put on the shoes of those they lead. Nobody working under you people have any faith you'll figure out how hard we struggle under the current salaries. You can't see if you don't look.

Keep waste down. There is a lot of waste because some are not working to their job descriptions.

I gave up hope years ago. It is discouraging to have a potential merit increase based on a prior calendar year instead of the current fiscal year. The state budget is not going to improve in the next two years, I have problems believing that we will ever see a salary increase.

Whatever the outcome of any salary decisions, ongoing, frequent communication from the administration is greatly appreciated.

My only question is why doesn't the employees get cost of living raises anymore? The economy is bad, yes, but how does the University expect to keep good help, if the wages they make are declining to the cost of living and inflation each year? I can understand if the University is unable to give out merit/performance raises due to the bad economy, but a cost of living raise should be factored in to the budget every year no matter what! It's not much but at least the employees would be some what happy, knowing that they're employer cares at least a little!!!

nothing, but we deserve something.

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How many years are we expected to go without a raise? It has been so long now since we got a decent raise. The university is going to slowly lose top qualified employees if raises are never a part of the equation.

Also, it's not fair that the university decided to take the best healthcare plan that was offered (EPO) and now made it where the employee has to pay 10% for diagnostic tests, inpatient stays, and other things that were once paid with a flat co-payment. Most of the employees think that Humana manages the plan and pays the claims, but we know it is the university that does this.... so, it seems like for 2010 the university administration said, "Hey, I know how we can save 10% on paying health insurance claims.... let's just throw it back on the employees, and make them pay that now". You really hurt us by doing this, plus now we could get a catastrophic medical problem because we can't afford the 10% for the MRI, CT, or other, so we just won't get tested. Again, I can't believe the university hurt us this way.
My concerns are that the university needs to have a complete revamp of all budgets and that the university hides too many $$$ in the foundation during budget times. if the university would allow overtime to be comp. out over a longer TIME Peirod than a lot of overtime would be saved, saving $$$!

If the University would ask Employees that have worked here for over 10 years some of thier thoughts and followed up on those thoughts the University would gain a lot!!!

Staff need some form of a financial increase. Many of us are already underpaid and overworked. The cost of living has increased and staff are probably struggling the most to keep up. Majority of faculty already make over $100,000. Majority of staff make far less. Please consider this. I am concerned about my job. I work in a clinic, and I often worry about whether I will have a job tomorrow. I do my job and do it well. Sometimes I feel like this may not be enough.

If we keep giving bonuses instead of raises, we will be back where we were before when the positions had to be reviewed due to comparison of the salary at UofL with the private sector. I remember some salaries had to be increased. It gets discouraging when you know people get raises around you, and we continue to get bonuses, therefore we are not even getting a cost of living raise to pay our bills. In a worst scenerio (rather than receiving nothing), if we have to get a bonus, can we always get a cost of living raise, also? This will help us pay for the rise in parking and insurance.

It is concerning to not only me but a lot of staff members that we have not received a true salary increase in almost three years. We also have not received a cost of living raise and yet everything continues to go up. i.e. insurance premiums, parking fees, dental premiums, cost of food, gas, etc. It is very difficult for staff members who do not make a large amount of money to begin with. Also, it was a great idea to have a childcare center made available to UofL staff, faculty, students but they are priced above many other childcare providers. Therefore a lot of staff members do not utilize this facility.

If state funding makes up only a small portion of the budget, why are such cuts so calamitous? What steps will the University have to take if a state budget isn't passed, how will it effect the daily operations of the University. I think it's important to make sure employees understand the possible implications and how their individual units can/will be impacted. Until it's personalized, most individuals think its someone elses problem and it won't impact them.

Do we really have to use STAPLES/Corporate Express if we find the same item cheaper elsewhere? Numerous times I have found the same item much cheaper elsewhere but the University requires us to purchase through STAPLES/Corporate Express.

Example: Toner for Lexmark Printer. I could buy package of two toner cartridges from Staples for $198. The other company - their same toner package was $99. Therefore, I could buy four toners for $200 with the other company compared to two toners for $198. Dept budgets are extremely tight and if we can save money without using Staples then why not? If this was our personal money - which would you buy?

We need to slow down on building and construction and focus on taking care of what and who have here now. Do not know enough about he budget to make a statement on the matter.

Why DO WE NOT GET A COST OF LIVING RAISE WHEN OTHER STATE RUN PLACES DO?

n/a It's obvious our students feel the "crunch" regarding tuition costs. I think we need to continue to strive towards the most affordable price for tuition and keeping in mind the cost of living, etc. Remember what our business is, "Education" Please ask administrators to provide straight talk on issues concerning the budget. If you cannot afford wage increases please say so because nobody has the stomach to increase tuition for our students. We need to explore new revenue streams for salary increases.
Building renovations and building a new stadium are important (to some people), but they should not be done instead of giving the employees raises. The company would be no where if it weren't for the people that perform the work, and they should be recognized for their hard work. It is degrading to work at a place where you don't get a raise. It's a slap in the face when Rick Pitino receives such a hefty salary and still gets increases, and we are told there is no money for us.

When will we find a way to budget for raises annually with recurring funds?

Staff Senate is doing a great job!

Feel very lucky to still have the retirement plan, tuition remission and health benefits at UL, would hate to see that change in the future.

I know that the university is like all educational systems in the nation, short on funding. There needs to be a change in who we send to Frankfort. Everybody up there has their owe ideal and not willing to work as a team. They want to gamble with the furture of our nation, by not funding to educate our youth

Because raises seem to be a thing of the past and very distant future - allow employees to also take paid time off for Spring break - as they are with the Winter break.

Employees who make under $50K suffer the most in this world without raises. Those with the highest ratio of discretionary funds are earning $100K and over. If layoffs were to happen, this is where the most impact on the University's budget can be made (laying off 1 person making over $100K is better than laying off 4 at $25K). This is also where the option to take early retirement OR a salary cut to keep your job would best benefit the university.

How much of a slush fund does the President's Office have anyway. It has money to waste on Peritus - who I can't tell is any good - but can never pay for people hired to do work for the President (but on other department's payroll) or work other departments do for them.

I have been at the University for 3 years and have never received a raise. I am an admin assistant making almost the very lowest amount you can make on that pay scale but yet there are people that came on board after me that I help train that make more money than me. I requested an inline adjustment and was rejected. In my evaluation I received a superior rating. With the budget issues coming up I would hope there would be a raise for the staff. I am having to work a part time job to make ends meet. Staff that makes less than $50,000.00 per year should be compensated instead of the ones that make significantly more. If it was not for the pions working and doing the jobs we do our faculty would not make it through day to day. We are the backbone of our faculty that we support.

The President's Office needs to lead by example in times of austerity. The operating practices of the President's Office have proven to be an embarrassment in the press/public and leading contributor to the low morale, frustration, and anger of faculty and staff who work with STUDENTS everyday. This is more than a PR issue. There is genuine anger and disappointment with leadership on our campus.

Normally I believe the UofL budget seems just. With that said, people are struggling horribly. We can’t go without raises for years at a time. Stop spending money on giant posters of endowed chair employees, etc.

Who gives a hoot about them? Focus on what is happening down in the trenches.

Acknowledge the person who cleans up, picks up, shows up. Avoid being top-heavy with salaries or U. of L. might end up like other infamous, large corporations. Keep it legal.
CONFIDENTIAL UofL Salary and Budget Survey QUESTION NINE COMMENTS

200 ???????
My concern is that there was no budget that was used. Having a budget lets you know how much you can and cannot spend. I understand that you cannot please everyone but knowing your strengths and limitations should put into perspective what is possible and what is not.

201 I think cost of living & normal increases have been very poor over the past 8 to 10 years. I believe it affect moral in a negative way. We loose many of our most valued employees, especially mid-managers who get nothing for merit and very little in cost of living.

202 I understand budget constraints, and I understand the morale issue for the staff when there are no salary increases. But, I do not think it fair to do a one time "bonus" across the board. There should be some type of tier to determine the dollar amounts distributed. I am a manager, and I do not think it is fair that the person answering the phones gets the same increase when the responsibility levels and requirements for the jobs are so far apart.

203 Thanks for listening.
As much as I appreciate the benefit of getting free college tuition for employee children and 6 free credit hours for employees, that unfortunately does NOT pay one's bills. I think it's sad that most employees are making anywhere from $5K - $10K less a year for the position than those with the same qualifications somewhere outside of the University.

I also disagree with the fact that some jobs when vacant get an upgrade in order to entice new applicants and those who are in the current position doing same job duties remain at the lower rate. If a job title gets upgraded it should be across the board for all that have that job title. No new employee should come in making more money than another that has been in that same position for "x" amount of years.

