

University of Colorado System Administration FY 2022-23 Operating Budget

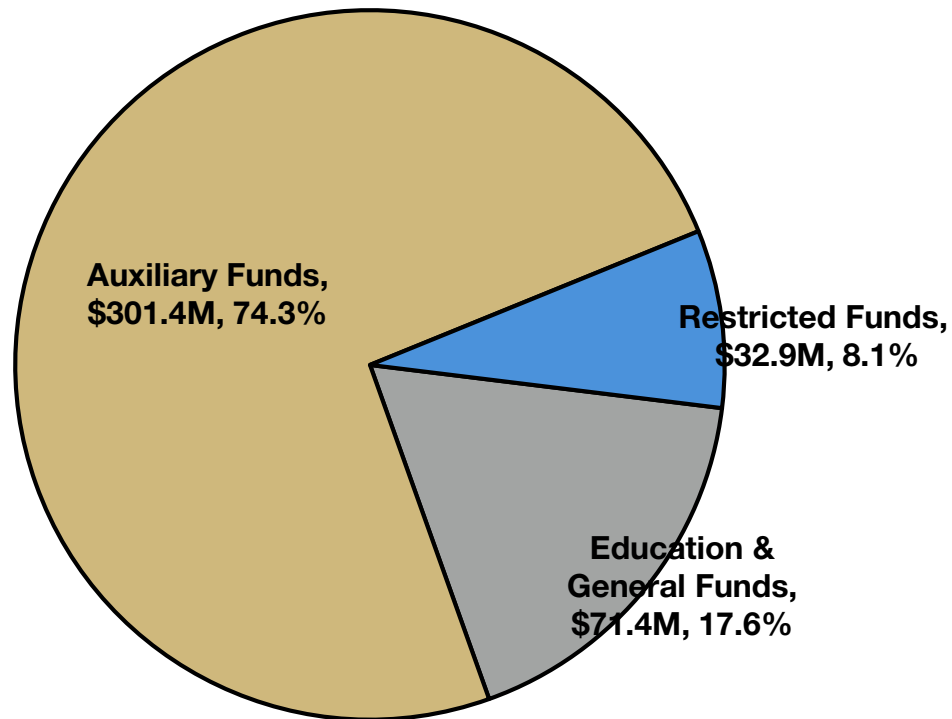
FY 2022-23 CURRENT FUNDS BUDGET

The proposed FY 2022-23 Current Funds budget totals \$405.7 million.

The System Administration budget is comprised of campus support through the Intercampus Cost Allocation (ICCA), auxiliary activities such as university risk management, initiative funds generated through the CU Treasury, and advancement funds received from the CU Foundation.

In FY 2022-23, treasury income is the largest single component of the budget totaling \$281.7million (69.4%). Campus payments to the system office through ICCA, auxiliary activities, and advancement funds received from the CU Foundation are the other significant component of the Current Funds budget totaling \$123.6 million (30.5%).

FY 2022-23 Total Current Funds Budget –
System Administration



FY 2022-23 GENERAL FUND BUDGET

The General Fund budget will total \$71.4 million in FY 2022-23, and consists exclusively of campus ICCA support. Campus ICCA funding supports the campus service centers: University Information Systems, Employee Services, the Procurement Service Center, and the direct billing of the University Counsel campus offices. The ICCA campus allocation is based on each campus's usage of the service centers. The executive offices are supported by treasury earnings.

