

WEB COMMENTS - AS OF
June 21, 2011

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
1-1	Delete mass mailings of various types throughout the year	X						
1-2	Consider communicating various types of mass mailings via e-mail	X						
2-1	Restrict personal use of State cars		X					
2-2	Cut back on lighting - some rooms not in use have lights on 24-7			X				
3-1	Consolidate UTSI into the Knoxville campus				X			
3-2	Eliminate the need for maintaining high cost space at UTSI				X			
3-3	Reduce the cost of maintaining duplicate admin. roles on both campuses		X		X			
4-1	Replace single pane windows			X				
5-1	Low flow or waterless toilets			X				
5-2	Antiquated heating systems			X				
5-3	Average temp could be raised several degrees			X				
5-4	Computers to be shut off after hours			X				
5-5	Work 4 - 10 hour days			X				
5-6	Healthcare					X		
5-7	Incentives to increase better health among employees					X		
6-1	Create an endowment following (such as Harvard)						X	
7-1	Shift degree programs to those that are more self sustaining - partnerships with businesses - more readily funded nationally instead of locally				X			
8-1	Close the UT Space Institute - most obvious example of waste in the UT system				X			

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9-1	Do NOT cut salaries					X		
9-2	Retain quality employees					X		
10-1	Terminate marginal employees					X		
11-1	Solicit more funds from Alumni						X	
11-2	Seek out external sources of funding						X	
11-3	Why should Tennessean's (who never received a college degree) tax dollars support UT?						X	
11-4	Show Tennesseans what they'll get for their tax dollars						X	
12-1	Limit or cancel summer intersession classes				X			
13-1	Outsource some or all vehicles as Tennessee Tech has done with Enterprise Rental	X						
14-1	Look again at our vendor for supplies because now even furniture is included in what we can buy from them without bidding the items	X						
15-1	Discontinue the T bus routes on campus - if time between classes is an issue, then increase the allotted 15 minutes to 20 minutes		X					
16-1	Out contracted cleaning procedure is inefficient	X						
17-1	Look into the many IRIS in boxes that documents go through for electronic approval - approvals require more staff time, paper copies printed and items reentered	X						
18-1	Create fully Web-based degree programs				X			
19-1	Habit of rehiring someone immediately upon retirement. Even though a replacement is hired, they will bring back the retiree - costing the University 150% of the previous pay					X		
20-1	Efficiency and Effectiveness of the Office of Research Administration is poor - excessively slow, sometimes resulting in the loss of contract opportunities		X					

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21-1	Turn off lights in classrooms that are not in use			X				
21-2	Implement a freeze on all overtime being paid - employees could take time off for any hours over 40 hours per week					X		
22-1	Hire temporary workers at a lower salary than to pay the overtime		X					
23-1	Eliminate duplicate administrative processes - too many redundant, paper-based processes are still in place		X					
24-1	Students have long distance cell phone numbers as their primary phone number - probably costing the University more money in phone calls		X					
25-1	Facilities Service Personnel - there needs to be an increase in efficiency for this department	X						
26-1	The amount of money spent on constantly refreshing the mums and plants that are in front of the University Center							X
27-1	Get rid of the VP's positions that didn't exist a few years ago and their UT cars and expense accounts		X					
28-1	Turn off half of the lights in the halls of Perkins			X				
29-1	Diversify the Committee. Old white men have gotten us where we are; they likely won't get us out of it							X
30-1	Offer staff the option of working a 4-day, 32 hour week - a pay cut, of course, but some people might love having an extra day off			X		X		
31-1	Purchasing at UT is too complex - process needs to be streamlined	X						
32-1	Reducing work hours to 37.5 per week - would reduce everyone's salary and potentially allow us to save many jobs			X		X		

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33-1	There needs to be a serious comparison between the cost of adequate staffing levels versus the cost of contracting services especially in the Facilities Planning and Management area	X				X		
34-1	The number of VP Administrators has increased in the last several years under President Petersen from 12 to 15 or 16		X					
34-2	Look at putting money into the programs and not the administering of the programs		X		X			
35-1	Sim Center at UTC is a very expensive high maintenance program - a consolidation of this promising program would allow UTC to focus on its core mission in education and actually enhance Oak Ridge activities		X		X			
36-1	UTK project underway that would take 12 years to show a net savings - Banner Student System - will take 11.7 years for this project to pay for itself	X						
37-1	Cellulosic Ethanol Pilot Refinery project - \$70.5 million - none of which will benefit a single student at the University at the same time asking the University to reduce its budget		X		X			
38-1	Torch bearer statue's flame should be extinguished			X				
39-1	Administrators who return to teaching yet retain their full administrator pay		X			X		
40-1	Adjunct faculty who teach only elective courses offered elsewhere in the University - they should be eliminated				X	X		
41-1	Reduce administrative costs - too many administrators who don't earn their keep		X					
42-1	Reduce bureaucracy - OIT 'change management'	X	X					
42-2	Space allocation at UT - stop moving people around		X					
42-3	Vertical integration		X					
42-4	UTK must completely rethink HOW it operates		X					

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42-5	Every foot UTK expands geographically increases operating costs		X	X				
43-1	Obtain grant monies to develop energy alternatives (solar/wind, etc.) to reduce energy costs across UT system						X	
44-1	Cut sports - Education should be taken care of first				X			
45-1	Take control of the Athletic Department's monies and place them on an allocated budget with budgetary controls that are in place for all other departments		X		X			
46-1	Reduce vehicle fleet	X	X					
46-2	Energy and water audits			X				
47-1	Office of Research and/or Sponsored Accounting Department response time seems delayed. If they are understaffed or need anything better to do their job - it seems it would be a profitable investment for the University							
48-1	The Knoxville campus needs to raise more money - It is difficult to believe that as a state Kentucky can raise more than we can; it is partly a matter of expectations, partly a matter of an old, decrepit and still ineffectual culture						X	
49-1	Require local travel logs on all UT vehicles, including those used by Facilities Services	X				X		
49-2	Contract with Plant and Soil Sciences, etc. to perform all campus landscaping and grounds maintenance	X	X					
49-3	Sell the UT plane and use commercial flights only	X	X					
49-4	Put such publications as the Beacon, Phoenix, and Vol Annual on the Web rather than in hard copy	X						
49-5	Delay heating any buildings until the daytime high temperature stays below 50	X		X				
49-6	Eliminate Fall Festival		X					
50-1	Leave lights off when needed			X				

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51-1	Optional 4 day work week			X		X		
52-1	Why does UT print a phone directory when the directory information is online via people search	X						
53-1	Give employees bonuses for losing weight, stopping smoking or exercising					X		
53-2	Give an extra 30 minutes for lunch if employees go to TREC and exercise					X		
54-1	Check into outsourcing Graphic Arts Services	X						
56-1	Expand recycling program and use high traffic locations (e.g. Middlebrook Pike building) to draw attention.							X
57-1	Freeze on hiring					X		
57-2	Cut unnecessary travel		X					
57-3	Term employees receiving a retirement check should be first to be laid off					X		
57-4	Offer early retirement package for those that are 2-3 years away from retirement					X		
57-5	Allow employees to purchase through Staples contract with credit card to enlarge rebate						X	
57-6	4 - 10 hour work days			X				
57-7	Work from home to save office space, utilities, office supplies, etc.		X	X				
57-8	Find a way to use less paper in paperless system	X	X					
58-1	Process invoices instead of using procurement cards, increase time to pay Net 30 and increasing interest on cash flow						X	
59-1	Review campus bookstore contracts. Some have removed employee discounts causing staff to use other bookstores, driving business away.	X					X	