I also think that some job titles need to be more specific and less broad. Ex: Billing Coordinator. Someone that is a certified medical coder should not bare the same job title as someone who is a billing coordinator(payment posting). The billing coordinator(payment posting) is limited to it's pay increase range...Obviously someone who is a coder will make more money due to their certification and education. Sharing the same job title limits the salary range of both employees. The billing coordinator can never reach mid range of salary as long as the medical coder stays at that same range. I think they should have a job title for a Medical Coder and one for a Billing Coordinator. I'm sure there are others I'm unaware this one just rings home to me.

204 The main concern is, if we do manage to be able to get a raise, that it will be a decent raise. A really small raise is not going to help those of us who are really hurting.

205 My rent has still gone up, but my income has not. It has been extremely difficult. We hadn't had raises in 3 years. Are we looking at another 2-3 years before we receive salary increases? What can the University administration do moving forward to make sure that salary increases are adequately accounted in tough economic times?

206 There are many concerns about the budget in general but no specific questions. I believe President Ramsey does a good job keeping the campus community informed about the state budget situation and the budget forecast of the University.
How is it decided to allocate x amount of money to certain money streams (i.e. maintenance, equipment, salaries, etc.)? I was told that once money has been allocated that money stays there and cannot be transferred to where it might be more needed. For example, we always have equipment money to spend before the fiscal year ends but no money to buy books for the library.

Why is money for buildings a higher priority than salaries? Once buildings are built, they require on-going maintenance. Faculty/staff moral and offering competitive salaries in the marketplace seems a better maintenance choice.

Why doesn't the University consider a percentage difference between the lowest paid positions in a particular unit and the highest, i.e. a dean may only make x percentage more than the people under him/her? Yale University, where I worked previously, has this implemented and it works great. In my area of work the highest paid position makes 7 times what I make and I am on a middle rung of the ladder.

Continuing to allow Frankfort to fail in its responsibilities by taxing students through increased tuition is abetting state government's incompetence. In addition, if the UofL Foundation has enough resources to provide a generous salary and bonus to the president, and various other administrators, why can't it provide, at least, a bonus to staff or faculty? UofL's infrastructure (buildings, grounds, streets, sidewalks, etc.) is crumbling. It doesn't matter how much we're paid if we have to work in a ruin.

None.

It makes no sense to me to get funding for new buildings but insufficient CAR to maintain them properly.

I think it's terrible if your job factors have changed dramatically and the appropriate individuals in charge won't send this information forward to HR. I've had different job factors for 3 years now and I'm not being compensated accordingly.

Not enough information is available, particularly as it pertains to Foundation funds.

Job security and the opportunity to continue doing the job I like so well.

Concerned about my salary not rising with the cost of living. I keep hearing about a budget crisis, but witness elaborate spending on renovations, system upgrades and new email systems. This appears as irresponsible and poor management to me.

I work in a cost recovery department. We are forced to tighten our belts every year, meanwhile other departments that are fully funded spend money on frivolous things so they will get the money next year. That is a foolish way to do things. If they were encouraged to save their funds and not affect their annual budgets the university would probably save quite a lot of money.

If you have a "feelgood" department (diversity, sustainability) it is probably a waste of money and it's functions could be done better as a subset of someone's job.

Issues with the Foundation honoring contracts with staff who do not perform in a satisfactory way.

A regular salary increase should at least cover the annual cost-of-living increases no matter what. Bigger projects should be placed on hold if they are taking place of even small salary increases.

Questions/concerns ... There is always money for new buildings but never enough for personnel who've dedicated their lives to the prosperity of this university.

I am not equipped with enough info to answer that.
Staff morale is very low at the HSC campus because we simply do not feel like we are important in the decisions being made by the University Administration. With no raises and no low cost parking options at HSC, a salary increase this year MIGHT make us feel like we are working for something. It's just a shame that each year costs at the University keep going up but the salaries don't match. If we don't get sufficient salary increases, then shouldn't the University take care of their employees by not allowing University departments (Parking specifically) to raise costs. Also, when a UL Department/Office uses a University facility (Brown & Williamson Room), why are we charged? Staff and Faculty are very valuable to the function of this University, stop putting buildings first. Try putting people 1st like you (Mr. President) profess that you would when you 1st came to U of L.

Is the front office of the University a little top heavy? Millions of dollars are being spent on campus beautification, lobbyists, PR firms that don't produce, creating positions for cronies/family of administrators, etc. It is time we lived up to being accountable, instead of just paying lip service to the latest political buzzword.

We hear that the budget problem will get worse in 2012. Is this an accurate projection? There always seems to be ample funding for projects, but when it comes to the people neede to run and man the facilities then funding can not be found or had. There needs to be a real connection to the physical growth of the university too the personnel need to run and maintain it.

None, the Commonwealth is in dire straights.

How can the arena help us financially? How about the stadium expansion?

I feel if we do not get raises, that parking and insurance should not increase.

It's a big issue, and everyone needs their "piece of the pie" as it were. I don't envy you guys, as a budget is a tough thing to figure in the best of times, let alone given the current economic and political climate in the city, state, country, and world. Good luck!

Concern - the lack of accountability in many units to balance and reconcile their budgets. Unit business managers have so many duties in addition to financial responsibilities; hence, closely monitoring program budgets and grants is a job that has to be done on weekends or after hours. If administration thinks that these folks have time to look at the individual charges on every speedtype, they are greatly mistaken. It's not happening here. Apparently it is a top-down problem, and until administrators are concerned about the problem, it's not going away.

Where do we begin to fix the problem? Is it going to take some micromanaging in the VP for Finance office? Do they question/wonder why there are deficits in speedtypes and how they are handled? Is it reported to the Dean? Since deans report to the President, is it reported to the President? Does the President have time to deal with these issues? Who really cares? Where is the accountability? We may want to be the best university and continue to grow, but eventually we have to ask ourselves what is best for the university. Do we want to be a great university with some values and integrity and accountability or one that keeps growing and devaluing employees (load them up with extra work because we want to grow whatever the costs), and not really caring if we are professional in the way we handle the university's money. Someone has to step up to the plate and say we are going to make some changes.
I feel that the little guys get stomped on around here. I am in a supporting role to several people who make in two months what I make in a year! I wish I was joking. Yet I am the person who enables them to do that. By doing the grunt work. While I recognize their expertise and value, there is no way they are doing even a third of workload that I have. And, yes, I understand the difference in hierarchy but there is a real difference in how much effort goes into my job in comparison. And I am surrounded by people who are in the same boat as me. We feel apprehensive about the future. My bills have all increased. Gas, groceries, health insurance, parking--there is no end in sight and recent events will only make it worse. Yet we get no cost of living increase? It will soon cost me more to go to work than what I make.

None.

I love working at the university, however, it feels like when budgets start getting cut it is the students 1st who pay and then the staff. I have worked here for 13 years and this year I began to make 30,000. We are underpaid and overworked. Morale is low because of the budget, less people more work mentality and the fact that nothing ever changes or gets better. Facilities are beginning to show wear, but all we do is support research and faculty writing, what about the people who have to work every day all year long. Day in and day out we just keep getting pushed further and further with no relief. a one time pay-out is just putting a piece of chewing gum in the leaky dam. Retention of staff is not important. Nor is developing staff.

My concern is that this problem is not going to go away anytime soon. Should think about doing the same percentages across the board instead of same amount for everyone. Someone that is in entry level position could receive a 5% increase whereas a person making more because they have a more demanding job and requiring more skills would actually get a less percent increase based on their current salary.

Why am I now having more insurance issues? Recently I received a bill for “something” form over a year ago! This is costing us more each year and the insurance company is finding unique ways to squeeze more money out of the turnip! There has to be a better way of obtaining health insurance.

Is the University considering eliminating those degree programs that have a high cost-revenue ratio such as 3D Art, Jazz, Religious Studies, Classical languages, etc.

Are certain programs being evaluated for elimination, especially those with high cost-revenue ratio such as 3D Art, Jazz, Classical language, Religious studies, etc.

This comment is not actually about the budget, just a general thought / suggestion. Please reword the letter. You know the one, thanking me for my good work but times are hard and sadly there is no money. I recently found a file folder of mine with the letters from previous years. Each year since 1998, I (we) have received more or less the same letter.

At least make us feel better, maybe even a little more motivated by steering away from the negativity every year. If the “norm” is going to be cost-of-living then why not just say “you’ve all done a wonderful job and there’s ___ amount” or “you’ve all done a wonderful job and this year it’s a lump sum” or 2 percent or 3 percent. You get the idea. I mean after 10 or 11 years it does kind of seems like the “norm” and we are all very aware that money is tight everywhere. It would just be nice if the letter had something of a more positive swing to it.

Thank you for the survey and the opportunity to comment

Have a Great Day!

