

<u>Suggestion</u>	<u>Include</u>	<u>Exclude</u>	<u>Notes</u>	<u>\$1.6 mill Reduction</u>
Utilities savings including heating/cooling adjustments				75,000
Achievement Awards-MMA, MAPE, Commissioners plans				60,000
Hold positions open for 6 weeks				5,000
Right size reserve 5% of \$1.6 million reduction				80,000
Summer session review				780,000
Salaries total				303,522
Continuing Studies, Evening Weekend and Senior to Sophomore				250,000
Total				1,553,522
Leave without pay including closure options, furloughs				
Salary savings, early retirement packages				
Eliminate MSUAASF special initiative awards				
Utilities savings - heating/cooling adj, directions to employees				
Freeze reserve balance				
Close Dome				
Reduction of Repair and Betterment funds				
Overtime control				
Work from home				
Close Practice Sheet				
Delay or cease space leasing				
Increase indirect cost charges to auxiliary activities				
Reduce faculty staff travel				
Reduce research, release, reassign time				
Review use of TA's and GA's				
Technology--standardize, use outsource e-mail, eliminate dial-ups				
Longer computer replacement cycles				
Recycle old computers, versus cost of disposal				
Lap top campus- close campus labs				
Voice over internet protocol usage phones, meetings, purchase/lease				
Centralize campus software licenses				
Cell phone contract for students--husky cell phones				
Sell advertising on SCSU web-site				
More contract work with MnSCU				
Sell web-x and adobe meeting software use to public				
Review ITV				
Recycle upper division courses				
Multi-semester registration				
Undergrad & Grad Curriculum review/elimination, Program consolidation				
Class size alignment with classroom size				
Delay the 3rd cohort in Ed D supplies equip, grad assist				
Assess indirect cost charge to differential tuition activities				
Assess indirect cost charges to Continuing Studies				
Delay construction Brown Hall				
Replace adjunct positions with MSUAASF, Admin. Other personnel				
Review/Increase use of adjunct				
Sabbatical relief/control				
Strategic initiatives				
MSUAASF projects				
Redirect allocation for non-m & e professional development funds				
Redirect FA Prof Dev Funds to dept supply budgets				
Voluntary return of Professional Development Funds				
Review amount, type of printing (Outlook, admissions, marketing, etc.)				

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Review purchase of promotional items				
Cease all on campus event food purchases				
Review cost benefits of contracts, grants, campus radio, TV				
Hold VISTA Upgrade				
Review class sizes, eliminate low enrollment classes each term				
Review student faculty ratio				
One RA per dorm floor versus 2 CA's				
Eliminate the Provost position				
Eliminate the associate deans positions-restructure deans' offices				
Eliminate and restructure vice presidents				
Eliminate dean of LR & TS replace with director				
Eliminate DIET Assoc. Dean Position in LR&TS				
Centralize tech services				
Combine COSS and COFAH				
Piece out COE and have education department				
Cut administrative salaries, combine admin position, streamline offices				
Clean up existing messes, like HR				
Eliminate all faculty reassigned time for "research."				
Have all faculty across the board teach 24 (credit) hours				
Reform pay scales-new and long-term faculty all make same rate				
Give bonuses and incentives for performance, not longevity				
Eliminate redundant departments				
Cut the pork in HCOB				
Combine smaller departments with larger ones				
Stop the "Health Sciences" idea				
Institute a point system for bonuses				
Eliminate Continuing Education, revise summer programs/online				
Streamline the graduate school				
Cut athletics hockey profits back to university				
Plant perennials, plant less, water less				
Take a hard look at new construction				
Make buildings greener, consume less energy, take less maint.				
Parking tickets and fines back to university				
Free parking for faculty and staff students pay				
Make the campus a pedestrian only zone				
Create own independent food service and streamline it, make it better				
Take a hard look at Health Care benefits				
Create own independent bookstore				
Look at the retirement "brokers" contract with Wells Fargo				
State contract system for supplies				
Review contracts Bernicks, etc replace with own independent services				
Fewer meetings, use teleconferencing instead of travel				
Performance funds Music				
Review CETL				
Review Accreditations and related expenses				
Review Assessment				
Review C. A. R. E.				
Review Undergraduate studies--all areas				
Review Husky Sports Band				
Review clinical experiences				
Review Center for Bioscience/MnSCU funding				