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60-1	Allow staff to enter timesheets and check/update benefits and other personnel matters online [employee self-service]	X	X					
61-1	Expand paper and plastic recycling program							X
62-1	Close UTSI		X		X			
63-1	Campuses should suspend celebrity lectures, concerts, magic shows, and other general entertainment for students		X					
64-1	Consider incorporating common electronic business practices - timesheets, benefits forms, stationary, etc... should all be available electronically.	X	X					
65-1	Lights around Neyland Stadium stay lit as well as Pratt Pavilion and Thompson Boling.					X		
66-1	Evaluate printing operations - print less in full-color; use electronic medium for most communication	X	X					
67-1	Outsource graphic arts	X						
68-1	Top paid administrators need to give up something prior to laying off lower paid faculty and staff		X					
69-1	Plan ahead and mail packages using standard postage rates. Often times faculty and administrators are using priority and overnight rates due to poor planning		X					
70-1	Reduce number of President's staff and their salaries		X					
71-1	Streamline search process and find efficiencies - hiring a search firm, advertising, and other search/interview costs are often too expensive		X					
72-1	Extend useful life on motor pool automobiles		X					X
73-1	Four ten hour days in order save on utility costs					X		
74-1	Decrease travel - limit to a single event for every 1 to 2 employees		X					
74-2	Stop construction of new buildings							X

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74-3	If laying off, keep the qualified persons first					X		
76-1	Postpone TERA (RAMSes) system. UT already owns a system that is used by universities across the nation. Why give up on further development of this system for one that isn't proven and only one other university uses?		X					
77-1	Keep all the blackboards rather than replacing them with whiteboards. Chalk is cheaper than the dry-erase markers (and doesn't dry out if accidentally left uncapped for a while).		X					X
77-2	Take down the student residential computer network and lower the technology fee accordingly	X	X					
78-1	The system administration seems to have grown rapidly over the last couple of years in particular. How many vice presidents are there now? What is the value added of each of these new appointees?		X					
79-1	Pay for Development costs out of private monies		X					X
80-1	Move portion of Agriculture operations to UT Martin where land is more abundant				X			
81-1	Close UTSI				X			
82-1	Review duplicate graduate programs				X			
83-1	Follow Governor's wishes and create a research intensive university at UTK, consolidating programs across the state (e.g., UTC engineering programs) in order to create efficiencies and drive research				X			
84-1	Stop implementation of Student System for UTK - Only UTC is in critical need		X					
85-1	Turn off lights in buildings not in use - lights are often always on in hallways - lights are also always on at Neyland Stadium and the jumbotron					X		
86-1	Limit operations or close UTK visitors center		X	X				

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87-1	Top administration should give back before layoffs of lower paid employees take place		X					
88-1	Eliminate UTC football program		X		X			
88-2	Require UTK football program to give more back to the campus						X	
89-1	Merge Agriculture units with Knoxville campus resulting in administrative savings and improved programmatic interactions - would improve teaching and research coordination as well		X		X			
90-1	Consider four-day school and work weeks to save on utilities and increase longevity of buildings			X				X
91-1	Focus on degree offerings with solid concentrations and eliminate individualized programs with interdisciplinary programs				X			
92-1	Review instructional programs for consolidation and allow the academic common market to offer programs not efficient for UT to offer				X			
93-1	Hired several 'System' positions that had been eliminated by previous President as unnecessary - get rid of redundant layer of middle level administration		X					
94-1	Reduce salaries across the board based on employee income					X		
95-1	Review program offerings such as 'Individualized Program' and 'Interdisciplinary Programs' and eliminate them - focus on degree offerings with solid concentrations. Creation of courses should be at the System and THEC levels to eliminate the dilution of current program and course offerings and the need to hire faculty for every two courses offered (one section each course)				X			
96-1	Recycle toner cartridges							X
97-1	Centralize supply purchasing		X					

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98-1	Send out communications via e-mail to save on printing and postage costs	X	X					
98-2	Eliminate the practice of Administrative offices sending holiday cards		X					
98-3	Implement recycling programs for paper and containers - some recycling centers will pay for such materials - reduce waste management costs							X
98-4	Hold 'office supply sharing days'		X					
98-5	Post campus directories on the Web and do not print	X	X					
99-1	Use video and phone conferencing as opposed to traveling	X	X					
100-1	Eliminate energy wastes such as radios and lights on during the weekend			X				
100-2	Implement small temporary reductions in compensation (examples, a. Increase employee contribution to health insurance, b. Temporarily suspend or reduce Faculty longevity pay)					X		
101-1	Encourage staff and faculty with 30 or more years of service to retire		X			X		
102-1	Eliminate holiday greetings from administrative offices to save on printing, postage and manpower		X					
103-1	Consolidate the amount of publications generated to save money and postage. Consider one monthly publication from all units with Web sites referenced	X	X					
104-1	Transfer the Space Institutes functions and equipment to Chattanooga or Martin - maintaining Tullahoma is no longer feasible unless NASA and the USA Navy wish to contribute extensively and they are already involved with UTK		X		X			
105-1	Charge user fees for operating the greenhouses on the ag campuses to offset energy costs							X

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106-1	Do not light Christmas trees during the day that are on top of the UTK buildings or take them down altogether			X				
107-1	Implement a 4 day work week where possible for a potential 20% reduction in utilities			X				
108-1	In order for all areas to have a 4 day work week - stagger the additional day off for Staff and Faculty within the same department. Will help to lower transportation costs for employees by approximately 20%					X		
111-1	Consider merging the two Master's of Public Administration programs in the state system to one & reduce administrative costs and increase the quality of the program remaining - might be a perfect fit for the Baker Center at UTK		X		X			
112-1	Give employees more time off during student breaks (such as two weeks at Christmas, Spring Break and in the summer) to save money on heating and air conditioning			X				
113-1	Consider not removing refrigerators and coffee machines from individual offices to keep efforts from being viewed as counter-productive			X				
114-1	Review policy issued by the UTK Provost's Office for TENURE TRACK FACULTY ONLY that allows the primary caregiver (male or female) a semester off with pay in the event of childbirth, adoption or foster care					X		
115-1	Close additional days during the Christmas holidays to save money on utilities			X				
115-2	Four day work week/classes during the summer and possibly year-round		X	X				
116-1	Extra days off at the Christmas holiday to save utility costs			X				
117-1	Eliminate the Department of Equity and Diversity - total of all campus budgets could exceed \$1 million		X					
118-1	Possibly eliminate summer school		X		X			

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120-1	Do maintenance and preventative maintenance on buildings to solve energy consumption and energy waste problems - invest in the infrastructure now and it will lead to great savings for the future			X				
121-1	Allow employees, that can, work from home to decrease electric, water and gas			X				
122-1	Stop providing University administrators vehicles and gasoline		X					
123-1	Four day work week - per Inside Higher Ed, one university saved \$268,000 in energy costs during the summer alone			X				
123-2	Close additional days during the Christmas holidays to save money on utilities			X				
124-1	Do not hire assistants for those who are already assistants		X					
124-2	Consider pay cuts for higher salaried employees		X			X		
125-1	Stop creating jobs for certain people when there isn't a need (example retired employee being rehired to be in charge of special projects)		X			X		
126-1	Make employees pay for their own business cards		X					X
127-1	Eliminate longevity payments to employees					X		
127-2	Eliminate annual leave payout at termination or reduce the amount of hours carried forward					X		
128-1	Broadcast more classes over the internet to save utilities			X				
128-2	Write more parking tickets						X	
128-3	Sell more advertisements						X	
128-4	Turn off the torchbearer statue to conserve natural gas			X				
128-5	Put the Daily Beacon online only	X	X					
129-1	Do not pay employees longevity for a period of one year					X		
131-1	Freeze on hiring for Faculty, Staff and Administration positions		X					

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131-2	Increase revenue by attracting more international students, or starting joint schools with other countries						X	
132-1	Cut the USTU 101 program to save salary costs, resources, staff's time and classroom space		X		X			
133-1	Request funding directly from the TN lottery						X	X
134-1	Cut adjunct professors		X					
135-1	Only allow 4 door intermediate vehicles for rentals and not Premium rentals such as luxury or full size SUVs		X					
135-2	Do not pay more than \$17 in ticket fees when travel is purchased from any other provider rather than UT's contract agency		X					
136-1	Have concerts in the stadium and or arena during off season with big enough names to draw in guaranteed attendance and \$						X	
137-1	Only authorize car rentals when needed and not for local transportation - incurring unnecessary parking and rental expenses		X					
138-1	Eliminate personal time combined with UT Business		X					
139-1	Push toward full internet course offerings - be visible in internet searches				X		X	X
140-1	Eliminate personal use of UT vehicles - all should drive their own car and buy their own gas		X					
140-2	Eliminate consulting positions held by retired administrators		X					
141-1	Eliminate president emeriti positions		X					
142-1	Reduce number of Vice Presidents, Assoc/Asst VPs, and Special Assistants		X					
143-1	Convert paper payroll statements to electronic format	X	X					
144-1	Turn down thermostats in offices			X				