I don't have enough knowledge to comment on the budget issues.

Teaching and Research is very important and should be the top of the list for funding.
It seems that some individuals receive compensation because of who they are or who they know. Certain areas always seem to get budgeted. I have looked at administrative salaries and it appears that a great many administrators make excessive salaries. I am concerned that going another year without a raise will start the exodus of some good folks out of here. BUT on the other hand I would rather go without a raise to prevent anyone from being laid off. I deeply appreciate the difficult position upper administration is in and feel they are committed to fair compensation of employees. Given the tight constraints and budget demands, there is not a great deal of flexibility so it would be nice if they would continue to see non-monetary ways to support faculty and staff (e.g. giving a full day off with pay for birthdays, continuing to allow an extra day off at Christmas, possibly adding a couple more holidays to the year - particularly the long stretch between Martin Luther King holiday and Memorial Day as well as Labor Day and Thanksgiving. Without knowing the full picture regarding spending at the university and in the higher administrative offices, it is hard to ask questions. When you see former employees receiving large settlements and trips for adminstrators to ball games, there are always questions on where the money is going and who is paying for what. I would like to see merit salary increases for staff who are preforming above average. It will not get better in the near future......there continues to be increases with cost of living, frustrating when there are no raises but yet University continues to solicit for donations endlessly, it would be kind to ask but not harrass. My concern is that the university waste millions of dollars ever year and expect students to pay for our waste through higher tuition or some inflated fee. With a failing economy, it's easy to claims there is not enough money to give employees a raise, but the university is hurting those employees who do not make even $25,000 and cannot keep up with the cost of living year after year. As a employee, there are little chance for information of UofL Budget and some rule for salary restriction. Thus, we just believe the boss's word. If sometime there are some misunderstanding, the trust for boss will be severely destroyed. Please give employee more route for financial situation of UofL. Thanks very much I personally think that if we don't start giving raises again we will start losing even more qualified workers because they will go elsewhere. Cost of living is going up and our pay hasn't, but we are still expected to pay our bills with the same money we had three years ago even though everything else around us has gone up. I think that it has been very poor decision making for the university to continue purchasing land and expanding. During the years under paid employees have not recieved any pay increases. Staff members are highly under paid. U of L needs to look into redistributing funds that in excess to their payroll and give a boost to their hard working employees. It has been a while since raises were given and it's about time that changed. It is not clear to me how the university states there is no money for salary increases when I see building renovations, new buildings being erected, arenas being built, etc. I do not understand how the money is all separate. What good is a new research center if there are no employees to fill it? Since we are not getting raises, I would like to see more time off during holiday times to build morale. Food vendors are closed during the summer - wouldn't it be nice to have a thought about staff???. Also - I work a flex schedule and I would highly recommend that it would be very cost saving to have offices closed on Fridays. Builds very high morale!!
There is no reward for staying with the University. Salaries have not changed for the current employees for years, yet new hires start at higher salaries than people that have been with the University for a long period of time. I realize you can't get new people if you don't pay them a decent salary but it is a slap in the face if you have 20+ years of service and someone coming in off the street makes more than you do for a similar responsible job.

I also think that after things hopefully get better with the economy that there will have to be some type of salary adjustment that was similarly done a few years back. It is a tough time right now and I think most employees understand we have to tighten our "belts" but at some point things will have to change.

Parking and healthcare coverage goes up every year regardless of whether we get a raise or not and most of the time the raises didn't cover the rate hike in those two areas.

I was hired shortly after the 2008 supplement was distributed, so I was not eligible for the money that was distributed in 2009. Please make sure employees like myself are included in the next distribution.

The University should not build new buildings and facilities it has no money to maintain. The 6-9% increase in tuition puts an enormous burden on students and parents. Whenever someone is recruited for a executive type position, UofL has a foundation that is willing to pay unusually higher bonuses with the excuse that the bonus is not being paid by the University. Why can't UofL leadership lobby for these foundations to help pay for faculty and staff raises. These excuses are wearing thin on the lower paid hard working employees. Also, more emphasis should be given to promote from within for higher paying executive positions.

See above comment.

I am concerned about people losing their jobs. I am also very concerned about the cost of parking on campus. Every year parking goes up and any pay raise or supliment we get is eaten by the increase in parking. We barely stay even.

Why can't the higher administrative people give up a raise so that the staff could have one? Why do we pay some people such high salaries (coaches, etc.) when the regular staff people get nothing? Cut back on what UofL pays for faculty to travel.

I am concerned about potential layoffs.

that UofL is located in Kentucky, meaning we are dependent on a bunch of ignorant redneck hillbillies in the KY legislature for a good portion of our funding.

On the HSC campus, there are a number of flat roof tops, if solar panels could be installed on these rooftops, would that not be more cost effective than continuing to pay the rising costs of electric & natural gas services? just a thought?

Three of us in our department were up for an upgrade about four years ago when our boss decided that the only way that she could get a raise for herself was to hire an associate under her (a position higher than ours). This way, our boss could get a major upgrade to her job, and it worked. The boss's salary went way up. Plus we have another person now who we really did not need in the first place who makes way more than the three of us. Our boss clearly explained why she did this. She said, and I quote, "Instead of giving you three an upgrade and a raise, I decided to hire another person. Because I think the money would be better spent hiring the extra person."

How can we justify paying so many people $100,000+ when most of the "commoners" are once again falling to the bottom of their pay scales? How can we lay people off while we're hiring people's relatives for newly created (high paying) jobs made just for them? How can you eliminate jobs and make people take on other people's work for no extra money?
CONFIDENTIAL UofL Salary and Budget Survey QUESTION NINE COMMENTS

271 Just want to get some kind of increase in Salary. This is going to be my 18th year at the University and the last 3 years have been rough. I receive above expectations and the first time received an Excellent evaluations which no compensation was giving. It is frustrating to work hard and then receive no recognition as a below $35,000 per year employee.

272 I have worked for the University for over 18 years and have been very disappointed with the way salary increases have been provided. There have been several years with no raise, last year with only a minimal amount of a one time payment, and only once that I can remember the University raising salaries according to comparisons with other Universities. With that raise only the newest people in our office received raises and the 2 staff that had been here for over 10-12 years received nothing. The University did not provide compensation for their loyal employees and what a slap in the face that was. I know that economic times are hard but when compared to other fields we are paid soo low and repeatedly receiving no raise puts the University farther behind and to me looking worse within the eyes of all Universites in the country.

273 n/a

274 None at this time.

275 It is confusing to see multi-million dollar construction projects while going without a raise.

276 My concerns is that evaluations really do not mean anything. If you get a bad evaluation and a real small increase you will eventually be brought up to the level of the person that received good evaluations and good increases do to in-equity so why even bother with getting a good one. Also even though no one received an increase this past fiscal year the same people were either re-classed or received an in-grade adj. Insurance is another issue, UofL’s insurance is really getting expensive.

277 Wouldn't we have lower premiums if we went in with the state?

278 Regarding question #2: Insurance premiums are controlled by someone else. I understand not knowing those numbers. Parking fees, are 100% controlled by the University, so expecting people to believe you do not or cannot know those numbers is ridiculous. Besides, they should be exactly the same. If there are no additional parking spaces available to a particular level of pass, then the fee for that level should not go up as you are not providing anything more. If there are less parking spaces available for any level, then the fee for that level should go down as you are providing less. There is absolutely no need for parking fees to increase, ever, until availability increases.

279 I can't help but think that our legislators refusal to come up with a state budget will influence ours here at UofL. Perhaps we should present similar alternatives to them for their salaries and subsequent increases.

280 Do your best to not get rid of all the worker bees or there won't be enough to do the day to day work needed to support the University in its mission.

