FAQ

- Why are we doing this?
  - As outlined in the original email from President Dean and Provost Jones in September, we are trying to identify revenues and expense reduction opportunities that we can reinvest strategically across the university to support our mission, aspiration and strategic priorities.

- What areas of the university did Huron review?
  - There were two parts to the Huron review. The first examined 18 different cross campus functions to identify areas of opportunity for expense reduction or revenue generation. The second looked at academic program costs. Unlike the revenue and expense areas, the analysis performed on academic programs did not make any specific recommendations but provides a tool to align program costs with revenue opportunities.

- When will the final report be released?
  - The Huron findings were initially received in draft form in December. Additional revisions are currently being prepared following questions from the steering committee and leadership. The final report will be released on Jan. 14.

- What will be done with the Huron findings?
  - The Huron findings have been reviewed and prioritized by senior leadership for implementation including both revenue generation and expense savings. We cannot do everything at once, so we are focusing on five particular areas in phase one which will start this semester. Two other phases will follow. Overall, we anticipate the implementation to take two years. Implementation teams will be formed this month to move forward on the phase one areas.
▪ What will be done with any savings identified with savings and or new revenue?
  o Any savings or revenue generated through this process will be available to be strategically invested across campus in support of our strategic initiatives. The mechanism for distribution of the strategic funds will be developed as part of the implementation process in Spring 2020.
▪ Who is serving on the steering committee? Will the committee be disbanded?
  o The steering committee can be found on the financial strength web page. The steering committee has been asked to continue its service through implementation. All updates on the progress of the implementation will continue to be posted on the financial strength web page.
▪ Is there a potential loss of jobs as a result of implementing the Huron findings?
  o Yes. We anticipate that there will be a reduction in FTEs. At this time, because we are at the beginning stages of establishing implementation teams for phase one, we are not able to project how large that reduction might be. We also anticipate that some new positions will need to be created. We recognize that eliminating positions is difficult and painful. We will work directly with our employees who could be affected.
▪ If there are jobs lost, will a SIP be offered?
  o We will not be offering a SIP given the significant up-front cost to the university.
▪ Is Huron’s work done? Is our contract over with them?
  o Huron will be answering questions from the implementation teams about some of the data and findings. We anticipate their contract will be complete in the next month or two.
▪ Will there be an RCM review/update? How does that relate to Huron’s work?
  o The Huron study has been a foundation for our data collection and financial analysis that will assist with the RCM review to be conducted in Spring 2020. The RCM review will begin as soon as we complete the planning for the implementation of the Huron findings.