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THE UNIVERSITY OF ARIZONA

December 14, 2023, 10:32 p.m.



Dear Colleagues,

We made it to the end of a challenging semester and the end of the year. Thank you for all you have done. I want to share some good news with you.

First, though, I want to remind you that business actions will only happen when they objectively are shown to have **the greatest probability of protecting the jobs of all existing employees.**

The first, and biggest piece of good news is President Robbins' announcement yesterday that **Activity Informed Budgeting (AIB) will cease immediately.**

At the beginning of the fall semester, Jeff Ratje provided you with an update on the college finances that we forecast a >\$10 million potential deficit for CALES at the end of FY24. This was the first time in the college's history that a deficit was predicted.

The second piece of good news: After our finance teams completed our normal 1st quarter FY24 all funds budget reports, **the college's forecasted end of FY24 potential deficit is <\$5.2 million - one half of July's prediction.** *This happened in a single financial quarter!*

I know this good news *only results from a lot of hard work and sacrifice.* Thank you!

The decisions that led to this exemplary change included a hiring freeze for core (common cost-funded) CALES staff positions in July and a hiring *pause* for all CALES faculty positions in October. The college's departments, schools, and support units worked together to create efficiencies and money savings including adjusting teaching assignments, closing small course sections, eliminating duplicate software subscriptions and non-essential business meeting expenses, and many other things.

I realize you may have questions about the university's [Financial Action Plan](#) that President Robbins presented to the AZ Board of Regents yesterday. I don't have any more information

than what he shared. As soon as I know more, I will tell you. I may not have any more information until January. Please see the Financial Action Plan website:

<https://www.arizona.edu/financial-updates>

[John Arnold](#) , ABOR Executive Director, becomes UA's interim CFO next week. Mr. Arnold has a key role in the Regents' work. I have seen his commitment to AZ's public universities. Jeff Ratje tells me that he met Mr. Arnold when he was in Governor Brewer's Office of Strategic Planning and Budgeting and Jeff found him to be "impressively in command of facts and figures for the state, analytical, personable, and humble".

I understand that uncertainty can cause us anxiety and worry and worse. Please remember [Life & Work Connections](#) has resources to help you.

Routinely, people tell me how one of our 4-H agents changed their life, how our agents and specialists turned their business around, how a faculty member inspired their life, or an advisor kept them on the road to graduation.

I want to thank you again for your work throughout 2023. You changed lives. Please rest and relax over the holiday closure. I don't know what our future holds. But I think it's brighter now.

My very best wishes to you and your families for the new year.

Sincerely,

Shane

Shane C. Burgess

Vice President, Division of Agriculture, Life and Veterinary Sciences, and Cooperative Extension

Charles-Sander Dean of the College of Agriculture, Life and Environmental Sciences
The University of Arizona

This email was sent to: ALVSCE faculty, staff, and postdoctoral research associates.

University of Arizona Announcement

Division of Agriculture, Life and Veterinary Sciences and Cooperative Extension, Forbes Building, 1140 E. South Campus Dr.,
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Land Acknowledgment

We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.