FY 2022-23 Campus Support Budget by Department – System Administration

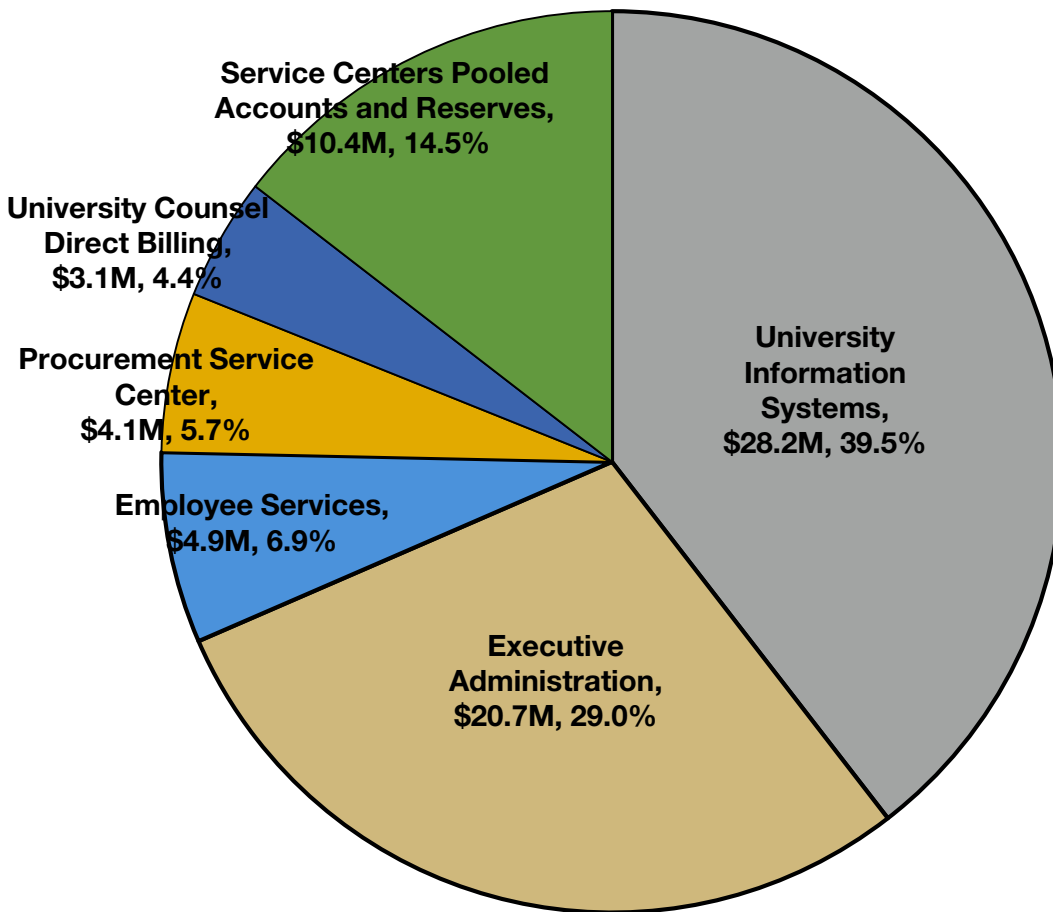


Table A: FY 2022-23 Current Funds Budget
University of Colorado
System Administration

Description	FY 2021-22		FY 2022-23			
	Original Total Current Funds	June Estimate Total Current Funds	Education & General Fund	Auxiliary & Self-Funded Activities	Restricted Fund	Total Current Funds Budget
Revenues						
Student Tuition and Fees						
Resident Tuition - COF	\$0	\$0	\$0	\$0	\$0	\$0
Resident Tuition - Student Share	\$0	\$0	\$0	\$0	\$0	\$0
Non-Resident Tuition	\$0	\$0	\$0	\$0	\$0	\$0
Other tuition - Continuing Education	\$0	\$0	\$0	\$0	\$0	\$0
Student fees	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal - Student Tuition and Fees	\$0	\$0	\$0	\$0	\$0	\$0
Investment and Interest Income	\$81,577,530	\$218,416,008	\$21,435,343	\$260,250,764	\$0	\$281,686,107
Grants and Contracts						
Federal Grants & Contracts	\$0	\$0	\$0	\$0	\$0	\$0
State and Local Grants & Contracts	\$0	\$0	\$0	\$0	\$0	\$0
Tobacco Funding <1>	\$0	\$0	\$0	\$0	\$0	\$0
Fee for Service Contract <2>	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal - Grants & Contracts	\$81,577,530	\$218,416,008	\$21,435,343	\$260,250,764	\$0	\$281,686,107
Private/other gifts, grants and contracts	\$563,375	\$425,118	\$0	\$0	\$430,163	\$430,163
Sales & Services of educational departments	\$0	\$0	\$0	\$0	\$0	\$0
Auxiliary Operating Revenues	\$0	\$0	\$0	\$0	\$0	\$0
Health Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Revenues:						
Indirect Cost Reimbursement	\$0	\$0	\$0	\$0	\$0	\$0
Denver AHEC Library Funding	\$0	\$0	\$0	\$0	\$0	\$0
Other Sources	\$130,244,436	\$134,095,036	\$49,984,452	\$41,184,645	\$32,423,713	\$123,592,810
TOTAL REVENUES	\$212,385,341	\$352,936,162	\$71,419,795	\$301,435,409	\$32,853,876	\$405,709,080
Expenditures						
Educational & General:						
Instruction	\$0	\$0	\$0	\$0	\$0	\$0
Research	\$0	\$0	\$0	\$0	\$0	\$0
Public Service	\$0	\$0	\$0	\$0	\$0	\$0
Academic Support (ODE)	\$1,301,548	\$566,686	\$0	\$0	\$0	\$0
Student Services (ODE)	\$2,804,898	\$0	\$0	\$0	\$0	\$0
Institutional Support	\$152,406,503	\$160,419,830	\$71,419,795	\$73,033,129	\$14,682,990	\$159,135,914
Operations of Plant	\$0	\$0	\$0	\$0	\$0	\$0
Scholarships & Fellowships	\$0	\$0	\$0	\$0	\$0	\$0
Auxiliary operating expenditures	\$0	\$0	\$0	\$0	\$0	\$0
Health Services	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$156,512,949	\$160,986,516	\$71,419,795	\$73,033,129	\$14,682,990	\$159,135,914
Transfers Between Funds						
Mandatory Transfers						
Principal and interest	\$0	\$0	\$0	\$0	\$0	\$0
Renewals & replacements	\$0	\$0	\$0	\$0	\$0	\$0
Matching funds/Other	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal -- Mandatory Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Voluntary Transfers & Other						
Restricted receipts to be expended in future years	\$0	\$0	\$0	\$0	\$0	\$0
Other	\$55,872,392	\$191,949,646	\$0	\$228,402,280	\$18,170,886	\$246,573,166
Subtotal Voluntary Transfers	\$55,872,392	\$191,949,646	\$0	\$228,402,280	\$18,170,886	\$246,573,166
TOTAL EXPENDITURES & TRANSFERS	\$212,385,341	\$352,936,162	\$71,419,795	\$301,435,409	\$32,853,876	\$405,709,080
Net Increase (Decrease) in Fund Balances			\$0	\$0	\$0	\$0

