

WHAT IS OUR PLAN?

1. We will make decisions that will position the college to take advantage of opportunities.
2. We will take advantage of opportunities as they arise.
3. We will look at large, systemic solutions.
4. We will keep everyone informed of changing situation.
5. We will control the speed of change in order to have good internal communication and fair process.
6. We will roll out decisions over the next 12 months – including this summer.
7. We will maintain healthy Foundation relationships.
8. We will maintain community visibility.
9. We will protect students.

TO BE MORE SPECIFIC:

10. We will not have a job freeze, but we will control position replacements.
11. We will not ask for across the board % cut for each department, but we will target reductions and hold costs, for example in M&S and non-represented salaries.
12. We will not move to a 4-day work week, but we are examining our calendar and considering options that would reduce costs when classes are not in session and during the summer.
13. We will not freeze all capital improvements – but we are trying to position LBCC to benefit from any economic stimulus package that we are eligible for.
14. We will secure energy savings to reduce operational costs.
15. We are controlling costs and improving efficiency through process improvement training.
16. We are reviewing our policies and procedures to reduce unintended costs.
17. We will consolidate positions through organizational restructuring.
18. We will recommend a larger tuition increase than we had planned on.
19. We will work closely with association leadership throughout this period.
20. We will ask everyone to participate in cost reduction measures.