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145-1	Replace CD/DVD file sharing with flash drives	X	X					
146-1	Eliminate student athlete travel before faculty and staff travel		X					
147-1	Eliminate UTC football program		X		X			
147-2	Eliminate campus-wide events		X					
147-3	Consider four-day compressed work weeks					X		
147-4	Suspend construction projects		X					X
147-5	Allocate tuition dollars directly to programs						X	
147-6	Exercise transparency in budget-related matters	X	X					X
147-7	Focus on core mission/consolidate programs/colleges/departments				X			
148-1	Require duplex printing	X						X
149-1	Extend PC usage to 4 or 5 years							X
150-1	Give students the day off prior to Thanksgiving			X				
151-1	Retirement buyout with years of service credit		X			X		
152-1	Bring student health services at UTC back on campus	X				X		
154-1	Install motion sensors in hallways/buildings to conserve electricity			X				
154-2	Use key cards in dorm rooms to activate lights, A/C, and heating	X		X				
155-1	Review UTHSC's contract with Barnes and Noble for the bookstore - University of Memphis uses them and receives a much larger discount						X	X
156-1	Review Chartwells' contract at UTHSC for overcharging							X
157-1	Cancel Chartwells' contract at UTHSC							X
158-1	Temporarily reduce or suspend longevity pay for faculty only					X		

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158-2	Energy efficiency (reduce lighting, heat costs during off hours, computers turned off when not in use, shut off hot water to public restrooms)			X				
162-1	Consolidate travel with one provider		X					
162-2	Use purchasing card to negotiate with vendors						X	X
164-1	Sell the house on Cherokee Boulevard to reduce staff and maintenance - use proceeds to help with shortfall		X					X
165-1	Close the University the week after Christmas			X				
165-2	Shutdown on January 2			X				
166-1	Consolidate duplicate programs at UTC and UTM and relocate to UTK - programs could be stronger with more tenure-track/tenured faculty and less lecturers		X		X			
167-1	Suspend longevity pay for a couple of years					X		
168-1	Enforce a clock-out policy for smoke breaks longer than 20 minutes per day, as the State of TN allows. Or emphasize that smoke breaks longer than 20 minutes per day should be eliminated. The University can be sued for discrimination, in allowing 10 hours worth of breaks for employees per week if they smoke.					X		
169-1	Implement a furlough					X		
170-1	Shut down the University when the students are gone to cut energy costs			X				
171-1	Have UTK's athletic department subsidize those at UTC and UTM to free up monies for other budgetary concerns							X
172-1	Offer a buyout program like the Board of Regents schools		X			X		
173-1	Implement e-copies of paycheck stubs and save printer ink, paper, envelopes, employee hours and be environmental friendly at the same time	X	X					

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175-1	Eliminate the UTC football team because of the drain monetarily to the campus - might be a great time since the head coach position is unfilled				X			
176-1	The lighting of Christmas trees on top of campus buildings should be eliminated			X				
177-1	Prevent the hiring of Phil Fulmer as a 'Special Assistant to the President'		X					
177-2	Review administrative 'current staffing levels'		X					
177-3	Prevent Petersen from taking jet to Nashville to ask for more money		X					
178-1	Engineering students should be encouraged to develop solar panels for use at UTK			X				
179-1	Close buildings at night to save on electricity and building damage			X				
180-1	Offer employees with 30+ years a buyout					X		
181-1	Implement flex scheduling for faculty and staff to save energy costs			X				
182-1	Process reimbursements through direct deposit rather than issuing paper checks	X	X					
183-1	Possibility of a deferred salary option until the economy picks up to prevent loss of jobs					X		
184-1	Review the Aramark contract - employees should be allowed to work with other vendors if the prices are less		X					
185-1	Give more days off during the holidays when the students are gone			X				
186-1	Install a program such as Key server on all of UT-owned computers to save software costs while ensuring the campus is running software legally	X	X					
187-1	Lengthen the UT Winter Closing to conserve on utilities			X				
187-2	Review retirees positions as 'Consultants'		X			X		

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188-1	Save money by only allowing assigned UT Vehicles to be used during work hours		X					
189-1	Close all non-essential offices the week after Christmas to save energy costs			X				
190-1	Do not light Christmas decorations on campus to conserve energy			X				
191-1	Generate some extra revenue by allowing some on location filming on campus						X	
192-1	Shorten training for new Extension Agents or train at regional level to save monies on hotel accommodations, mileage, etc.		X					
193-1	Move make-up exams to the end of the exams rather than the second day to save energy costs by opening only certain buildings			X				
194-1	Review the World Travel contract - there are times that it costs more to book from them		X					
194-2	Also employees have been told that they can no longer fly Southwest because they do not have an airline code (that is because they do not offer different classes of service) even if the cost is less		X					
195-1	Extinguish every other overhead light in common/public hallways to conserve energy			X				
196-1	Reduce the size of the trolley buses due to lack of passengers		X					
197-1	Use telecommuting to conserve electricity and to help employees cut back on personal expenses such as gas and childcare	X	X					
197-2	Culling magazine subscriptions - libraries to review frequency of checkouts and cancel if justified		X					
197-3	Use teleconferencing to save travel money	X	X					

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198-1	Review positions currently held by retired faculty in all colleges to represent an opportunity for reducing expenditures by transferring functions to regular faculty		X			X		
199-1	Use other watering sources on campus rather than treated city water - water trucks, river, rain barrels on top of buildings, etc.			X				
200-1	Change the office cleaning schedule to once per week		X					
200-2	Clean coils on ALL air conditioners on campus to improve efficiency			X				
201-1	Eliminate the Department of Preventative Medicine. It is a non-clinical unit that is not vital to medical education in any way - academic performance is very poor				X			
202-1	Do not send Christmas cards from Administrative offices to save costs - e-mail is a wonderful tool		X					
203-1	Consider tray less dining halls - basic idea is that students will grab less food if they have to carry it		X					
204-1	Install programmable thermostats in buildings and offices to ensure energy savings			X				
205-1	Close the University the day after New Years Day to save energy			X				
206-1	Sell the UT Plane		X				X	
207-1	Increase number of tickets given to those parking illegally.						X	
208-1	Move to 37.5 hr work weeks					X		
209-1	Create policy on returning student phone calls; students use cell phones from their home area code which requires departments to incur long distance phone calls							X
211-1	Eliminate cell phone allowances					X		
212-1	Turn down heat at new Haslam Building			X				
214-1	Make more use of online auctioning for surplus property	X					X	

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216-1	Reduce administrator pay when returning to full-time teaching					X		
217-1	Eliminate mass mailings and use email instead	X						
218-1	Provide savings bonds or something similar to employees in lieu of service awards					X		
219-1	Require email to respond to students; most students use cell phones now with their home area code, causing an increase in long distance for departments having to contact them	X						X
220-1	One week furlough on longevity pay date					X		
221-1	Hire fewer and more capable employees		X			X		
222-1	Use student employees more		X			X		
223-1	Remove every 3rd or 4th light bulb in hallways in buildings			X				
224-1	When renovating, install more switches and install them in zones allowing those that need to work late to do so without lighting the entire office			X				
225-1	Search internet [reverse online auctions] for lower prices	X						
226-1	Turn off lights in all facilities not being used at night			X				
227-1	Turn off lights on UTK tennis courts when not in use			X				
228-1	Voluntary salary reductions for employees earning more than \$200,000 per year					X		
229-1	Review costs associated with recent file sharing bill in light of budget crisis	X						X
231-1	Eliminate longevity pay until budget crisis is over					X		
232-1	Invest in Second Life, a virtual world, for online courses	X					X	
233-1	Eliminate MWF classes, especially for juniors and seniors			X	X			
234-1	Cut back utilities of Ayres Hall since it will soon be renovated			X				