**Table B: FY 2022-23 Education & General Fund
University of Colorado
System Administration**

Category	FY 2021-22 Original Budget	FY 2021-22 June Estimate	FY 2022-23 Proposed Budget	FY 2022-23 vs. FY 2021-22 June Est.	
				\$ Change	% Change
Revenues					
Student Tuition					
College Opportunity Fund	\$0	\$0	\$0	\$0	0.0%
Resident Tuition	\$0	\$0	\$0	\$0	0.0%
Non-Resident Tuition	\$0	\$0	\$0	\$0	0.0%
Total Tuition	\$0	\$0	\$0	\$0	0.0%
Investment and Interest Income	\$0	\$0	\$21,435,343	\$21,435,343	100.0%
COF - Fee for Service <1>	\$0	\$0	\$0	\$0	0.0%
Tobacco Funds <2>	\$0	\$0	\$0	\$0	0.0%
Student Academic & Facility Fees	\$0	\$0	\$0	\$0	0.0%
Student Activity Fees	\$0	\$0	\$0	\$0	0.0%
Indirect Cost Recovery	\$0	\$0	\$0	\$0	0.0%
Other	\$63,720,123	\$64,325,973	\$49,984,452	(\$14,341,521)	-22.3%
TOTAL REVENUES	\$63,720,123	\$64,325,973	\$71,419,795	\$7,093,822	11.0%
Expenditures					
Unclassified Salaries	\$34,236,884	\$35,062,224	\$39,171,462	\$4,109,238	11.7%
Unclassified Benefits	\$12,014,476	\$12,575,344	\$14,114,359	\$1,539,015	12.2%
Total Unclassified Compensation	\$46,251,360	\$47,637,568	\$53,285,821	\$5,648,253	11.9%
Classified Salaries	\$260,903	\$213,696	\$220,107	\$6,411	3.0%
Classified Benefits	\$91,316	\$74,794	\$79,238	\$4,444	5.9%
Total Classified Compensation	\$352,219	\$288,490	\$299,345	\$10,855	3.8%
Hourly Compensation	\$248,206	\$242,596	\$242,851	\$255	0.1%
Total Compensation Costs	\$46,851,785	\$48,168,654	\$53,828,017	\$5,659,363	11.7%
Operating Expense	\$16,868,338	\$16,157,319	\$17,591,778	\$1,434,459	8.9%
Library Materials	\$0	\$0	\$0	\$0	0.0%
Utilities	\$0	\$0	\$0	\$0	0.0%
Student Aid	\$0	\$0	\$0	\$0	0.0%
ICCA	\$0	\$0	\$0	\$0	0.0%
Insurance	\$0	\$0	\$0	\$0	0.0%
Total Expenditures	\$63,720,123	\$64,325,973	\$71,419,795	\$7,093,822	11.0%
Transfers	\$0	\$0	\$0	\$0	
TOTAL EXPENDITURES & TRANSFERS		\$64,325,973	\$71,419,795	\$7,093,822	