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Review International Studies				
Review Advising supplies				
Review Cultural Diversity grants				
Review memberships				
North Branch balance				
Cultural recruiting				
Intensive English center to pick up full cost--salaries				
Review Graduate Studies and Graduate Assistants				
Kathio Park				
Sponsored Programs match				
Extramural support				
Capital Campaign				
Academic scholarly activity				
Court settlement				
Assessments				
Workers Comp, unemployment				
Academic Affairs budget frozen				
Center for access and opportunity				
Underserved underrepresented				
Advance Placement Program				
Work-study match estimate				
University scholarships				
Flight Simulator				
Department combination/consolidation				
Program elimination				
Preferred vendor list, supplies central store				
Master University calendar to prevent duplication of event appearances				
Review Faculty workload				
Online Course compensation should be like regular courses				
Health Insurance mandatory coverage made optional				
Eliminate all non-academic student programs, concerts, movies, etc				
Turn off TV's in entries of buildings, especially when bldg closed				
Centralize test scoring machine so faculty can score tests themselves				
Eliminate motor pool--use car rental service/contract				
Reduce CIS staff				
Reduce growth in ESL and General ed courses				
Reduce number of Associate/Assistant Vice Presidents				
Delay new hockey/school song costs				
Reduce number of faculty first based on peer student faculty ratios				
Job sharing, reduction in work time percentage--100% to 75%				
Shorten each semester 1 week, use week for faculty research time				
Merit increase for Administrators should be reversed				
Cut administrators, special assistants to president positions				
Cut assistant director positions				
Eliminate small contractor jobs--have in-house personnel do them				
Supervisors revisit GMW duties for efficiencies				
Review type, process, info of internal campus mailings				
Suspend/delay by 1 yr academic department program reviews				
Implement use of E-timesheets-saves time, paper processing & mailing				
Suspend staff development day				
Telephone line audit				

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Use of volunteers - commencement, grounds				
Eliminate lighted holiday decoration on top of dorm- utility savings				
Review university cell phone use and cost--use of radios instead				
Office sharing for variable scheduled employees				
Turn off water fountains to save utilities				
Turn of computers when not in use, over night				
Change technology replacement plan to 5 years				
Greater use of D2L resulting in less paper usage				
Hire grant writer for sponsored programs for greater external grant funds				
Reduce number of supervisors-no 2nd shift bldg manager				
Move graduation ceremonies to Friday night				
Res Life residents should provide own toilet paper				
Cancel postpone, suspend hockey center, reception center, ISELF				
Close Alnwick				
Eliminate summer hours--five 8 hour days				
Eliminate freeze HIED				
Eliminate newspaper subscriptions, share one subscription				
Each employee responsible for recycling, garbage to main bldg recept.				
Close Howe House--provide storage of files elsewhere				
Prorate salary of administrators working less than 40 hrs/week				
Evaluate administrators by dept fac & staff-eliminate those ineffective				
Eliminate overseas property, study opportunities with partner institutions				
Merge International, Multicultural Studies, = 1 cultural diversity office				
Eliminate campus weather forecasting				
Re-examine governance and use of Announce e-mail list				
Implement zero-based budgeting				
Eliminate the academic program based FYE programs				
Eliminate reassign time for "Community Garden"				
Review Computer Science, CNA, BCIS for consolidation,				
Stop current search for CNA position				
Reassign faculty in overstaffed depts. to teach COLL150				
Eliminate Macs to streamline and eliminate tech support				
Allow removal of phones in faculty offices depend on dept phone & e-mail				
Redistribute univ costs to units--worker comp, insurance, legal settlements				
Downsize Student Life				
Income				
Review fees				
Enrollment revenue				
Surcharge on tuition				
Fundraising				
Review fees for increases				
Vending, pooled interest				
MnSCU indirect cost assessment returned to Univ.				
Additional indirect tuition				
Alcohol at athletic events				
Counseling and psychological service charges				
Increase rates for services to SCTC				
Expand Senior to Sophomore program				
Non- M & E Savings				

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Reduce late night bus hours				
Garvey for Sunday brunches				
Outsourcing/consolidation/Business Redesign/eliminations				
1B1 complaints				
Combine Affirmative Action, Human Resources, eliminate AAO director				
On-line time reporting personnel and students				
Buildings and Grounds				
Painting				
Motor pool				
Janitorial services				
Advising, including HCOB advising				
Eliminate dial-ups				
Office Management configuration				
One-stop shopping				
Multicultural Center/women's center/glb/American Indian center/C.A.R.E				
Counseling, health services, student disability services				
Student discipline/assoc vp student life				
Student support				
Printing/copying				
outsource health services, do minute clinic				
Review summer session, on-line options				
Review PSEO, senior to sophomore				
Enrollment management				
Continuing studies/customized training				
Intensive English Center move to School district or tech college				
Indirect cost sponsored programs increase re distribute				
Construction-ISELF				
Athletics				
Faculty Research allocation per contract				
Student Research Colloquium				
Child Care Center versus drop off care				
Travel Management				
Review/eliminate Undergraduate Studies, Enrollment Management ARMS				
Review programs and centrality to mission				
Consolidation of programs--tutoring, cultural diversity, etc				
"un-silo" functions				
Better use and efficiencies from campus card				
Professional Development funds part of salary				
Restructure International Studies within Student Life				
Release time Faculty-devel of global curriculum on 2 yr rotation-Provost off				
Eliminate associate dean for multicultural affairs and STEM initiatives				
Eliminate avp in CIS				
Alternate Dispute Resolution and mediation programs				