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
235-1	Require teacher evaluations to be handled online	X						
235-2	Stop splitting insurance for spouses					X		
236-1	Make buildings more productive - hold classes on weekends and/or nights			X		X		X
236-2	Rent large classrooms/auditoriums to local groups, churches, etc...						X	
237-1	Eliminate Office of Research and let duties be handled at the college level				X			
238-1	Reduce inter-housing moves within University Housing		X					
238-2	Put lights on timers			X				
239-1	Convert to paid time off system instead of annual leave and sick leave					X		
240-1	Employee buyout					X		
241-1	Like the Government Printing Office, restrict printing to 2-color processes only - this would cut back on printing costs and labor of internal design costs		X					
242-1	Turn off lights at Neyland Stadium when not in use			X				
243-1	Improve housekeeping services; not getting what we are paying for	X						
244-1	Change work week to 37.5 hours					X		
245-1	Close UTSI				X			
246-1	Reduce number of assigned vehicles							X
246-2	Reduce frequency of lawn care							X
247-1	Consolidate medical schools across the system, specifically ETSU and UTHSC				X			
248-1	Install electronic time keeping system	X						
249-1	Close the week after Christmas to save on utilities			X		X		
249-2	Turn thermostats down and hot water off			X				

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
250-1	Review travel policies for possible savings on hotels and mileage reimbursement		X					
250-2	Stop printing IPS newsletter - use email instead	X						
251-1	Explore option of furlough for faculty					X		
251-2	Eliminate administrative positions at Health Science Center		X					
251-3	Review cost associated with Senate Bill 3974 which is aimed at curbing music file sharing	X						X
252-1	Close the University the week after Christmas			X		X		
253-1	Use televideo conferencing more	X						
254-1	Close the campuses for the additional 12/29-12/31 Christmas Holiday - this in lieu of no salary increases			X		X		
255-1	Discontinue published copy of UT faculty/staff/student phone directory	X						
256-1	UT can save a "lot" of money by beginning a policy of "use it or lose it" annual leave by the end of each calendar year - unused sick leave should continue to carry forward					X		
257-1	Salary reduction for staff making over \$100,000					X		
258-1	Eliminate contract tracking system in IRIS - we already have a working system	X						X
259-1	Close the University for two weeks during the holiday season between Fall and Spring Term			X		X		
261-1	Close UTSI				X			
262-1	Online pay statements	X						
264-1	Voluntary pay cuts					X		
266-1	Review faculty workloads				X			
266-2	Study student enrollment for cost effectiveness				X			
266-3	Properly size administration		X					
267-1	Eliminate UT automobile usage by Sodexo		X	X				

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
268-1	Cut off some of the water fountains in Jessie Harris building			X				
269-1	Surplus all of the University appliances given up for utility purposes			X				
270-1	Cut back on lawn mowing, especially in times of drought	X						
271-1	Turn off lights in areas not used			X				
272-1	Reduce the number of Vice Presidents and administrative staff		X					
273-1	Unplug appliances and electronic devices not in use			X				
275-1	Cut down on the number of meetings and committees		X					
275-2	Monitor parking lots and issue tickets to those parked illegally						X	
276-1	Don't move the UT Family Medicine Administration Department - doing so would save rent		X	X				
277-1	Make own supplies where possible for labs -- The College of Dentistry's Graduate Prosthodontics Department makes its own pressure indicating paste. It saves the school money because we do not have to order a 1oz tube of paste for over thirty dollars							X
278-1	Cut out mileage and per diem reimbursements to lecturers and do rotations and reduce travel costs to medical students					X		
279-1	Cut the UTC football program				X			
280-1	Direct deposit petty cash reimbursements	X						
281-1	Stop printing directories - all staff and departments are listed on line	X						
282-1	Close down the University during holidays			X		X		
283-1	Redistribute faculty and staff and replace retiring faculty instead of laying them off - reinvest during these times of student demand				X	X		

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
285-1	Reduce salary of administrators who work as regular faculty					X		
285-2	Eliminate duplication between the Walker Teaching Resource Center at UTC and the Blackboard instructional technologies				X			
286-1	Share common supplies amongst departments, especially those that have excess supply - an internal website would be helpful to post these items							X
287-1	Turn off overhead concourse lights of arena when not in use			X				
288-1	Reduce amount of paper used for announcements and mailings	X						
289-1	Eliminate staff in the IT business office		X					
290-1	Freeze on hire should be applied not only on faculty and staff position, but also on administration position		X					
290-2	Increase revenue by attracting more international students, or starting joint schools with other countries						X	
291-1	Form a committee of major donors to let them advise and counsel on their business practices						X	X
292-1	Eliminate payroll pay check notification	X						
293-1	Eliminate ALL assigned vehicles					X		
293-2	Outsource motor pool	X						
294-1	Eliminate athletics				X			
295-1	Expand the use of teleconferencing	X						
297-1	Pay the university's debts on time to avoid interest and penalties and or prepayments or deposits							X
298-1	Monitor University paid cell phone usage for personal calls/incoming and outgoing					X		
299-1	Reduce the size of physical plant	X	X					

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
301-1	Use computers and servers more efficiently	X						X
303-1	Stop heating outdoor pools when indoor pools are available during winter months			X				
304-1	T-bus could run only at the times classes change							X
304-2	Reduce library hours				X			
304-3	A 'soft' variation on the 4 day week: a Friday slowdown with scheduling of any meetings and events to be avoided, classes could convert Fri. meetings to web-based activities when possible, services could operate on weekend hours, and many faculty and staff would have the option of working from home, taking unpaid leave, or working 4 ten-hour days.		X			X		
304-4	Increase revenue from parking fines.						X	
304-5	Increase metered and 'pay per use' parking.						X	
304-6	Create centralized 'stores' that stock standard office and lab supplies purchased in bulk, convenient and accessible (walk-in) to user groups (biology/chemistry, agriculture), each overseen by an employee to handle stocking as well as general shipping/receiving for that unit. These can also serve as recycling points for surplus lab and office supplies.				X			
304-7	Lease property to outside vendors in strategic locations where lucrative agreements are possible. ie. Starbucks in the center of the ag campus, etc.						X	
305-1	Put a cap on moving allowances					X		
306-1	Offer retirement incentives for administrators		X			X		
307-1	Do away with the Sim Center at UTC		X		X			
307-10	Charge students for independent studies						X	
307-2	Do away with the football program at UTC				X			
307-3	Stop sending athletic teams to exotic locales to participate in games							X

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
307-4	Faculty should carry equal course loads and get rid of non-productive faculty.					X		
307-5	Graduate faculty should teach 12 hrs.					X		
307-6	Make Department Heads teach					X		
307-7	Offer greater incentive for online teaching					X		
307-8	Require deans to spend more time on campus							X
307-9	Limit conference travel		X					X
308-1	Re-seal around all windows. Especially in the older buildings. This will save money on heating and air.			X				
309-1	Cut the BS:Ed and MEd programs for secondary school teachers				X			
310-1	Provide dorm rooms or other living space for employees traveling and staying at other campuses, reducing amount spent at hotels							X
311-1	Potential new source of revenue for CIS (public service) is lean healthcare - consulting in this area could bring in \$1 million in new revenue						X	
312-1	Temporarily suspend the \$50 monthly match for the 401K program					X		
313-1	Outsource email	X						
314-1	When laying off employees, reallocate some of them to areas that are understaffed		X			X		
317-1	Strategic use of faculty - hire more lecturers and require Tenure/ Tenure track faculty to teach more sections if they have no awarded grant or contract they are working on to certify their effort against.					X		
318-1	Voluntary layoffs					X		
319-1	IT consolidation of helpdesk functions		X					
319-2	Reassess usage of technology fee at UTK	X						