281 Budgetary concerns are president ramsey's forte’. we should not be having these problems-consult with business school dean-his phd is in finance

282 Loss of jobs

283 Loss of or reduction of benefits - increases in health insurance/reduced benifits - Loss of tuition remission - Loss of retirement benefit - etc

284 morale

285 Opportunity to advance
<table>
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<tr>
<th>Question</th>
<th>Response</th>
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<tr>
<td>283</td>
<td>One of the best job-at-tractions that U of L offered in their employment pkg is tuition remission for dependent children. This is one of the main reasons I came back to Uof L. With the growing budget crisis, I keep a close ear on if this benefit would be removed (since the 6 hr to spouse has already been taken away). I truly feel that there are many other employees who came aboard for the dependent benefit. I hope this is not taken away...and if it has to be considered, then I say that those currently employed should be &quot;grandfathered in&quot; and be able to keep this benefit.</td>
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<td>284</td>
<td>All you have to do is look around at campus - new buildings, new stadium, new this, new that, remodeling and renovation, replacement of email systems, the list goes on and on. You can say all that money comes out of a different pot but I don't buy it. Money spent on huge coaches salaries, stadiums, arena's, etc is money not put in my pocket. Period. It shows where the University's priorities are and it's NOT on the current faculty and particularly, staff. Do you know how disheartening it is to hear that the University pay's coaches, staff and researchers to go away? Boy, I'd sure like someone to pay me millions of dollars to LEAVE the university.</td>
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<td>285</td>
<td>I'm a firm believer in &quot;merit increases&quot; - if faculty gets annual merit reviews and increases based on that - so should staff.</td>
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<td>286</td>
<td>Athletics get entirely too much money and leaves other areas lacking which creates low morale therefore low performance. Administration may say they are for the employees, but their actions show otherwise.</td>
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<td>287</td>
<td>Have there been any considerations or audits on food expenditures? Look at how much money the University spends on food. I think we need to seriously limit excessive expenses like food, travel, etc before we look at layoffs or the elimination of positions.</td>
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<td>288</td>
<td>Has anyone looked into the creation of an office or unit dedicated to identifying cost savings at UofL? This should be a focused effort and the funding for it should be based on a percentage of savings issues identified. In other words for every cost savings this office would get 20% of the money, this would give the office and incentive to work harder and identify more solutions to big money expenses.</td>
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<td>289</td>
<td>Possible furlough days in coordination with holidays, etc... or even derby (i.e. oaks day.) While it would be nice to have more money paid it is folly to contemplate that increases can be paid given the state of the mismanagement our officials in Frankfort have wrought. It is unfortunate that the people of the commonwealth are held hostage by bumbler's who cannot perform their one constitutionally mandated duty. U of L being a sort-of state entity has no choice but to dance to the tune played there so why make things worse by trying to award more money the University does not have? Of course there could be a review of the absurd salaries paid to the administrators University-wide but that is unlikely.</td>
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<td>290</td>
<td>Why are administrators still receiving bonuses with the current fiscal restraints?</td>
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<td>291</td>
<td>I have no questions or concerns at this moment.</td>
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<td>292</td>
<td>Why do top administrators get promotions and salary increases when there is no monies in the Budget?</td>
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<td>293</td>
<td>Why is it that the staff is being told no monies in the budget?</td>
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<td>294</td>
<td>Staff coverage and cost of living pay.</td>
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I see a lot of funds being wasted on misc. items that departments do not need. e.g., expensive printers that use too much toner, framing certificates that student never look at & throw in a drawer., no recycling on toner/ink cartridges

I know of at least one person who has not received either of the past two supplements, because the start date for that person was two to three weeks after the qualifying date. It seems that not only was that not right the first year, it was even more so the last time. Would it be possible that the employees that fall in this time period would now be eligible to benefit this year.

Look at the area's doing well and the one's not doing well with the budget. Have the example area's mentor the struggling ones. Have more collaboration and idea's to save money, reduce effort, etc. Reward the people doing well or that make suggestions to improve the budget. Good Luck!

Why doesn't the Foundation provide more support or clinics to the university as a whole and not just to EVP HSC / Med School.

Not enough money is allocated to lower income staff $50,000 and lower. These are the people who do all of the work and make everyone else look good but get none of the real rewards for a job well done.

My concern is that our salaries keep getting smaller and everything keeps going up. If things keep going as they are, I will have to find a job outside of the university that actually pays their employees well. I have been here 23 years and am at the bottom of the pay scale. Not cool with me at all.

Things I am grateful for: a president who declines a raise when the rest of the staff and faculty are not getting a salary increase. I have a lot of respect for President Ramsey for that.

I'm also very grateful for our benefits...especially for tuition remission and good health insurance and vacation/sick benefits. PLEASE don't take any of our benefits away. They are the only thing making this worthwhile.

Something that concerns me: hearing about the athletic department salaries. I realize they make a lot of money for a reason, I just feel like I'm getting slapped in the face when I hear about how much they make and realize how little I make after working at UofL for so many years.

Thank you for giving us the opportunity to voice our opinion and for doing the best you can to watch out for us.

I suppose we need to try for more grants and donations.

I like the green initiative on campus and hope that it ends up saving the money it has been forcasted to save. I would like to see further developments in this area.
I don't have exposure to all budgets so this is a little difficult to answer. In general, I believe more classes should be offered in the Online area (especially business school courses - MBA). This would generate new revenue for the university and not hurt the in class experience. As a working professional while earning my MBA, my school time could have been cut in half if I could have taken the classes online. It is difficult for certain individuals who travel frequently or have cyclical busy times at work to meet on certain days and times of the week.

We should also build more parking garages around UofL and offer premium parking at a premium price. This would generate revenue from various sources internally and externally. This would be similar to the Speed Museum.

I would evaluate all buildings for energy efficiency. The buildings are always too cold in the summer and not warm enough in the winter. Can we tint the windows, install solar panels, or equip the building with more energy efficient appliances? How much are we losing in budgets due to energy bills?

The distribution of the budget need publish and present the data with comparison within 5 years.

Why does the Administration create new positions at very high salaries without posting new opportunities for all qualified individuals to apply?

Why are coaches paid so much?

I have many questions but until there is a final state budget it is really pointless to ask them.

The money should be distributed to where security officers would make more than $8.87 starting out and compensate senior officers to match their years of service. A person just starting out is making the same as the person that has been here for 5 years. There is no incentive to stay here at U of L once a child is not enrolled in classes here.

I am not at all equipped in fiscal matters of this magnitude to render an opinion.

Thank you.

It has been 3 yrs since we have had an increase in pay. During this time our staff has been cut and more work has been added. This just doesn't seem to be fair to the existing employees.

There seems to be no end in sight for the cuts in the budget and therefore salaries, while tuition, fees and parking are on the rise. Is this the foreseeable future or is there an estimate when this will end? The university will lose its best people as they move out to the corporate world, where things seems to be improving I fear.

I appreciate all the efforts being made to make the campus more energy efficient.

I really appreciate President Ramsey's attitude regarding past bonus offered by the board of trustees, which he refused and accepted only the $700 given to other UofL employees that year. It means a lot to know that even though he is doing an excellent job of managing University resources, he is willing to identify with us regular folk day to day.
319 I am concerned that UofL will begin to lose talent and the strong work ethic because of the recent years of budget cuts. The University seems to continue to spend money on frivolous events/programs, while lower pay grade employees are struggling in the current economy with no salary increase.

320 Remember: the university only gets 19% of it's operating budget from the state. So the budget cut is a percentage of the 19% not the hole budget. Concern that I have is that with the subjectivity of the whole annual evaluations are a labor in futility. When no matter how well your job, you are always kept at an artificially imposed max score. Also to allow the department heads to decide what percentage of money is given to the employees based on the artificial max scores of some and not all is again, a JOKE. Across the board cost of living raises is the only cost to living raises is the only to be fair to all.

321 I have the same concerns with the budget as with our society as a whole: How can the tide that requires such enormous sums of money to accomplish goals be turned?

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323 It is what it is I guess..I know there is no incentive for people to go above and beyond what their job is and the evaluation system is a joke-just doesn't work...many problems--I know we can do the job cheaper than outside contractors, but the word isn't filtering up to the people making the decisions..we have a good work force and a lot of dedicated people and, it seems that isn't what this administration knows-or cares about

324 THE COST OF LIVING IS CONSTANTLY GOING UP AND THE EMPLOYEES IS NOT GETTING A GOOD RAISE.

The students keep getting robbed by ever higher tuition, while a lot of people get paid a lot of money for contributing little and receive full-time pay for work they could do in five to ten hours a week. And comically, I've seen many of these same folks get x-pay!

Also, the people I've known who do work hard and seek to make real contributions are invisible to the decision makers and administrators, while those who coast for years get promotions, pay raises and salary adjustments.

In Question #3 of this survey I selected leaving out the administrators. Not because individuals may be undeserving, but there often tends to be and unjustifiably huge salary disparity between them and the people they "supervise", even though they often have less work and responsibility, and are less productive to the University.

I believe most of my concerns have been expressed within the other survey questions. Thanks for providing us with the opportunity to speak our opinions!!! That means a lot, if they are actually listened to that would be amazing!

327 Why aren't "staff salary increases"(the lowest paid employees) included in the budget?

A concern that two faculty were let go and paid a lot of money for not working! Don't understand that at all when money is so tight.

The administrators making the decisions have no concept of the difficulties faced by those at the bottom of the pay scales. It is easy for President Ramsey to make a decision about raises because he has no financial worries. He needs to look at how far he would get on $1,000 a month, or less.