FY 2022-23 Compensation Pools	Range
Classified	3.0%
Faculty, Exempt	3.0%

**System Administration Inter-Campus Cost Allocation (ICCA) Operating Budgets
FY 2022-23**

	FY 2021-22 Request Budget	FY 2022-23 Request Budget	Difference	% Change
Office of the Board of Regents				
Compensation	\$424,933	\$522,330	\$97,397	22.9%
Operating	\$304,432	\$304,432	\$0	0.0%
Total	\$729,365	\$826,762	\$97,397	13.4%
Office of the Internal Auditor				
Compensation	\$1,994,056	\$2,152,325	\$158,269	7.9%
Operating	\$151,204	\$151,204	\$0	0.0%
Total	\$2,145,260	\$2,303,529	\$158,269	7.4%
Office of Academic Affairs				
Compensation	\$588,853	\$613,024	\$24,171	4.1%
Operating	\$397,749	\$432,918	\$35,169	8.8%
Total	\$986,602	\$1,045,942	\$59,340	6.0%
Office of the President and the Chief of Staff				
Compensation	\$2,584,099	\$1,846,936	(\$737,163)	-28.5%
Operating	\$557,723	\$149,970	(\$407,753)	-73.1%
Total	\$3,141,822	\$1,996,906	(\$1,144,916)	-36.4%
Vice President for Budget and Finance and Controller's Office				
Compensation	\$3,811,852	\$3,903,749	\$91,897	2.4%
Operating	\$100,820	\$100,820	\$0	0.0%
Total	\$3,912,672	\$4,004,569	\$91,897	2.3%
Vice President and University Counsel - System				
Compensation	\$1,323,628	\$1,377,956	\$54,328	4.1%
Operating	\$206,899	\$206,899	\$0	0.0%
Total	\$1,530,527	\$1,584,855	\$54,328	3.5%
Vice President University Relations				
Compensation	\$934,863	\$874,158	(\$60,705)	-6.5%
Operating	\$51,150	\$25,896	(\$25,254)	-49.4%
Total	\$986,013	\$900,054	(\$85,959)	-8.7%
Pooled Accounts and Reserve				
Benefits	\$3,958,164	\$4,046,255	\$88,091	2.2%
Operating	\$4,483,836	\$3,981,698	(\$502,138)	-11.2%
Total	\$8,442,000	\$8,027,953	(\$414,047)	-4.9%
Vice President and University Counsel - Direct Billing				
Compensation	\$2,689,934	\$3,135,955	\$446,021	16.6%
Operating	\$0	\$0	\$0	0.0%
Total	\$2,689,934	\$3,135,955	\$446,021	16.6%
Employee Services				
Compensation	\$3,501,746	\$4,563,193	\$1,061,447	30.3%
Operating	\$332,171	\$332,171	\$0	0.0%
Total	\$3,833,917	\$4,895,364	\$1,061,447	27.7%
Procurement Service Center				
Compensation	\$3,306,986	\$3,828,148	\$521,162	15.8%
Operating	\$268,874	\$268,874	\$0	0.0%
Total	\$3,575,860	\$4,097,022	\$521,162	14.6%
University Information Services & Office of Information Security				
Compensation	\$13,566,657	\$16,775,308	\$3,208,651	23.7%
Operating	\$10,013,480	\$11,447,495	\$1,434,015	14.3%
Total	\$23,580,137	\$28,222,803	\$4,642,666	19.7%
Service Centers Pooled Accounts and Reserve				
Benefits	\$8,166,014	\$10,188,680	\$2,022,666	24.8%
Operating	\$0	\$189,401	\$189,401	100.0%
Total	\$8,166,014	\$10,378,081	\$2,212,067	27.1%
Total ICCA Budget				
Compensation	\$46,851,785	\$53,828,017	\$6,976,232	14.9%
Operating	\$16,868,338	\$17,591,778	\$723,440	4.3%
Total	\$63,720,123	\$71,419,795	\$7,699,672	12.1%