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
320-1	Staff or faculty making over 100,000.00 a year should take a 3% paycut					X		
321-1	Decrease mileage reimbursement to what it was prior to the gasoline price increase		X					X
322-1	Reduce administration		X					
322-2	Move athletic facilities out of central campus allowing academic functions to consolidate on campus				X			X
323-1	Lower meal reimbursements to actual instead of per diem							X
323-2	Stop mailing direct deposit statements	X						X
324-1	Eliminate administrative positions at Health Science Center		X					
325-1	Reduce each employee's work week from 40 hours to 36 or 32 hours per week					X		
325-2	Tele-video-conferencing resulting in less travel	X						X
325-3	Reduce paper and printing cost	X						X
326-1	Seal gaps/cracks around windows and doors			X				
327-1	Do not use Institution as a bank - spend money raised instead of stocking it away							X
327-2	Hire the best talent and do not institute a hiring freeze					X		
327-3	Go through programs and eliminate some, but build others				X			
327-4	View endowments as a cash reserve against bad times not an offset for operating expenses							X
327-5	Refuse to cut spending in some areas such as financial aid; invest in students							X
327-6	Put a line in the sand and refuse to cut spending whatever happens to endowments							X
329-1	Hiring freeze					X		
330-1	Follow through with hiring freeze					X		

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
331-1	Tax athletics						X	
331-2	Lease UT logos to athletics						X	
332-1	Properly surplus items in tunnel under Henley Street, allowing University to auction items and seal off the tunnel for better heating/cooling			X			X	
333-1	Alter Biotech and Ellington Plant Science building's light systems to cut half of light bulbs or tubes			X				
333-2	Eliminate majority of the office phone lines, phone, and voice mail and replace with blackberry devices							X
333-3	Encourage people use more e-mail	X						X
333-4	Ask every instructor to remind to turn off the lights in the classroom			X				
333-5	Install a traffic camera at the AG campus to make it safer for walkers							X
334-1	Eliminate the UTC football team		X				X	
335-1	Launch a 'shop in Tennessee' campaign to bolster sales tax revenues						X	
336-1	Eliminate plans for sorority housing							X
337-1	Reduce number of bookkeeping staff in the College of Engineering		X					
338-1	Reduce the number of Associate Deans in the various colleges		X					
339-1	Require overhead to be charged on income to athletics						X	
340-1	Freeze all administrative hiring including the Dean of Engineering		X			X		
341-1	Eliminate a few Vice Presidents		X			X		
342-1	Eliminate either TBR or UT System		X		X			
342-2	Eliminate multi-discipline department concept and go back to the discipline concept		X		X			

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
342-3	Eliminate sports until such as a time as the economy gets better		X				X	
342-4	Reduce everybody employee's salary (except hourly wage earners) by the same reduction as the percentage of shortfall in the system's budget					X		
342-5	Raise admission standards at four year institutions across the state so that students that are truly prepared for college are the only ones who get in							X
342-6	Slow down on the commitment to online education		X					X
343-1	Employee loan program whereby UT would borrow from its employees and then repay with interest					X		X
344-1	Retirement buyout/incentive		X			X		
345-1	Departments should reduce energy use and cut back on wasteful office supply spending			X				X
346-1	Eliminate one of the Assistant Vice Chancellors for Finance positions - did without the position for four years		X					
347-1	Voluntary option for full-time employees to give up one and/or half of one percent of their annual salary					X		
348-1	Install a Power Reduction System - it is economical has immediate energy saving and is guaranteed			X				
349-1	Approach the TN Lottery to have the GTA stipends funded							X
349-2	Remove the 'employee benefit' of dependent/self education from the department budget to a college waiver account							X
350-1	Cut salaries across the board					X		
350-2	Stop 401K Matches					X		
350-3	Offer buyout					X		
351-1	Reduce the printing of hang tags - add new sticker to hang tag each year instead	X	X					

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
352-1	Temporarily freeze tenure and promotion of faculty, promotions to staff		X					
353-1	Reorganize UT's surplus to make it easier to recycle instead of purchasing new equipment/materials		X					
355-1	Cut administrator positions and salaries		X			X		
356-1	Review energy savings in the Art & Architecture building from projectors and TV monitors being left on			X				
357-1	Turn off lights in Neyland Stadium when a game is not in progress			X				
358-1	Only turn on hot water at certain times of the day			X				
358-2	Require students to keep their thermostats at certain temperature and turn off when they leave			X				
358-3	Unplug ALL vending machines at night			X				
359-1	Eliminate the Fall Festival - but send employees a printed voucher good for a free lunch at any on-campus UT dining facility		X					
364-1	Art & Architecture building - turn off projector and announcements TV left on during the night			X				
365-1	Turn the lights off in Neyland Stadium at night for most of the year. Leave them on only when a game is in progress.			X				
367-1	Consider eliminating the middle layer of administration in the Knoxville area as well as eliminate some of the newly hired VP's in central administration. The administration of the Knoxville campus could be handled by the VP's in central administration. The method of reduction in this area would be LHFO...Last Hired First Out. Along with this reduction would be the support staffs created to support the LHFO administrators.		X					

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367-2	Academic Administration- All personal secretaries would be eliminated. Individual college support staffs would be centralized by college instead of by school. The downsizing would result in the elimination of some of the non-academic support staffs before elimination of core mission objectives.		X					
367-3	Academic departments that have programs that are not central to the university core mission should be evaluated for elimination				X			
367-4	Outsource portions of facility services and reduce staff in other areas	X	X					
367-5	Downsize human resources		X		X			
368-1	Four day work week					X		
368-10	Review of rental equipment	X						
368-2	Furlough workers for one week during the fiscal year					X		
368-3	Motor Pool - vehicles leased and maintained via contractor for less	X						
368-4	Gasoline and other motor fuels purchased through a commercial source							X
368-5	Identify employees who would be willing to work 83% (part-time)					X		
368-6	Cancel computer updates		X					
368-7	Cancel the Autumn Festival		X					
368-8	Institute a mid-year tuition increase for students						X	
368-9	Purchase/lease fuel efficient vehicles			X				
369-1	Travel restrictions		X					
369-10	Programmable Thermostats			X				
369-2	Hiring freeze or restrictions		X			X		
369-3	Combine engineering shops		X		X	X		

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369-4	Encourage walking							X
369-5	Close or combine small departments				X			
369-6	One day off, without pay per month					X		
369-7	Increase fees charged to students by Auxiliary Services						X	
369-8	Support equipment sharing							X
369-9	Develop more online classes						X	X
370-1	Actively recruit summer camps, conferences, etc.						X	
370-10	Develop business endeavors outside of UT						X	
370-2	Decrease hours of operation for select buildings			X				
370-3	Energy conservation			X				
370-4	Make budgets a performance evaluation measure for department heads		X			X		
370-5	Reward employees for cost savings programs		X			X		
370-6	Identify and eliminate redundant services		X					
370-7	Reduce surplus property		X				X	
370-8	Eliminate longevity pay		X			X		
370-9	Review purchases made via contract	X						
371-1	Waste chemical sharing		X					X
371-10	Review major equipment purchases		X					
371-2	Scrutinize chemical purchases		X					
371-3	Triage computers		X					
371-4	UT vehicles vs. personal vehicles	X						
371-5	Video conferencing	X	X					
371-6	Before a job is advertised, determine whether the job duties can be absorbed by other employees in the department		X			X		

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
371-7	Online training		X			X		
371-8	Develop a list of cost saving options and let each department decide how they will meet budget		X					
371-9	Review water usage and seek ways to lower			X				
372-1	Place fees on selected items						X	
372-2	\$75 dorm fee charged to each student to help operational cost		X				X	
372-3	Reduce the amount of campus bus services		X					
372-4	EPA self audit money		X	X				
372-5	Develop online training and market to select groups					X	X	
372-6	Establish a process to share rides to out-of-town meetings		X					
372-7	Look for purchases that are not on contract		X					
375-1	Reduce Office of the President's current operating budget	X	X			X		
375-10	Reduce workforce							
375-2	Consolidate units - help shoulder more responsibilities		X		X			
375-3	Streamline central administration operations for both cost-savings and work efficiencies	X	X					
375-4	Transfer programs and functions to campuses	X	X					
375-5	Do not fill vacant nonessential positions		X			X		
375-6	Curb travel							
375-7	Curb consulting expenditures							
375-8	Consolidate and reorganize departments in central administration office							
375-9	Review programs and services that could be better delivered through third-party vendors or campuses							
378-1	Get rid of telephones in dorm rooms - place 1 or 2 community telephones in lobby	X	X					