I work in a Clinical environment and am so under paid. We need to take a look at the employees who are over worked, tired and frustrated and are barely making any money. We have loads of elderly Faculty that are down to one day a week and we are paying them way to much salary. Maybe we need to look at a retirement time for some of these and to free up those salaries for the full time people working long hard hours. I have been asked to supervise extra areas lately and there is never mention of more money. I think we need to reevaluate all employees and make sure everyone is making the proper amounts. For instance, we are paying someone too much for what they do and others not enough. This should be the first thing we do. I'm terribly under paid.
It somehow does not seem fair to increase the costs of tuition and give staff/faculty a non-recurring supplement. I'm concerned that students will get the wrong impression.

We MUST stop raising tuition on the students every year. I know UofL is in dire need of extra funds, but if students cannot afford to attend, the situation will only worsen.

My question is if the state budget is not decided on, will the university close its doors?

As much as it pains me to say this, I think there needs to be more audits of departments to determine if they are spending money wisely. I hate to hear about paying off the contracts of some employees, when I haven't had a raise in over 2 years. I am in a fairly good situation, but I think about how much I could be making in the profit world with my skills sometimes. UofL says it is doing its best, but I believe we can do better and should have a better commitment to the students and educational mission of the institution. This means FIGHTING HARD to keep from raising tuition in order to pay for the ever increasing costs of higher education.

It would be very nice to receive a pay increase each year. The longer I stay with the university, the more my salary decreases. I haven't received a raise since I was hired and the cost of living goes up every year. Very discouraging.

Athletics should not be compensated at the expense of academics.

I really feel the program assistant positions on campus should be paid more. I feel I am more valuable to my department than the pay reflects.

None. It makes it very difficult to stay in a job that I do like very much with the cost of living expenses increasing.

None

It seems everything is increasing but our salaries. Healthcare premiums, parking, food costs, books, and tuition, but salaries are not increasing with these costs. I enjoy working at UofL, I like the people, atmosphere, but to be honest, I can work just as hard, for another employer and make more money.
I've only been here less than a year and I'm not involved in our organization's budget, so I'm really not sure how things are done or if this was already done: Challenge the individual entities to find ways to reduce their own operating budgets by say 5 percent (or whatever percentage) across the board. There has to be some redundant tasks or unnecessary steps everywhere that are adding costs that can be eliminated.

How many years can an employee go without some sort of pay increase?

How much is too much to pay a basketball coach when other employees of the university get nothing?

Faculty and administrators make enough money as it is! They do not need a raise. The employees who make less should receive the total amount of the pay increase.

Go to the Courier Journal and look up some of the wages these people make. It is insane!

Tuition increases vs increases to Athletic Department's salaries.

My only concern is that the cost of everything from gas, to groceries is going up, but it's not compensated with the salary bonus that we've been getting the last several years. Then when we do get the bonus check, almost half the bonus check is taken in taxes. It's hard being a single mom & trying to provide for my family & my ends are barely meeting because the money I bring home doesn't compete with the cost of living & inflation within the economy.

I have worked at this University for close to 30 years, and the things I have seen over the years regarding salaries are sad. For example when a person is promoted to a position, they normally start out at the base pay of that position. A person starting in off of the street with a couple of years experience will start out making more, I have seen it in our office too many times to count. It is very discouraging to want to do a great job. I have seen people be in a position for 3 years, and a person off the street be making 13 cents difference in pay, due to the fact we do not receive decent salary increases. Has anyone ever stopped to think that maybe when we do receive raises, the Administration does not always have to raise the base pay along with it. This means we are only making what we receive in merit-based raises (which we all know is very small!) over the new employee. I have seen so many of my fellow workers leave the University because we do not reward our employees for their loyalty.

I understand that sports play a major role at the university, but I feel that academics and overall salaries are a more important issue for the university as a whole.

Why are employees at U of L employees not receiving salary increases, yet sports coaches/administrators are being paid higher and higher salaries?

I hate to see student and parent loan money, grant money, benefactor money, foundation money, wasted by personnel who do not realize the impact of their frivolous spending habits and who ignore budget constraints. It's disheartening and appalling.

Interesting how administrators are never laid off or asked to take a pay cut. The hits are always at the bottom and the lowest paid staff. I would be willing to take a slight cut if it meant someone else would keep their job, but I would wager my paycheck no administrator feels that way.

There is a great deal of waste occurring within the University. Lights are left on and thermostats are set to the same temp 24 hours per day. I liked WKU's plan to close administrative offices on Fridays to save enormous utility bills. This is something for UofL to consider.

If the University is in such bad shape, how can it afford to promote staff it feels are 'deserving' while others receive a one time bonus?

I believe we are very blessed in the benefit areas but are not paid competitively.
I feel that the middle and lower class people deserve a cost of living raise. They are the ones struggling the most to make ends meet. Don't get me wrong... I feel everyone deserves some reward and recognition, however, those under $50,000/yr are the ones affected the most. It seems to me that the way budgets go about spending is backwards. Departments that come in under budget should be rewarded, not cut their budget. My only concern is that the cost of living keeps going up but our salary does not, so how are we supposed to live on the same salary when the price of everything keeps going up.

Speaking of aggravating, for overall morale, please pay attention to the term UofL uses for it's annual evaluation process: Staff PERFORMANCE Appraisal Form, with factors ranging from SUPERIOR 30 Points to UNSATISFACTORY (0 or 5 Points). That references the possibility that there must be some who do excellent work and some who do not. Anyone who chooses to work at UofL understands that the pay is not great, but that there are compensations galore (among them, that great Christmas holiday), and that we are a part of something significant, working along side some of the best faculty/staff to be found. Please don't dilute that level of pride by continuing to reward mediocrity.

just wanted to know who is actually entitled to the non-recurring supplement. I've been here a year and 6 months by July, will I receive the benefit?

The relationship to the legislature and its inability to pass a timely budget so handicaps the University that it seems an all-out publicity blitz about how this issue effects the way in which the university can deliver services to students and community needs to happen in order to pressure the system to produce a reasonable outcome on a timely schedule.

Why question--you will do as you please anyway.

NO PROVISION FOR RAISES AGAIN!!!!

Pay raises should be more for those employees who have gone 3 years without a raise, than new hires.

It is easy to dismiss concerns regarding the budget when one observes the amount of money approved for travel, dining out, catering, outside seminar facilitators, and paying people who are rarely on campus. If one questions this, the standard answer is and has long been -- yes, but that's from a different budget line -- which makes it all ok.

I listen to the news that comes out of Frankfort. I understand that the state is really hurting this year and that the Kentucky higher education community had to work very hard to stop huge budget cuts. But after more than 4 years without a "real" raise it is getting more difficult to accept that UofL employees do not make much but have great benefits. The cost of living, insurance, parking (no more Green lots), etc. keep going up but my paycheck doesn't change (or goes down due to other deductables).

I have been here for a year and half and still make the same when I got my job. Why should I keep working here if I can not make more money. My bills are not going to go away I really need more money. Help us out. For the ones of us that work hard and are here all the time HELP

My concern is no salary increase.

Why are annual parking fees especially for red spaces so high?

IF UofL is mandated to be a premiere research institute (at the cost of undergraduates,) Admin needs to be more demanding and less compromising when addressing elected gov't officials.
How do we generate more money in a stagnated economy?

If there's no budget by July 1st, what happens?

What is the worse case scenario and what steps would or could be taken to avoid this. Employees who work hard should be compensated. There needs to be an incentive. I've heard many say that since they're not getting a raise anyway due to budget cuts, they won't work as hard!

I think is is unfair to raise tuition in a year when the students will be suffering from involuntary reductions in financial aide. Some one in the president's office needs to meet with Financial Aide and find out how bad the cutbacks in financial will be before tuition is raised. We're liable to lose a lot of students because of the financial aide crisis, especially if tuition is raised. The University may lose more revenue and students than the tuition increase is worth.

I hope we are not always in a position where we have to charge more and more tuition for professional school students.....The well will dry up at some point and we'll make ourselves too expensive to even the middle of the road students.....

1) Enhancement of benefit coverage for retirees as I will be joining those ranks in the next 7 years

2) The development of a promotional pool and in range adjustments for university staff

Times are hard for the employees, students and administration at U of L. I know it's not possible to give us raises like we've received in the past. I ask that two things be considered.

I know that the Parking Division has to sell parking permits to survive....however, as an employee I can't believe we have to pay to park. Most employers (in the private sector of course) provide parking for their employees. It would be helpful if add'l funding could be found to support the Parking Division so that employees could at least get a discount on their parking. Or, have parking permit prices based upon the employees income.

