

From: [VP for Business and Financial Affairs](#)
Subject: Workforce Reduction Update
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Dear Colleagues,

As the University works to close a \$17 million structural deficit in our 2025-26 budget, we strive for openness and clarity with our community so everyone may understand the thoughts and intentions behind University actions and anticipate the impacts on our campus community. To address the budget shortfall, a workforce reduction is not an option, it is an unfortunate reality.

Campus leaders have been working diligently to limit the impact on our students, academic offerings and support programs, as well as operations, and are attentive to the very real impact reductions have on the people and families who make up our tight knit community.

Today, I'd like to share an update on the efforts to achieve a fair and equitable workforce reduction and support for impacted employees. Even if you are not directly impacted, we believe it's important for our community to understand the intention and processes behind these decisions.

The University has offered two generous voluntary separation programs: an Early Exit Program (EEP) for eligible staff represented by Teamsters and CSUEU, and an Accelerated Retirement Program (ARP) for eligible faculty members. Since the number of participants in these programs directly reduces the number of involuntary separations that will be required, we offered a limited number of voluntary separation packages to specific classifications. This focused approach is unlike any incentive previously offered by the University. We firmly believe that this approach enables us to support employees choosing voluntary separation, while preserving vital institutional resources and ensuring operational continuity.

The University has negotiated in good faith with these three labor unions. We have reached agreements with the California Faculty Association and the Teamsters to offer the programs to their eligible members. The Teamsters memorandum of understanding was signed on May 7, 2025, and the memorandum of understanding with California Faculty Association has been agreed to in principle.

Ninety faculty members qualified for up to fifty available ARP offers and sixteen have applied for the program. Among those represented by Teamsters, seven qualified for Early Exit incentives and three have applied for the program. We are grateful not only for their years of service at the University but for their thoughtful decision which reduces the impact on other faculty and staff positions.

After two meet and confer sessions, CSUEU provided notification on May 5, 2025, that they had decided not to pursue further negotiations regarding the Early Exit Program. Ninety-seven employees qualified to apply for twenty-seven available Early Exit offers.

The program would have provided:

- Severance package equal to 80% of annual base salary or \$70,000, whichever is higher;

- No requirement to be retirement eligible under CalPERS; and
- Opportunity to defer separation date to allow for completion of projects.

We are disappointed in the outcome of these negotiations. While it is unavoidable that CSUCI staff members, as well as faculty, administrators, and other staff, will be impacted by workforce reductions regardless of whether agreements are reached, it was our hope that a successfully negotiated early exit program would serve as an important strategy to mitigate the extent of necessary reductions.

We share this detailed update because our community should know and understand the realities of the budget deficit we face and the various steps we are taking to address it. Considering the efforts made to avert involuntary separations, we must proceed with plans to close our remaining financial gap by the end of the Fiscal Year.

Please be assured that all decisions, especially the most difficult ones that impact the livelihoods of our community members, are approached with the utmost compassion, respect, and appreciation for the people who have given so much of themselves to CSUCI.

Sincerely,
Bradley Olin, Ed.D.
Vice President for Business & Financial Affairs