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
379-1	Remove restrictions on grant/contract dollars - allow departments to use these funds affected by state dollar reduction	X	X					
380-1	Replace light switches with automatic sensors		X	X				
381-1	Change University's operating hours by 30 minutes (8:00 a.m. to 4:30 p.m.) to save on hourly dollars		X			X		
382-1	Eliminate the second assistant vice chancellor for finance position at UTHSC		X			X		
383-1	Raise the limit on purchasing services bids - takes too much personnel time for limited benefit	X	X					
384-1	Travel system changes (since IRIS) is ineffective and is a waste of personnel time - every department must have their own employee enter the travel and send to accounting	X	X					
385-1	The outsourcing of departments at UTHSC is costing departments more money - Chartwell's is more expensive than the old UT Catering and the new bookstore does not offer the old 10% discount	X	X					
386-1	Contract process is too cumbersome - eliminate layers of approval and restrictions to become more efficient	X	X					
387-1	Initiate a mandatory retirement age to include tenured faculty		X			X		
388-1	Demolish buildings on the UTHSC campus that are not used to save on security and utilities		X	X				
389-1	Install programmable thermostats in offices to help with energy costs		X	X				
390-1	Close the University the week after Christmas in addition to the current administrative closing days to save on utilities		X	X				
391-1	Cut 401K match for University employees in order to keep from laying off employees		X			X		

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391-2	Cut longevity pay for University employees in order to keep from laying off employees		X			X		
392-1	Salary reductions		X			X		
392-2	Furlough		X			X		
394-1	Re-join Michigan State University's study (online) that demonstrates the economic impact of the University of Tennessee across the state by county (free from campus bias because it is housed and maintained at MSU)		X					X
395-1	Use lottery money for budget deficiencies						X	X
397-1	Ensure that all full-time faculty teach the required load		X					X
398-1	Eliminate the Westar Program at UTM if it does not educate students		X		X			
399-1	Eliminate new administrative positions		X			X		
399-2	Eliminate administrative salary increases		X			X		
399-3	Review UWA administration and cut unnecessary positions and costs		X			X		
400-1	Pay reductions for faculty and staff to avoid layoffs		X			X		
400-2	Decrease or eliminate longevity pay to avoid layoffs		X			X		
400-3	Implement furlough to avoid layoffs		X			X		
401-1	Use online link for the Non-Credit Courses Catalog for Winter 2009 for UT affiliates and print for non-UT affiliates	X	X					
402-1	Mandatory retirement for UT officials that have 30+ years and/or at retirement age		X			X		
403-1	Consider putting surplus equipment on the govdeals.com Website to receive 10-20% increase over holding own auction	X	X					
404-1	Run and test emergency generators for one hour every other week versus weekly		X	X				

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
405-1	Increase number of course offerings by implementing a flat fee (such as \$4,000) per 3 hour class for faculty to teach above their normal load on evenings and weekends					X	X	
406-1	Offer online undergraduate degree	X	X		X			
407-1	Eliminate contract with Oracle Corporation every 4-5 years that covers many things the University doesn't use	X	X					
407-2	Consider purchasing permanent individual server licenses (for Oracle database server for systems) that cost much less	X	X					
408-1	Combine First-Year Initiative program with the first semester of First-Year Composition at UTM	X	X		X			
409-1	Eliminate outsourcing of groundskeeping and janitorial services to outside janitorial services - allow work to be done by UT employees with benefits	X	X			X		
410-1	Have all eligible employees use a vacation day but still work on that day		X			X		
411-1	Have employees take two days off each month without pay during this difficult time		X			X		
412-1	Consider four day week - MW and TH class rotation - closing down one day of building use on Fridays while keeping open only the protection, library and student food services		X		X			
413-1	Return to a 3-2 or 3-3 teaching load in departments where research is not likely to result in funding from outside grants		X		X			
414-1	Suspend 'Ready for the World' costs during this financial crisis		X					X
415-1	Ensure that former deans that continue to draw administrative salaries have the same teaching load as others					X		X
416-1	Completely close down the UT system over the Christmas holidays and make it a permanent furlough system wide		X			X		

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
417-1	Eliminate plans to build a vendor coffee shop in the education building at UTHSC - FYI space is currently a student support area		X					X
418-1	Put new biodefense building at UTHSC on hold until the economy improves and faculty can be recruited to use the building (self supporting)		X					X
419-1	If pay cuts are implemented make reductions based on pay scale		X			X		
420-1	Require employees to take one day off each month without pay		X			X		
421-1	Implement a 1-2 Week Furlough in the Summer		X			X		
422-1	Is it possible to have a health insurance plan that covers just the UT employee and spouse versus an employee with family coverage including children		X			X		
423-1	Consider a top down approach in personnel cuts		X			X		
423-2	Offer early retirement buyout		X			X		
424-1	Re-evaluate all capital funds projects for which ground has not yet been broken		X					X
425-1	Merge UT and TBR System campus police operations into the Tennessee Highway Patrol Agency	X	X			X		
426-1	Remove one fluorescent bulb from a two-bulb light fixture		X	X				
427-1	Postpone renovations of Ayers Hall, Brehm Animal Science and McLeod Food Technology on the UTK campus		X					X
427-2	Cut longevity pay		X			X		
428-1	Consolidate programs/departments at different campuses		X		X	X		
428-2	Incorporate the Institute of Ag administration into UTK administration		X		X	X		
428-3	Implement 1-2 week furlough per year		X			X		

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
429-1	Centralize faxing services across University thereby lowering communication costs	X	X					
430-1	Conduct departmental job audits to combine or eliminate unnecessary positions		X			X		
430-2	Tie employee evaluations to supervisor compensation		X			X		
431-1	Implement a trial program for employees to work from home	X	X	X				
432-1	Implement a 2-Year Austerity Policy	X	X	X	X	X	X	X
432-10	Cut larger salaries		X			X		
432-2	Eliminate holiday lighting in offices unless LED lights		X	X				
432-3	No plant grow-lights in offices unless they are LED		X	X				
432-4	No incandescent lamps in offices if CFL, fluorescent or LED will work		X	X				
432-5	Bring your own food to Fall Festival or have vendors sell food and cut other costs to a minimum		X					X
432-6	Encourage staff to adopt maintenance of outdoor plant spaces							X
432-7	Use half the lighting in hallways		X	X				
432-8	Implement plan that encourages and rewards	X	X			X		
432-9	Encourage employees to take unpaid leave/sabbaticals		X			X		
433-1	Suspend the 401K match		X			X		
433-2	Cut staff's pay by \$20 and more for faculty and chairs		X			X		
433-3	Call Alumni for contributions						X	
433-4	Advertise - some do not know that the University has a dental school						X	X
433-5	Cut longevity checks by \$100		X			X		
434-1	Reduce salaries by 5%		X			X		

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435-1	Sell billboard space on UT property						X	X
436-1	Close the libraries from 12/20 until 1/5		X	X				
436-2	Ask library employees to take annual leave or furlough		X			X		
437-1	Delay Andy Holt Tower upgrades except for upgrades that expand video-conferencing and will reduce travel		X					X
437-2	Do not retain Phil Fulmer as a paid "aide" for fund raising		X			X		
438-1	Consider a four day schedule		X	X	X			
439-1	Have a lower mandatory heating policy for UTC buildings - many are overheated		X	X				
440-1	Use wire transfers as opposed to writing checks	X	X					
441-1	Layoff newly hired VPs and their staff - other departments can absorb the work		X			X		
442-1	Use Employees' efficiency and productivity as basis for being laid off - not an employees longevity					X		X
443-1	Reduce President's staff (VPs and AVPs) and other redundant middle level administration		X			X		
443-2	Make lay offs performance-based and not longevity-based					X		X
444-1	Drastically reduce President's Staff (VPs and AVPs) and other redundant middle level administration		X			X		
444-10	Reduce all but essential business travel		X					X
444-2	Cancel re-organization of OIT and all the unnecessary middle management		X			X		
444-3	Make layoffs performance-based and not longevity-based					X		X
444-4	Increase efforts for recycling and emphasize importance		X					X
444-5	Convert mass-mailings (other than the Daily Beacon) and payroll statements to electronic documents or web links	X	X					
444-6	Freeze on hiring and overtime		X			X		
444-7	Postpone Banner development		X					X