I would also ask that the premiums for health insurance be looked at. If you are married with 1 child up to 10 children the premium is pretty good. The employee and spouse premium is very high (only two people...not 10 children plus the employee and their spouse). I am a widow without children and if possible it would be nice to get some kind of discount. Maybe base the insurance premium for everyone based upon their salary level. This method is done at St. Catharine College in Springfield, KY.
It would be pretentious of us to say there is no area in the budget that couldn't absorb some reduction in funding and still be able to operate fully and effectively. To put it another way, there is almost always a little "fat" somewhere. But we must be careful in identifying where to trim, and use a scalpel when we do, not a machete. Also, we are all UofL and therefore should all bear some of the burden of reduced funding if it comes to that. If not, drastically cutting some budgets in areas while not cutting other budgets in other areas will breed resentment at a time when we all need to pull together and work as a team. We will need to bear in mind that "protecting our turf" within the university system will not benefit our specific area nor the university at large in the long term. It will be upon the upper-level administration to ensure budget cuts be as fairly dealt as possible, while it will be upon every employee from the bottom up to do their part to conserve the university's resources.

My main concern is layoffs. I hope it doesn't come to that. Everyone needs a pay check and health insurance. Also, the tuition increase and less financial aid makes it difficult for students to attend U of L, not to mention all the other additional fees they have to pay along with books, parking and housing. Salaries vary tremendously and I really think athletics needs to be looked at because their staff earns a substantial salary along with additional endorsements for commercials, etc. and the majority of our students are NOT athletes. Don't get me wrong, athletics is vital, but our main goal should be to retain our students until they graduate and add them to the Kentucky work force, not send them off to the NBA or NFL before they earn a degree. I wonder how many of them who make it to the NBA or NFL donate money to the University. Now, that would be great if they did, but I doubt if many of them do, but I could be wrong.

If we give our students a great college experience they'll be more willing to give back financially later and maybe that's something we should begin implement throughout their college years (from freshmen orientation to senior exit interviews) or even have a GIVE BACK campaign were alumni commercials are made talking about what U of L has done for them and why they want to give back.

Don't be so quick to consider hiring freezes, layoffs, etc. to resolve budgetary issues. I understand how such quick fixes would relieve some short-term budgetary strain, but I think there are some non-conventional approaches that may yield more sustainable solutions. Sure, such approaches may take a little more time and a little more effort, but if you put in that hard work now, such issues may be less likely to present themselves in the future. Also, thanks for the opportunity to provide this feedback, and thanks to the staff senate for the extra work and time you put in to serve the university.

When will staff receive an actual increase in their base salary?

I think we will probably have to make some substantial cuts during the next couple of years. We cannot continue to 'band aid' our budget situation, but will instead have to cut our spending on unnecessary programs. We will eventually find ourselves in the situation other states are facing, such as California, and we will probably have to engage in furloughs, layoffs or other cost-saving measures.

Every department should be seeking grants. Many departments could get funds to finish projects, but they have no idea that those funds are available.

Do not hire from outside, please promote people from inside. We are more familiar with the Universities Polices.

In times of dire budget constraints, all expenditures should be made only when not performing the work or acquiring the purchased item would result in the university's daily operations would be severely impacted. I think there's an excess of spending on non-critical projects.

I JUST DONT UNDERSTAND HOW EVERYTHING IS GOING UP, FOOD, ELECTRIC, INSURANCE PREMIUMS, GAS PRICES, CLOTHING YET BEING AN EMPLOYEE FOR 7 YEARS I AM EXPECTED TO CONTINUE RAISING 3 CHILDREN WITH NO RAISE. I JUST DONT UNDERSTAND
There has been a significant amount of money that has been given to 2 people specifically that could have been dispursed through the highly underpaid hourly staff. Paying people that are no longer with the company, especially for controversial reasons, is ridiculous. Giving the basketball coach an added astronomical bonus is assinine. That money could have been used in many different ways. The hourly staff should have been considered in the decision making process, but as usual (like in most bigger "companies") the "little" people are forgotten, dismissed if you will. The "higher ups" need to remember just who it is that helps the daily operations go so smoothly. Those who check the patients in, assist our wonderful doctors, do the scheduling, verify benefits and work through all the paperwork. These employees are dedicated to the University but are frustrated and feel underappreciated. THEY SHOULD BE CONSIDERED AND COMPENSATED!!

There should be an automatic "step up" increase at 6 mths and every year there after for all staff positions for at least the first 5 years in a position. This should be combined with an opportunity to receive a separate performance/merit based increase each year during the annual performance review.

I'm working on the 4th floor of CTR. Our drink water supply has been cut due to budget. I think anything could be cut but water.

Why do we not have a more efficient and aggressive purchasing department? As a former business person, I shop around for all the laboratory supplies and order from the best one with the best price as well by competitive bidding for my business. I also buy in bulk as the University should be doing.

Prices for the University are 30-50% higher than going to Target or K-mart and buying the stuff such as office supplies and small items off the shelf. This is ridiculous as much business as the University does. Computers are the same. Rather than getting a current sale or special pricing, we pay the premium price and then add ons are more expensive. I purchased mine by obtaining a small business quote on the internet when it was $300 off and got most of the add-ons almost free and then made them stick to the pricing for U of L. I saved 45% on the price. This is no small amount of cash we could be saving by eliminating contract bidding that is not good pricing for us.

These one time payments are not helping employees get ahead....salaries never increase and we sit at a stand still while corporations reward employees annually and added to their annual salary so that they see the increase forever. Why are there not more policies put in place to ensure cost saving. Why are the people in charge not held accountable. The over all problem I see in most departments is the VP's and Directors are telling the UBM or administrative staff to do things or spend money on things that are out of the policies in place now. There are too many loop holes and no repercussions.

I am concerned that the low salaries (with minimal to no annual increases) and ever-increasing cost of health benefits are going to place many single-income staff families at financial risk, especially given the huge hit retirement funds took over the past few years. We need to halt construction of all these athletic/research facilities and redistribute those monies to employees who may be in desperate need.

Doesn't matter no one cares anyway.

I think that when we have to get bids on things such as sending vehicles out to be repaired .I think that it would be best if the person doing this should talk to the people here at U of L to see what WE THINK CHEAPER IS NOT ALWAYS BETTER!!!!

How about the athletic department forking over some of their money. This is an education institution NOT an athletic college!
I understand the budget problems, however, raising tuition is problematic for the students who are trying to get an education. I have worked with students who are working three jobs to stay in school. Raising tuition every time there is a budget problem seems to be taking it out on those we are here to serve.

Currently, I am a postdoc associate, classified as a professional staff (paid monthly), however all my salary comes from the research funding (the funded proposal from different governmental agency written either by my advisor or myself). So under this case, I really concern if I could get this one-time payment?

How long can we go on cutting cost? As we continue to reduce expenses, please make sure we don't loss sight of the human factor. We need people to meet and greet visitors and students. To actively resolve issues and provide assistance. We are a community, not a web site.

I have concerns over how monies are distributed to the different units. It seems that even though A&S educates all students on campus, our budget does not compare to other units' budgets because we pay our college employees the least of all units.

My concern is that the 6% tuition increase may allow UofL to cover daily operating expenses that the state monies cannot cover, but what is being done to generate a "nest egg" that can be used to cover disasters like the August flooding incident? The university needs a savings plan that will keep the school out of the red no matter what the size of the state budget is for that 2-year period.

Why are cost of living increases completely eliminated each year? The cost of living does in fact keep going up and we are not at all competing to keep salary ranges at a level consistent with other like positions in our community. I appreciate the fact that Dr. Ramsey continues to turn down his annual bonus when we staff are not getting any pay increases. The economy is hurting us all, and continual denial of cost of living raises makes it very difficult to survive.

A year that starts without a budget would be devastating for all of the universities in Kentucky, harming untold thousands of students in addition to employees. Clearly, there are other problems in the Commonwealth, but higher education is an economic force, as well as an efficient way to spend money towards improvements through all levels of the Kentucky education system. Even a small disruption would imperil our University's ability to perform its mission, and with no salary increases for up to 3 years running now, U of L will be less able to perform its mission on a permanent basis if it is considered to be a poorly compensating employer.

I am concerned that if our salaries continue to fall to much behind the cost of living, our health insurance benefits keep decreasing while the cost of it keeps increasing, and our parking fees keep increasing that we will not attract the right prospects for filling current or future positions at U of L.

Will we ever return to a time that salary increases are NOT the place to cut the budget? We pay enormous sums to athletic coaches, spend millions on buildings, but never invest in the people.

I'm concerned about supplemental pay policy masking the true cost of faculty and administrators.

Money is tight everywhere - Additional ways to compensate employees beyond monetary would be - - additional days off with pay - employees appreciated the extra days off this year and would be willing to make sacrifices for salary as long as they are recognized. I would love to see us have off Oaks Day, and maybe our birthdays.

I am concerned that if our salaries continue to fall to much behind the cost of living, our health insurance benefits keep decreasing while the cost of it keeps increasing, and our parking fees keep increasing that we will not attract the right prospects for filling current or future positions at U of L.