All departments show the 3% merit in Jan 2022 and 1.5% Jan 2023 - assumption

**System Administration Auxiliary Budgets
FY 2022-23**

	FY 2021-22 Requested Budget	FY 2022-23 Requested Budget	Difference	% Change
University Counsel - Litigation*				
Exempt Compensation	\$1,302,033	\$1,301,625	(\$408)	0.0%
Operating	\$545,228	\$535,058	(\$10,170)	-1.9%
Total	\$1,847,261	\$1,836,683	(\$10,578)	-0.6%
Benefit Administration				
Exempt Compensation	\$2,813,538	\$3,035,029	\$221,491	7.9%
Operating	\$1,382,066	\$1,467,768	\$85,702	6.2%
Total	\$4,195,604	\$4,502,797	\$307,193	7.3%
CU Health Admin				
Exempt Compensation	\$2,481,515	\$2,609,450	\$127,935	5.2%
Operating	\$384,620	\$392,297	\$7,677	2.0%
Total	\$2,866,135	\$3,001,747	\$135,612	4.7%
Risk Management - Operating				
Exempt Compensation	\$2,472,027	\$2,568,418	\$96,391	3.9%
Operating	\$3,428,149	\$3,357,772	(\$70,377)	-2.1%
Total	\$5,900,176	\$5,926,190	\$26,014	0.4%
Risk Management - Captive/Claims				
Exempt Compensation	\$0	\$0	\$0	0.0%
Operating	\$18,193,410	\$19,335,936	\$1,142,526	6.3%
Total	\$18,193,410	\$19,335,936	\$1,142,526	6.3%
CU Real Estate Services				
Exempt Compensation	\$319,775	\$333,451	\$13,676	4.3%
Operating	\$29,500	\$30,321	\$821	2.8%
Total	\$349,275	\$363,772	\$14,497	4.2%
Academic Affairs				
Exempt Compensation	\$42,850	\$120,168	\$77,318	180.4%
Operating	\$83,345	\$28,663	(\$54,682)	-65.6%
Total	\$126,195	\$148,832	\$22,637	17.9%
Procurement Service Center				
Exempt Compensation	\$1,256,580	\$1,804,227	\$547,647	43.6%
Operating	\$3,879,887	\$4,374,777	\$494,890	12.8%
Total	\$5,136,467	\$6,179,004	\$1,042,537	20.3%
Office of Digital Education^				
Exempt Compensation	\$8,058,562	\$0	(\$8,058,562)	-100.0%
Operating	\$7,216,260	\$0	(\$7,216,260)	-100.0%
Total	\$15,274,822	\$0	(\$15,274,822)	-100.0%
Less Initiative Support	(\$11,168,376)	\$0	\$11,168,376	-100.0%
Total	\$4,106,446	\$0	(\$4,106,446)	-100.0%
Fringe Benefits				
Exempt Compensation	\$1,231,534	\$1,231,534	\$0	0.0%
Operating	\$145,632	\$494,833	\$349,201	239.8%
Total	\$1,377,166	\$1,726,367	\$349,201	25.4%
Total Auxiliary Budget	\$42,250,874	\$41,184,645	(\$1,066,229)	-2.5%

The FY 2020-21 budgets include furlough estimates - salaries reinstated for FY 2021-22

* Litigation is a sub-set of the Risk Management budget. Beginning FY 2021 the Litigation budget is a non-add li

^ Office of Digital Education (ODE) functions will transfer to the campuses July 2022.

