

Campus Finance Committee

April 13, 2023 | 9:00 am

Attendees: Agam Patel, Chris Lynch, Daryle Williams, Gerry Bomotti, Kathryn Uhrich, Ken Baerenklau, Kevin Vaughn, Louie Rodriguez, Mariam Lam, Mark Long, Peter Atkinson, Sang-Hee Lee, Shaun Bowler, Steve Mandeville-Gamble, Yunzeng Wang, Stephanie Flores (committee support)

Guests: Alex Najera, Veronica Ruiz, Jackie Rodriguez

Absent: Brian Haynes, Deborah Dees, Liz Watkins, Joi Spencer, Monique Dozier, Mufida Assaf (student rep), Rodolfo Torres

HR Budget Request – Alex Najera

Materials provided in advance and Presentation attached

- Overview of UCR's Human Resources unit – HR is in a state of change across the entire UC system.
- In 1st six months, reviewed the consultant report and talked with stakeholders on campus and across the system in order to develop the UCR strategy going forward.
- Total ask is \$5.3M submitted in Tiers and the need for FY24 is \$3.6M (Tier 1 and 2) – submitted in Tiers
- Tier 1: stabilizes current operations (unfunded positions) 10.08 FTE @ \$2M and future operation success 5.00 FTE @ \$770K
- Tier 2: investment in ServiceNow technology perm \$465K (licensing & IT support) temp \$305K (implementation costs from ITS) which will help with metrics of service times
- Tier 3: centralize critical campus functions (leave management, retirement consultation, benefit orientation, talent support for difficult positions) 8.00 FTE @ \$1.2M, another \$300K for 2.0 FTE for wellness and improving staff experience, and \$300K for programming (Staff Pantry, Staff conference)

Responses to CFC Questions

Clarification on the current funding sources versus the request. Tier 1 is basically permanently funding for continuation of services. Tier 2 is to incorporate technology to create transparency and efficiency. Tier 3 is expanding services that are critical to the campus.

Current annual budget is \$4M which includes the cash and so funding this entire request would effectively double their budget.

Request is tiered to provide for the flexibility of the campus resources and HR understands that resources are limited and tight in the public sector.

HR plans to continue to support and collaborate with AP with the goal of providing better training from ELR for AP staff and reduce the HR component for AP Staff so they can focus entirely on the AP function.

Committee discussion

Discussion on the available resources on the campus to fund all or parts of the HR request and possibility of future request from other units.

Developed a list of follow-up items to assist in making a recommendation on the funding level for HR.

Rate Review Process – Stephanie Flores

Materials provided in advance

Overview of the Rate Review process which includes a thorough review by FP&A Staff and then presentation to the Rate Review Committee comprised of Controller, Director of Audit, and Executive Director of FP&A.

Rates approvals have been recommended by the Rate Review Committee since most are within reason for fixed cost increases. Highlighted the utility rates in Facilities Services that have a methodology change.

Action Items

CFC recommends the approval of rates presented to the Provost and Chancellor.

Next Meeting

Thursday, May 11 at 9am