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Will we ever return to a time that salary increases are NOT the place to cut the budget? We pay enormous sums to athletic coaches, spend millions on buildings, but never invest in the people.
434 Why is so much of the budget dedicated to neurosurgery?
435 How does UofL compare to other schools (in the state and nationally) in addressing budget concerns?

Why can't we tap the endowment?? This is stupid - there are hundreds of millions of dollars in there that could be actively working for us in meaningful ways and we wouldn't miss it! We need to move forward on so many initiatives and we are being held back by the state and by our own hands! Why, why, why????

436 Invest better! Invest more aggressively and use the money for our students, staff and faculty to better our situation!
437 none
438 I'm not worried about UofL Budget. I've been at the university long enough to know they have money for whatever they want it for. My concern is MY BUDGET
439 everything is going up except my salary.
440 None
441 none
442 For long term staff who work hard at their job and care about the university make a below the cost of live and have not reach the salary mid point in the grade level. when people are now hired on the job, they are making more then people who have been on the job for years. Its truly sad that the university do not help their staff with a salary increase, but their can give the coaches money to keep them.
443 The main question I have is this. How does the university improve morale?
444 How much of the Foundation's money comes from the Ky. taxpayers?

445 Why is so much money taken out of my check and why are new hires getting 80 hours, and I'm still getting 75? This is very very wrong when it comes to overtime pay.
446 Will full time and 80% benefits to receive tuition remission remain the same?
447 We need a cost of living raise.
448 None
449 none
450 none
451 Continual tuition increases; college is practically unaffordable compared to when I went to school here. Additional funds for loans is not the solution. The cost is too expensive.

452 Inequity in sports funding (men's basketball, as an example); also, too much emphasis is on the sport and not enough on academics. Although I am a huge fan of men's basketball and never miss a game, the basketball athletics department's budget is disproportionately large.
453 not enough pay
454 Lower coaches salaries and give more to staff. Staff are paid at a very low rate.
455 need more money
Zero based budgeting with a strong internal auditing department (is the answer). The absolute waste that is conducted at UofL during May & June is ludicrous. Spending money on total stupidity simply because it may be taken back is absurd! Additionally the 'mis-speaking' by some in high positions are very unbecoming when referencing perceived threats of budget cuts equal to those state offices that receive 100% of their budgets from the state when UofL receives 15 to 20% directly from the state. Yeah, I'd like to know how classified staff are supposed to keep on surviving and living when everything in the world keeps on going up except for our paychecks. We haven't had a pay increase in forever, but coaches and administrators keep on getting those big raises no matter what. And buildings keep going up no matter what. How does the University have money for those things, but not to give classified staff any increases? I've worked at this Univ for 30 years, but you sure wouldn't know it from my salary. A annually cost of living raise may keep the staff pleased therefore, they may not mind working with a shortage of staff to assist in keeping their department up and bringing in more money. None The cost of living goes up every year. Why is the pay not keeping up with the cost of living increases? The pay at U of L is already low for most professional positions. To be competitive U of L will have to pay more to attract and keep the qualified professionals. None None None When we get a raise. more money. PAY EMPLOYEES STOP BONUSES. how are we in a budget cut, and they installing everything new? plus a lot of those people leave lights on all day and night. over the weekend. I feel they need to treat there job as if they was at home. what I mean is the electric bill....... the department that I work in is the lowest paid department at U of L Money spent on Seminars/Trips/Overseas Trips/Meetings/Luncheons. Could some of that money be put towards Staff that are underpaid. Would hope that U of L maintains TARC benefit despite any budget problems for U of L and/or TARC no comment When will the budget include monies for staff and faculty increases? none I have a job. At what point will the cuts (from the state) stop? It seems that different departments are allotted a greater amount of money than other departments which affects the salary and hourly rate of that departments employees. I would think there would be a way to spread things out evenly. I'm not an accountant but that's my viewpoint on the subject. how soon Not at this time.
No questions I believe what's gonna be will be. I feel that we have no voice. I know the state has been cutting and cutting every budget for so long, but we have also hired employees during this time who haven't seen a pay increase in all of the time they have been working here. I feel bad for them because they know that they have been working and doing a good job here for several years and they know the new hires are coming in and making the same pay that they are.

-when are the budget meetings
-how often pay raises are given.
-are all budget meetings open to faculty and staff
-when are budget reports posted and are they available to faculty and staff

It is absolutely ridiculous that there is no monetary or benefit reward for good performance. This plus the difficulty in terminating ineffective employees directly results in inefficiency and wasted money on people and positions that are not necessary. I was hired 1-22-08, I can slightly understand why I did not get money in that year, although it could have been prorated to where I got a portion of, it should not effect the rest of my time at the university. I do a lot of hard work around here and should not have to suffer anymore do to a small technicality that should not have affected me in the first place, being my salary was figured in 2007

How are we defined? I've been here for 34 years sometimes we are considered a State School but other times we are not. We barely make market value as is is on our wages. We work very hard and get very little pay and have to spend out even for parking. The cost of living is barely reflected within our wages.

Treat everyone fairly.

1. When are the budget meetings?
2. Are meetings open to staff and faculty?
3. When is the information discussed made available to faculty and staff?
4. When are raises and bonuses given?
5. When can new employees receive a raise once becoming full-time?
Outsourcing specific jobs or departments do not seem to save money because cost are more. Reliability and loyalty are less. What you gain with a penney saved loses a dime quality and added expense to each department. There are many buildings still being rented by UofL for decades. What is the total cost to maintain these old building while paying rent? A new eco friendly solar building would have saved money. How many times has Houches been flooded, repaired and continue to flood and get water damages, mold and related illnesses to employees. Houchens is not handicap compliant and should be replaced. The Service complex building should be replaced. What was the total cost of the last remodeling? Second floor is not handicap compliant and office door ways are not compliant. Think about the future and create greater pride in UofL. Since coming here I have many great improvements but there is still a lot that has not changed in 23 years and continue to get worse. UofL cannot be the BEST when we accept just good enough.

Good luck.

Where can we go to see detailed information on UofL’s budgets?

I am concerned that when a one-time payment is made to faculty and staff, that part-time staff are not included. Therefore for the past (including this year) 3 years, part-time staff have received no compensation at all.

Why not give the $1200 as an hourly wage, and if next year we get the same amount or more, leave the hourly wage alone or figure in the difference.

 HOW CAN WE KEEP FROM LOOSING QUALITY STAFF TO OTHER ENTITIES THAT PAY BETTER? NON DOLLAR BENEFITS (HOLIDAYS, VACATION HOURS, SICK TIME HRS, PENSION&HEALTHCARE) HAS ALWAYS KEPT PEOPLE IN JOBS THAT PAY LESS HOURLY INCOME.

There is too much waste and too many cooks and not enough food in trying to save money you end up spending more. In regards to merit us raises. There are managers who are biased or afraid to speak their minds. When an employee is screwing off they don't want to make waves and get the dead weight out of here. Also, some play favorites. Would like a more monitored system for merit raises.

Is the UofL budget decreasing solely because of renovation?

Grant and research funding from out side sources are competitive plums that UofL works so hard to win. The University is now able to compete at the highest level by the University Libraries being an Association of Research Libraries (ARL) member. However, UofL does not prioritize its funding and spending along the lines of its purpose. Hence the University Libraries lose ground as the University gains ground or trends water. We need to more accurately set up our grant and research funding to the utilization of our library resources. University Libraries are not reflected in the business plan of the Library.

Libraries of comparable size add far more books in important subject areas with advanced degrees than UofL. In regard to periodicals in print or online, there are subject areas under funded and not enough resources even though we have research centers in those areas. Finally there are major databases with not enough simultaneous connections to serve Belknap and Health Sciences (e.g. SciFinder Scholar) plus some that we do not have a subscription (e.g. ACM's Portal).

I think that employees should be eligible for the supplement or a salary increase. One or the other. I have been here over two years and have not received a salary increase or a one time supplement bonus.
I think you need to clean house. I think you need to standardize the methods for completing performance evaluations and actually use them for merit increases. I think that doing things just because that’s the way they’ve always been done is not working anymore. Do it differently.

In order to keep a facility running with a good staff you have to provide some type of incentives for them to continue to perform well.

Biggest concern I have is whether people will lose their jobs or not; it doesn't seem anyone's job is secure anymore.

My concerns my job not being lay off.

will my job be secure?

when will we start getting are raises on a timely matter?

will my job be secure?

For the University allow all employee to have a free education and allow us to recieve are raise on time every year because it effect family income.

Will there come a time when UofL will give pay increases on a consistent basis to it's employees who are being payed under a increasing cost of living?

n/a

na

Need a yearly raise.