**System Administration Accelerating the Strategic Plan Funds
FY 2022-23**

Description	FY 2023 Projection
Pillar 1 - Affordability & Student Success	
Boulder	
Extend Reenrollment Programs	\$2,000,000
Create STEM/Engineering Academic Village	\$1,005,000
Expand Health and Wellness Services	\$13,000,000
Denver	
Student Aid and Cancel Student Account Holds	\$1,000,000
UCCS	
Increase Financial Aid	\$3,284,500
Pillar 2 - Discovery & Impact	
Denver	
Engineering Building	\$9,000,000
Anschutz	
Bioengineering Program Expansion	\$2,000,000
Regenerative Medicine	\$15,000,000
UCCS	
Engineering Building Renovation	\$1,741,347
Pillar 3 - Diversity, Inclusion, Equity & Access	
Boulder	
Enhance Pipeline and Support	\$1,800,000
Financial Aid	\$1,991,812
Support Transfer Student Success	\$4,500,000
Recruit and Development New Faculty and Staff	\$922,050
Denver	
Human Resources Realignment	\$1,500,000
Recruit New Faculty and Staff	\$1,600,000
Anschutz	
Student Scholarships	\$2,000,000
Center for Health Equity	\$1,500,000
UCCS	
Strategic Enrollment	\$1,405,055
Faculty Growth and Development	\$1,675,000
Pillar 4 - Fiscal Strength	
Denver	
Advancement	\$1,000,000
Sustainability and Deferred Maintenance	\$1,000,000
Anschutz	
Space Upgrades: HUBS	\$5,000,000
IT Infrastructure – Research and Security	\$3,200,000
Leverage Data – Research, Business Process	\$2,000,000
Deferred Maintenance/Building Energy Project	\$2,000,000
UCCS	
Lactation Spaces	\$600,000
Sustainability and Deferred Maintenance	\$1,176,000
Foundational	
Boulder	
Retire Capital Construction Fee Debt	\$66,000,000
Children's Center and Childcare Support	\$800,000
Denver	
Doctoral Student Stipends	\$500,000
Anschutz	
Recruit and Retain Front-Line Workers	\$1,500,000
Dependent Care - Care.com	\$250,000
Shared Infrastructure Realignment	\$1,000,000
UCCS	
Doctoral Student Stipends	\$1,000,000
System	
ICCA Executive Administration Support	\$22,000,000
Total Transfers	\$175,950,764

**University of Colorado Advancement Budgets
FY 2022-23**

Campus	FY 2021-22 Request Budget	FY 2021-22 Adjusted Budget	FY 2022-23 Request Budget	Difference	% Change
University Colorado Boulder					
Salaries/Benefits	\$9,833,828	\$11,083,828	\$12,765,953	\$1,682,125	15.2%
Operating	\$3,604,674	\$3,821,681	\$3,974,549	\$152,868	4.0%
Total	\$13,438,502	\$14,905,509	\$16,740,502	\$1,834,993	12.3%
University Colorado Anschutz Medical Campus					
Salaries/Benefits	\$6,337,890	\$6,841,764	\$7,751,964	\$910,200	13.3%
Operating	\$567,961	\$817,961	\$850,679	\$32,718	4.0%
Total	\$6,905,851	\$7,659,725	\$8,602,643	\$942,918	12.3%
University Colorado Denver					
Salaries/Benefits	\$2,020,289	\$2,191,289	\$2,485,297	\$294,008	13.4%
Operating	\$219,316	\$292,801	\$304,513	\$11,712	4.0%
Total	\$2,239,605	\$2,484,090	\$2,789,810	\$305,720	12.3%
University Colorado Colorado Springs					
Salaries/Benefits	\$1,194,320	\$1,474,320	\$2,130,942	\$656,622	44.5%
Operating	\$123,735	\$238,220	\$247,749	\$9,529	4.0%
Total	\$1,318,055	\$1,712,540	\$2,378,691	\$666,151	38.9%
System Administration					
Salaries/Benefits	\$6,776,312	\$7,917,061	\$9,453,468	\$1,536,407	19.4%
Operating	\$3,673,502	\$3,673,502	\$3,540,123	(\$133,379)	-3.6%
Total	\$10,449,814	\$11,590,563	\$12,993,591	\$1,403,028	12.1%
Total Advancement					
Salaries/Benefits	\$26,162,639	\$29,508,262	\$34,587,624	\$5,079,362	17.2%
Operating	\$8,189,188	\$8,844,165	\$8,917,613	\$73,448	0.8%
Total	\$34,351,827	\$38,352,427	\$43,505,237	\$5,152,810	13.4%

In January 2022 CU Foundation deployed \$3.85 million of operating surplus to provide additional support to Advancement. This surplus was derived from growth in the endowment fee revenue. Support from President's initiatives also increased by \$150,000.

An additional \$3.17 million will be deployed by July 2022 by CUF Foundation, and another \$450,000 from President's initiatives.

