

# URPC Planning for 2024-25 Guiding Principles

*December 14, 2023*

## **GUIDING PRINCIPLES**

Resource allocation planning and decisions will be data-informed, incorporate an equity lens, and align with the [Purpose, Vision, Core Values & Beliefs](#) of the University.

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

## **REDUCTION PLANNING PARAMETERS**

The following parameters will guide reduction planning efforts:

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