If the economy recovers and the job market opens up, U of L may lose needed professional staff to other jobs and cause setback and increased load on the university.

none

it just needs to be fair to everybody at the university, period. it takes every body from the lowest position to the highest. just treat every body fair and with respect.

When are we going to start getting reg. raises again.

Will the university ever be able to give employees a regular rise or pay increase?

My concern is that,They keep saying that the University doesn't have MONEY, but the HIGHER UPPERS gets a raise every year. You need to start paying your over worked clinical people more money. Most of them are over worked and under paid. When we look on line and can see what other people are making for doing very little..it's very disheartening.

people are making for doing very little. it's very disheartening.

none

none at this time

None

none

I think you are doing a good job as long as theres no layoff

The people that do the most unfinancially secure work (offices, security, facilities) are being made to sacrifice the most. Control costs that are affecting the most vulnerable, for example, don't expect them to work without increase and then take up the cost of parking.

Salaries always seem to be an issue. Why can't salaries be budgeted from the beginning?

None at this time.

Are there plans being implemented to work raises into the budget consistently?

Will cost of living and annual raises surface again?
Not really a budget question, but I think some of the things that UofL charges a student for seem unfair. For example, I recently learned that all incoming Freshman must pay for a mandatory orientation. With the amount of money that the student is already paying for tuition, is it fair to charge them another $130. to attend something that is mandatory? What does that $130. pay for? dorm for 1 night, and food for 2 days which is like 5 meals? Is that really $130. worth? And then to make matters worse, it is encouraged that families attend with the students but then they are charged $40. per person attending, so if Mom and Dad both come that is another $80. for what? Food? If so that is a pretty expensive lunch. The cost for Parents to attend, should be including in the fee the student already has paid. If you are trying to encourage parental involvement, don't charge for it. It is obvious that based on the charges, the orientation fees goes to cover the cost of the staff putting it on and being there, this should be absorbed by the university and covered in tuition, and not a separate charge to the student.

The use of Foundation funds to pay for what ought to be covered by University funds is a concern of mine. Service center accountability including rate structure and adequate billing procedures also concerns me.

Other budget concerns deal with the limited presence of responsibility-centered budgeting; more often than not, revenues have limited ties to expenditures within general fund programs.

Please look into the above ideas I have suggested. They would help the overall budget for U of L.

Do not forget to be consistent and fair to all.

I just wonder if the budget will ever improve well enough so that all employees can recieve base pay raises.

What is the University doing to fix this problem once and for all?

None at this time.

Please do not eliminate or reduce the tuition remission for our children. That is what brought me to U of L long before I needed this benefit and what has kept me here through the years with no raise. Taking a $5 an hour cut in salary to come here and having to pay for parking will be worth it when I finally get to take advantage of this benefit. If this were to be eliminated I think it would be very difficult to attract the caliber of support staff that U of L needs to be successful.

Need raise every year

Not any

None

no coment

N/A

None

None at this time
I am deeply appreciative to receive a non-recurring one-time payment this year. My concern is receiving a non-recurring payment that may not be added to my gross salary next year. Without increases to gross salary employees' economic status will suffer both in the short-term and long-term. Salaries will be less competitive encouraging employee turn-over. Personal budgeting is made more difficult when additional income is questionable. It is my sincere hope that gross salaries will be increased in 2011.

It amazes me how there is no money for raises -not even cost-of-living raises-, but there is money being spent on new entrances (3rd St. entrance is nice, but with a recession in place and our state budget in the tank, how is this justified?), athletics facilities, and pumping money into some of these flooded out-of-date buildings. What is the true cost of many of these buildings? It must be 5 or 6 times what the building is actually worth.

Another thing that is not quite right is how a person can be here for many years, and a new-hire can come in making almost the same amount as the veteran employee (in some case, less than $.50/hr difference). If the starting wage is raised, all employees in that department should have their wages raised by the same amount. This is totally not fair.

I can't imagine that there will ever be a great deal of extra money for salary increases, due to the chronic financial problems that this state and many others suffer from. I would really love to have the $1200 one time payment separate from my regular check. Last time we got a one time payment of $700 with our regular check and got taxed really bad. I need the money more than the government and lost $300 dollars out of the $700. I really do appreciate the $1200 one time payment, but we at the KDP have not received a raise in over two years. When do you look at budget . start early put heads together so employees can be happy to work because we know are are appreciated and are getting a salary raise and not a bonus.

548 when will we be able to get a raise?
549 I am really concerned about keeping staff and hiring staff if we continue to keep salaries frozen due to the budget. For me personally, I am not going anywhere but I am concerned about how long you can sit on staff salaries, when the private medical companies are begging for nurses and dialysis technicans, so raising salaries.
546 However, it may not be an issue, I just have to wait and see.
550 I can't imagine that there will ever be a great deal of extra money for salary increases, due to the chronic financial problems that this state and many others suffer from.
551 I really do appreciate the $1200 one time payment, but we at the KDP have not received a raise in over two years.
552 when do you look at budget . start early put heads together so employees can be happy to work because we know are are appreciated and are getting a salary raise and not a bonus.
553 when are we going to get a raise for the cost of living
554 why are we not getting more raises on a yearly bases?
555 when are we going to get a raise for the cost of living
556 when are we going to get a raise for the cost of living
557 when are we going to get a raise for the cost of living
558 need more raises.
559 How is this going to effect future conditions for the working class on the campus.
560 dont know what budget is?
561 I really don't know anything about the budget. it's never been discussed
562 None at this time.
I have been a part time employee for the past 20 years. (I started out as a full time employee for over 10 years.) In the past 4 years I have not received an increase in pay. Part time employees are overlooked. I have been a dedicated employee for over 30 years and am extremely disappointed in the way part time employees have been treated in the past 4 years. Please make changes that will benefit all of the U of L employees.

Part time work short of staff, an the moral is down so low at the kdp. I have been here over 20 yrs, an it is depressing coming to wk, but i have to pay bills.

Parking is awful for employees and patients. Also, if UofL is big on equal rights and minorities, why do women employees get paid less?

In my opinion, some (if not all) of the millions of dollars the UofL Foundation is spending on employee buyouts, public relations consultants, lobbyists, lawyers and perks for administrators should be used instead to offset tuition increases and to more fairly compensate faculty and staff who are performing well.

It is essential to reward and reimburse faculty & staff with raises, ideally in the form of wage increases, seeing that has not happened in years do to the economy. Although funds are separate across departments, I think it is important to find funding where available, through grants, using internships, using current students for co-ops, work study, etc. to help the students, and help university by making them non-paid to save money. Anything I can do to help I am willing to, which seems to be the consensus on campus. Get through this tough economic time so we can not only be rewarded after, but grow positively.

Things that should be a priority often are not. PEOPLE should be the priority. The PEOPLE we care for and the people we work with. If you take care of your staff, they will take care of the task at hand. In our present economy we can not afford to take anything for granted.

CRUCIAL: Protection of tuition remission for current employees and their dependents. This is one of the reasons that I've stayed at the University vs. transitioning to a higher-income job. As a single parent for 20 years, this benefit is crucial for our family. Also, I am now earning my undergraduate degree as a part-time student and could never afford tuition. If the current tuition remission benefit should change, I believe that it should affect only new employees. Also, a monitoring of how the wonderful tuition benefits are being used might be beneficial. I had heard of some employees abusing the system in order to get athletic tickets at a student rate or registering and not actually attending class.

CRUCIAL: Provision of good and affordable health insurance options with significant supplementation from the University. Again, as a single parent I cover insurance for my children with no child support from the disabled father.

Thanks for allowing input and for the advocacy role that you are playing.

More shortfalls and more financial stress on the already over-taxed employees.
even as a state facility we as the people still need raises to go along the the inflated prices market in order to live. That is why most state worker have two jobs. If things where budgeted right instead overpaying other unnecessary expenses, you could keep all your employees satisfied and better good outcome. When I first started here the university was paying for any state of Kentucky college however with the budget cut it did not give our children the opportunity to experience the other universities good life. Now your confined to uofl or jcc which is not saying it is a bad thing but most children have the choice careers that may not be @ uofl they may like the student ratio I to 15 students and be able to have professors that really care and not just throwing assignments @ you. Tuition on raises but teaching has gotten little.

I don't know about the situation.

I do think that many employees have the attitude that money U of L spends is not their money and cost savings are not that important to them. If there is some way to make saving money on a daily basis more personal, that attitude might change a bit.

I became a Supervisor recently and had to start ordering supplies. My predecessor had used "certain" companies because of FREE shipping. I shopped around and found other companies that offered similar medical supplies at a cheaper rate even with paying shipping. I have saved the Dept. monies by doing so. Maybe others should look into that also.