**System Administration President's Initiatives
FY 2022-23**

	Description	FY 2023 Projection
	Budgeted Revenue	\$84,300,000
	Roll forward from Prior Year	\$40,810,686
	Additional Unanticipated Funds	\$0
	Total Available Revenue	\$125,110,686
Treasury		
	Investment Management and Bank Fees	\$11,870,460
	CUF Fee for Advancement	\$2,466,319
	Operating Expense - Treasurer's Office	\$2,215,768
	Direct to Specific Accounts per Federal Requirement	\$1,750,000
President		
	Campus Distributions	\$10,531,695
	ICCA Offset	\$2,000,000
	President's Project	\$65,000
	IT Governance - CRM R&A, Data Governance, and Cyber Security	\$252,000
	Online - System Administration	\$3,344,502
	Online Contingency (ODE in FY 2021-22)	\$939,157
	Expansion Contingency	\$1,223,615
	System-Wide Civics	\$500,000
	Diverse Doctorates in Business Program	\$108,000
	National Security Research Priority	\$350,000
	System Staff Council	\$5,375
	Diversity Initiative - Chief Diversity Officer	\$978,490
	President's Sustainable Solutions Challenge	\$13,000
Academic Affairs		
	Pre-collegiate Program	\$1,000,000
	Office of Academic Affairs Campus Initiatives	\$243,000
	Privilege & Tenure	\$25,000
	The Smart on Corrections Education Project	\$49,986
Budget & Finance		
	Design Review Board Operations	\$416,530
	Budget & Finance Operations/Contracts/Projects	\$387,387
	OUC - Employee Recognition	\$6,000
Gov Relations		
	State & Federal Relations Operations/Contracts/Projects	\$3,651,949
	Engagement Operations	\$350,000
Univ Relations		
	Business & Community Relations Operations	\$311,427
	Events and Outreach	\$600,040
	Web Development	\$25,000
	Marketing	\$3,605,000
Advancement		
	University-wide Advancement	\$11,081,524
	Central Advancement Principal Gift Officer & Advancement Events	\$433,010
	Central Advancement Database	\$434,151
	Central Advancement Special Projects (One-time and Ongoing)	\$392,075
Boulder		
	Athletic Program Support	\$891,000
	Colorado Mesa University Engineering - Began FY 2008	\$150,000
	Debt Payment for the Stadium	\$1,500,000
	IT Cyber Security	\$1,080,000
	Center for African and African American Studies	\$500,000
	Boulder Online	\$459,250
	Boulder Multi-modal	\$2,034,988
Denver		
	CU Denver Base Funding	\$5,000,000
	Enrollment Management - Denver	\$500,000
	HSI and AANAPISI	\$1,000,000
	Engineering Building	\$2,500,000
	Auraria Historic 9th Street Park Project	\$2,000,000
	Denver Online	\$876,874
	Denver Multi-modal	\$891,331
Anschutz		
	Regenerative Medicine	\$5,000,000
	Anschutz Online	\$1,100,000
UCCS		
	Non-resident Recruiting - Began FY 2011	\$75,000
	Athletics Scholarships - Began FY 2010	\$110,000
	Alumni Engagement - Advancement	\$108,413
	Communications AVC	\$20,000
	Enrollment Management - UCCS	\$365,000
	Retention and Graduation Equity Gap	\$500,000
	Investing and Strengthening of Diversity, Equity and Inclusion Office	\$107,750
	Student Retention and Engagement	\$905,000
	Human Resources Expedited Comp Analysis	\$100,000
	Colorado Springs Online	\$377,600
	Colorado Springs Multi-modal	\$1,784,800
	Total Expenses	\$91,562,466
	Estimated Roll-forward	\$33,548,220

System Administration - Restricted Budgets
FY 2022-23

	FY 2021-22 Request Budget	FY 2022-23 Request Budget	Difference
Expenditures			
Coleman Institute	\$563,375	\$430,163	(\$133,212)
Total Restricted Funds Expenditure	\$563,375	\$430,163	(\$133,212)

Table F: University of Colorado Employees
System Administration

Fall 2021	Full-Time	Part-Time	Total
Officers	48	-	48
Management/Other Professionals/Support Staff	482	12	494
Total Regular Employees	530	12	542
Other Non-Permanent Employees			-
Total Regular and Non-Permanent Employees			542

Note: Regular employees includes all reported for IPEDS HR for Fall 2019. Other non-permanent employees includes student and other temporary employees. Counts do not include those on leave without pay or vacant positions.