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444-8	Postpone switch from COEUS to TeRA		X					X
444-9	Sell the UT plane and use commercial flights		X					X
445-1	Consider reassigning some employees from Facilities Services with Facilities Planning when they do the same job - reassign or let the other half go		X		X	X		
446-1	Use students' talents and skills instead of hiring outside		X					X
447-1	Eliminate duplication of similar programs and facilities for UT campuses and institutes system-wide. Suggested concentrations; UTHSC-health services, UTC-undergraduate arts and sciences, UTM-Agriculture, UTK-law and business campus		X		X			X
448-1	Instead of ording campus mail envelopes - put blank form on front and order plain envelopes		X					
449-1	Get rid of the T Bus system except at night, the Ag. Campus Express and the special needs bus		X	X		X		
449-2	Perhaps run electric buses in the future		X	X				
450-1	Place all auxiliaries under Business and Finance to protect wasteful spending of E & G accounts dollars		X		X			
451-1	Limit custodial work to weekly and make students and staff responsible for daily cleaning		X					
451-2	Ask students to participate in grounds clean-up in lieu of volunteer work off campus		X					X
453-1	Limit salaries for Football and Basketball coaches		X			X		
454-1	Remove employees' personal equipment that are electrical from offices		X	X				
454-2	Unplug campus equipment at the end of the business day		X	X				
454-3	Make all water faucets interval or motion regulated so water flows when needed		X	X				
454-4	Use trashbags wisely		X					X

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454-5	Use motion sensitive bulbs in some buildings		X	X				
454-6	Encourage employees to turn off the lights when they leave a room		X	X				
454-7	Ask employees to use personal resources instead of charging the University for all expenses		X					X
454-8	Offer the Lean Management course to employees		X					X
455-1	Send Training Pages out as an e-mail or PDF - or circulate one copy among departmental employees	X	X					
456-1	Eliminate costly athletic programs that are a drain to the University		X					X
456-2	Review all athletic programs for cost savings		X					
456-3	Reduce administrative positions and staff		X			X		
456-4	Freeze all non-essential campus improvement, beautification, and building projects		X					X
456-5	Reduce funding for the Challenger Center - let the Community fund it		X					X
456-6	Eliminate waste in utilities usage		X	X				
456-7	Reduce funding for SIMCenter		X					X
456-8	Reduce adjunct faculty		X			X		
456-9	Raise student tuition						X	X
457-1	Turn the Jumbotron off when not in use		X	X				
459-1	Ask employees with 30 years or more of service to retire					X		
460-1	Institute work schedule of four, 10 hour days and close down the university on Fridays		X	X				
461-1	Institute a 37 1/2 hour work week		X	X		X		
462-1	Eliminate some Vice President positions		X			X		
463-1	Allow departments to buy their own copiers with gift funds to avoid spending state dollars on copier charges		X					X

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464-1	Eliminate the bi-weekly payroll and put all employees on a monthly payroll		X					X
465-1	Quit printing payroll advises and make them available via e-mail	X	X					
466-1	Raise cost per student for each semester to compare with other southeastern universities		X				X	
467-1	Change bus service contract and eliminate unnecessary buses		X					X
468-1	Eliminate all sub-contractors		X					X
470-1	Eliminate Fall Festival and other staff perks		X					
470-2	Promote retirement of qualifying employees		X			X		
471-1	Line trash cans with plastic shopping bags instead of using new expensive ones		X					X
471-2	Make the UT Staff Directory a cost item	X	X					
471-3	Set up Hot Line (web and phone) to report water leaks or electricity waste	X	X	X				
471-4	Publish a calendar version of 'Girls and Guys of UT'						X	X
471-5	Sell Ads on tests						X	X
471-6	Prohibit UT computers/phones from doing anything not work related		X					X
471-7	Allow some employees to work from home		X			X		
471-8	Lead by example and 'do without'		X					X
471-9	Eliminate obese folks and smokers from the Health/Insurance Benefits		X			X		X
472-1	Revisit beer sales being allowed at Thompson Boling Arena to increase revenue						X	X
474-1	Eliminate some administrative positions		X			X		

ID	Comment Summary	Automation/ Outsource	Reduced Administration	Utilities Reduction	Program Consolidation	Salaries/ Benefits	Revenue Increases	Other
475-1	Review all positions with salaries of \$100,0000 + before making decisions on layoffs		X			X		
477-1	Make employees with 30 years or more of service paid from state dollars retire before other employees are laid off		X			X		
478-1	Implement a system-wide performance evaluation process that links with the Effectiveness and Efficiency Committee that rewards managers who demonstrate training received and is addressing the core values and mission of the University		X					X
479-1	Cut retirement contributions from 10% to 4-5% to save jobs and eliminate the need for pay cuts down the road		X			X		
480-1	Consider the cutting of retirees that are hired back as consultants before any outsourcing takes place		X			X		
481-1	Require the UTHSC campus departments to use the inhouse graphics and printing services or at least make it mandatory that they get a quote inhouse before taking the business outside the university	X	X					
482-1	Cut administrative positions and salaries		X			X		
483-1	Change the telephone service/company to reduce costs	X	X	X				
484-1	Suspend or eliminate campus level programs that have failed to achieve goals such as UTK's Ready for the World		X		X			
485-1	Turn the Jumbotron off when there is not a football game in progress		X	X				
486-1	Re-evaluate the criteria for individuals to be issued cell and Blackberry phones		X	X				
487-1	Consolidate the gift processing department in UTK's Athletic Department into the UT Development office. Give the savings back to the University		X		X			
488-1	Review financial processing and audit workflow for more efficient processes	X	X					

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489-1	Institute a voluntary work reduction plan		X			X		
490-1	Institute retirement incentives in order to keep non-tenured faculty		X			X		
491-1	Change process of emptying trash every day to twice a week		X					X
491-2	Reduce the amount of cooks in the UTHSC Alumni Center		X			X		
491-3	Turn lights off before you leave the office		X	X				
491-4	Four day work week		X			X		
492-1	Do NOT remove the tuition cap - it punishes the best students and encourages the mediocre ones		X				X	
493-1	Eliminate small fans on desks (heaters have already been eliminated)		X	X				
494-1	Use equipment to monitor traffic instead of someone sitting in a car with the motor running		X	X				
495-1	Require Men's Athletic Department to turn over excess profits to the University						X	X
495-2	Merge the Men's and Women's Athletic Departments so that the Men's programs can fund the Women's programs				X		X	X
496-1	Four day work week		X			X		
497-1	Eliminate longevity pay except for Faculty during this time		X			X		
498-1	Suspend longevity pay - consider it a loan to the university with a minimum interest rate until longevity pay resumes or at the time of retirement		X			X		
499-1	Institute salary reduction plan instead of lay offs		X			X		
500-1	Outsource all online courses	X	X					
501-1	Hold an employee's job for a term of 6 months or a year if they opt to let their salary help in the cutbacks		X			X		
502-1	Institute a hiring freeze "no exceptions"		X			X		

