

## Eight Proposed Guiding Principles for Reductions Phase Two

<p>1. Preserve Quality Education</p>	<ul style="list-style-type: none"> <li>➤ Seek student input and feedback</li> <li>➤ Keep student perspective &amp; student success in mind</li> <li>➤ Support equity</li> <li>➤ Continue to be innovative</li> <li>➤ Maintain our quality and excellence</li> <li>➤ Evaluate to provide continuous improvement</li> </ul>
<p>2. Follow college's core values</p>	<ul style="list-style-type: none"> <li>➤ Specifically transparency &amp; forgiveness</li> <li>➤ Open communication with reasonable timing when sharing information</li> <li>➤ Kindness &amp; empathy</li> </ul>
<p>3. Strategic Enrollment Growth</p>	<ul style="list-style-type: none"> <li>➤ Alignment with the New Funding Formula</li> <li>➤ Evaluate both qualitatively and quantitatively</li> <li>➤ Serve students in an innovative way</li> </ul>
<p>4. Cabinet Review/Approval</p>	<ul style="list-style-type: none"> <li>➤ All hiring to fill vacancies</li> <li>➤ Positions that are 11 &amp; 12-month</li> <li>➤ Evaluate Reassigned time</li> <li>➤ Review Overtime</li> <li>➤ Sabbaticals (planning/scheduling)</li> <li>➤ Conference &amp; travel for managers</li> </ul>
<p>5. Minimize the number of lay-offs &amp; (when possible) the effects on employees including racial/ethnic impact and in accordance with collective bargaining agreements) while improving efficiency and being strategic in reorganization.</p>	<ul style="list-style-type: none"> <li>➤ May use different funding sources</li> <li>➤ Open, consistent and sustained communication</li> <li>➤ Respect for privacy and timing of notification</li> <li>➤ Cognizant of bumping-related issues</li> <li>➤ Person may do something different</li> </ul>

6. Spending relates to strategic objectives.	<ul style="list-style-type: none"> <li>➤ Aligned with enrollment and productivity goals</li> <li>➤ Stay within 1320 budget</li> </ul>
7. Shared impact	<ul style="list-style-type: none"> <li>➤ Faculty, classified and management units will be affected.</li> </ul>
8. Program Review/Elimination	<ul style="list-style-type: none"> <li>➤ Follow program review process/statutes/regulations</li> <li>➤ Analysis of impact of program/college/community</li> <li>➤ Transparency with clear rubric</li> <li>➤ Collaborate with DeAnza to enhance offerings and maximize enrollment</li> </ul>