

# Guiding Principles for Budget Decisions

Cal State East Bay aspires to be a catalyst for student equity, life-long learning, innovation, and educational success that amplifies upward mobility for all communities. We serve and value a student body with diverse lived experiences. Through innovative teaching, experiential learning, research, campus life, and community engagement, our students, faculty, and staff use their knowledge and experience to build and contribute to an equitable, inclusive, and environmentally sustainable world. To that end, the university must strive to preserve its mission and core values in light of the current fiscal realities. Recent declines in enrollment coupled with the Chancellor's Office Reallocation Plan has prompted us to make reductions and adjustments to our operational budget. The following principles are guided by the university's priorities as we approach budget decisions:

- Students are at the center of every recommendation and decision
- Preserve progress toward equity, inclusion, and anti-racism goals
- Be compassionate and humane toward our people
- Minimize impact on student success, including recruitment/access, retention, persistence and completion of degree
- Align with Future Direction priorities and WASC standards
- Preserve regional and other accreditation standards
- Identify partnerships to preserve program access
- Maintain baseline safety, security and compliance
- Preserve essential operations and maintenance of the physical plant
- Reduce budgets strategically, not across the board
- Emphasize programs with high numbers of graduates and high employment rates
- Emphasize programs that support the needs of the East Bay region
- Preserve revenue-generating functions (enrollment, fundraising, contracts & grants)
- Streamline current processes and consolidate where possible
- Challenge the status quo and long-held traditions that are impediments to change
- Communicate budget process and decisions transparently, honestly and frequently

March 1, 2023