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503-1	Eliminate some administrative positions		X			X		
506-1	Eliminate the use of UT Vehicles being driven home and the use of the University's gas supply		X	X				
508-1	Discontinue using retirees		X			X		
508-2	Release all part time employees		X			X		
508-3	Facilities Services needs to cancel contracts and give the work to their employees in order to keep a job		X			X		
508-4	Four day work week		X			X		
509-1	Put the Agricultural Newsletter, Third Thursday, online instead of printing	X	X					
510-1	Raise tuition and keep jobs						X	X
512-1	There are a number of employees at the University that started to work prior to mandatory retirement and chose at that time not to participate. Then in 1981 the state paid retirement cost as part of the benefits package so we now have a number of employees with over 30 years of service but only 28 years retirement credit. Is there anyway the University could add service time to these employees to enable them to receive full retirement benefits and allow them the option to retire		X			X		
513-1	Graded temporary salary reduction (\$200,000 or higher-5%, \$199,999-\$150,000-4%, \$149,999-\$100,000-3%, \$99,999-\$50,000-2%, anything under \$50,000-1%)		X			X		
515-1	Reduction of 5% pay cut for all employees		X			X		
516-1	Reduce annual leave for exempt employees from two to one day per month		X			X		
516-2	Allow employees to voluntarily donate accumulated annual leave back to departmental salary lines		X			X		
520-1	Consolidate Architecture/Interior Design/Landscape Architecture, Art, Music, Theater, etc. into a College of Fine Arts		X		X			

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521-1	Reduce redundancy of programs statewide (example - agriculture/Plant Science/Horticulture programs at TN Tech, MTSU, UT Martin, and TSU Nashville - UT Knoxville has the largest and most comprehensive Plant Sciences department and degree program)		X		X			
522-1	Weatherstrip doors on Ag Campus buildings		X	X				
523-1	Do not continue grants/contracts that do not provide revenue back to the campus through F&A, faculty recoveries, etc.		X				X	
523-2	Run a report in IRIS to show how much cost sharing by UT endowments has occurred in just the last four years to balance overspent Restricted accounts that have no F&A built into them		X				X	
524-1	Operate from 8 a.m. - 4:30 p.m. with only 1/2 hour for lunch to save on utilities		X	X				
525-1	Payouts across the board to prevent any lay-offs		X			X		
527-1	Outsource the motor pool and get better rates from a rental car company	X	X					
529-1	Make pay statements, registration forms, training brochures, etc. electronic to save on printing and paper	X	X					
530-1	In buildings where there are multiple floors - cut the heat back to 65 on the higher floors since heat rises		X	X				
530-2	Put lock boxes on thermostats		X	X				
531-1	Voluntary pay reduction across the board		X			X		
531-2	Furlough Day		X			X		
532-1	Allow faculty/staff to bring in paper to be recycled		X				X	
532-2	Decrease janitorial service from daily to twice per week		X				X	
532-3	Have University employees clean and empty their own trash cans		X				X	
533-1	Freeze travel		X					

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533-2	Freeze paid meals for UT employees		X					
535-1	Do not cut workforce. Institute an across the board pay cut		X			X		
536-1	Put a hold on longevity until budget crisis is over		X			X		
536-2	Suspend 401K match		X			X		
537-1	Raise tuition		X				X	
538-1	Recall automobiles driven by administrators		X			X		
538-2	Sell the automobiles if the University already has too many vehicles		X				X	
539-1	Consolidate UTSI and incorporate the academic faculty into the Knoxville campus		X		X			
541-1	Challenge faculty to increase teaching and advising loads without allowing decrease in research or outreach activity		X					
541-2	Institute a 12 day furlough per year		X			X		
541-3	Facilities management complete an energy audit of every building within the system and each unit be required to identify ways to reduce their utility usage by a minimum of 4%		X	X				
541-4	Increase tuition		X				X	
541-5	Look at new revenue sources for the academic side of campus		X				X	
541-6	Impose entertainment tax and user fees when others are using the athletics facilities and add it to the academic budget		X				X	
541-7	Add \$2-3 fee on to every football ticket and add it to the academic budget		X				X	
541-8	Add \$1-2 fee on every basketball ticket and add it to the academic budget		X				X	
542-1	A 5% pay cut across the board		X			X		

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543-1	Close UTSI		X		X			
544-1	Institute furloughs		X			X		
544-2	Pay cuts across the board		X			X		
545-1	Eliminate Faculty leave of absence (if they are primary caregivers) of six months with pay		X			X		
546-1	Eliminate mass mailings	X		X				
548-1	Windows at UC need to be up-graded. They leak and allow cold air in.		X	X				
549-1	Institute a credit back to departments once they return moving boxes after the move is completed and they no longer need them. The cost per box is \$.89.		X					
554-1	Turn off lights and eletronics after hours in all buildings		X	X				
554-2	Turn the heat down		X	X				
559-1	Adopt a different semester break similar to TBR schools to save utilities		X	X				
561-1	Institute a shared services model	X	X					
564-1	Implement the Kronos timekeeping application throughout the system	X	X					
565-1	Partner the Institute of Public Service with the University of Tennessee Institute of Agriculture's Extension Service.		X		X			
566-1	Why is the Eugenia Williams property on Lyons Vew in Knoxville being maintained for the purpose of a UT President's House							X
567-1	The use of photocells on large wattage user would be beneficial to the system such as the canopy lights at the motor pool gas pumps		X	X				
568-1	Join Governor Bredesen in offering 2 years state Tution to employees that elect to be laid off.					X		X

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569-1	Change Motor Vehicle Registration to an online process by next year to save dollars and to be more environmentally conscientious	X	X					
572-1	Institute a more efficient way to renew employee parking and save paper.	X	X					
573-1	Change hours of operation to 8:00 a.m. to 4:30 p.m. in order to save on electric bill.		X	X				
574-1	Allow full-time faculty and staff to temporarily reduce their work schedule and responsibilities and be allowed to return to full-time status in the future		X			X		
575-1	Is it possible to close the University on December 31st for utility purposes?		X	X				
576-1	The former Vice President for IPS hired both the current vice president and a current assistant vice president. Recently, the current vice president hired an assistant vice president (through a formal process) but appointed the other assistant vice president. The current vice-president gave no one the opportunity to apply for the position. The position was not announced internally or externally. Also, at the time of the appointment, the university was attempting to curtail expenses. How can the university justify hiring two AVP at inflated salaries and benefits during a time where other departments are cutting positions? When you organize, please consider and watch the gamesmanship that will perpetuate a system where some persons comply and get impacted by initiatives and other find room to perpetuate cronyism.							X
577-1	Combine the Municipal Technical Advisory Service (MTAS), Law Enforcement Innovation Center (LEIC), County Technical Assistance Service (CTAS) with the Baker Center for Public Policy and combine the Center for Industrial Services (CIS) with the Agricultural Extension Service. All four organizations would benefit by reducing administrative overhead in addition to making a more logical model.		X		X	X		

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577-2	Make sure all employees go through a competitive hiring process							X
580-1	Performance evaluations are critical to changing the culture of checking the box and moving on							X
583-1	Make a cut in administration and save clerical jobs		X			X		
586-1	The Andy Holt Tower was built for university administration. Since system offices have 6 1/2 floors out of 8, move the Chancellor's Office to another location.		X					X
586-2	University to allow departments to lock in the current budget for operating/salaries and allowing the departments to keep the remaining funds at year end.							X
587-1	Install motion sensors in all utility closets (telephone, network, cleaning and storage).			X				
587-2	Cisco has software that can control the shutting down of computers during non-business hours.			X				
588-1	Incentivize employees by allowing them the ability to sell vacation time back to the system. The amount could be limited per year and only when the individual has an XXX amount of hours available.					X		X
589-1	Ban wireless keyboards and computer mouse(s) to save money on batteries and reduce waste output.							X
590-1	The shared service center model is an innovative approach to being more effective while saving money.		X			X		X
591-1	Suggest using open source software such as LibreOffice (http://www.libreoffice.org/)							X
592-1	Move scholarly publishing towards the open-access/author-pays model.							X
593-1	Charge F & A on contracts that are used to operate scientific journals on campus.							
594-1	Turn off the lights at Neyland Stadium when there isn't a game.			X				

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595-1	UT should have a central receiving storehouse for the campus.							X
596-1	Explore one system-wide use license for Blackboard for online delivery instead of each campus having one							X
596-2	Look at the University of Illinois model for online delivery.							
597-1	Consider centralized shipping and receiving operations.							X