

## REPORT TO FACULTY SENATE

FROM: President Robert Robbins <http://president.arizona.edu/>

DATE: March 11<sup>th</sup>, 2024

### **Athletic Director**

Veteran intercollegiate athletics administrator **Desireé Reed-Francois** has been appointed the University of Arizona's new Director of Athletics. Reed-Francois was previously the Director of Athletics at the University of Missouri and began her tenure in Tucson on March 3. We are absolutely thrilled to welcome Desireé to the University of Arizona family, and we could not be more excited about the leadership experience and outstanding credentials she brings. Respected nationally for her commitment to student-athletes, Desireé has a history of success everywhere she's served and is exactly the right person we need to modernize our athletics operations and usher in an ongoing culture of success in all aspects of Athletics.

Reed-Francois brings proven business expertise and financial acumen to the Director of Athletics position. She is an accomplished fundraiser and relationship builder and has transformed two collegiate athletic departments into high-performing, cost-effective operations. Reed-Francois also has deep ties to the University of Arizona, where she earned her juris doctorate from the [James E. Rogers College of Law](#) in 1997. Reed-Francois has served as the Director of Athletics at the University of Missouri since 2021, raising the athletics program's profile over the past several years to include a top 10 football program, postseason berths across multiple sports, and enhancements to student-athlete welfare and support.

### **Financial Updates**

To ensure the University continues to excel, we are actively addressing our current financial challenges. We owe it to the generations of students yet to come to fix these issues and to fix them permanently. To be successful, all of us doing our part and working together, as one Wildcat community, is imperative. That begins with me.

I recommended to the Arizona Board of Regents, and it has accepted, that my total compensation be significantly reduced. We also are taking a hard look at how to cut more costs in central administration, including a review of every vice president, vice provost, associate/assistant vice president and associate/assistant vice provost position. As we move to eliminate redundancies and create efficiencies centrally and across campus, please see the following important updates regarding the University's financial action plan implementation.

- As part of the financial mitigation effort, the University was exploring a retirement incentive program. Following additional review and considering complications related to state laws, we are not currently pursuing that option.
- Our campus community is understandably concerned about potential layoffs. University leadership is working with college and unit leaders to identify cost-cutting measures that will protect jobs as much as possible. The previously reported \$27 million in savings will come from faculty and staff positions that are currently unfilled or will soon become vacant due to imminent retirements.

- There will be no university-wide, across-the-board layoffs. We are working with division and college leaders to review budget plans and to develop specific strategies for each individual unit to rightsize spend. We expect to know more about any reductions or adjustments, including potential layoffs, in late April as Fiscal Year 2025 budgets become finalized. Budget decisions will be communicated by unit leadership to their respective areas as part of the financial planning process.
- We are committed to embracing our University value of compassion as we continue moving forward. We are currently exploring options for minimum notice periods, job search resources and prioritizing current employees for open positions approved for hire.

### **Opportunity for Feedback**

If you have questions, ideas and suggestions related to helping the University achieve solid and sustained financial footing, we want to hear from you. [Please submit your ideas via Qualtrics](#). All submissions will be reviewed.

We will continue to share updates as they become available. We encourage you to continue to visit the [financial updates website](#) for information and resources.