

**Fayetteville State University - Academic Affairs
Budget Reduction Narratives and Explanation**

	Recurring	Non-recurring	Total
3%	\$981,437	\$206,398	\$1,187,835
5%	\$981,437	\$984,786	\$1,966,223
7%	\$1,005,037	\$1,771,453	\$2,776,490

Overall Philosophy:

In planning for budget reductions in Academic Affairs, our top priority is to continue to strengthen programs and services. Budget reductions will not diminish our commitment to quality. Hence we have sought to 1) maintain high quality student services, instruction, and academic support; 2) increase our efficiency in use of existing resources, and 3) limit new hires to areas of critical need. Based on these priorities, we have sought to preserve funding associated with registration, financial aid, admissions, and advisement. While we have reduced library hours of operation by twenty-one per week, we selected hours of least student usage. Since our largest budget item is faculty salaries, we are working to make sure that all full-time faculty members have full teaching loads so that we can reduce our reliance on part-time faculty. We have frozen all faculty searches, except for areas of most critical need, and are preparing to offer fewer class sessions with increased enrollment limits in the upcoming academic year. We are seeking to limit the impact of these reductions on student degree completion.

In the areas of university support, we have attempted to maintain our level of support to our students and campus community through eliminating any redundancy in job duties. We tried to save fulltime staffing positions with the 3% scenario and focused on temporary and/or contracted services. This however, became much more difficult with the 5% and 7% scenarios. In these two cases it will be necessary to eliminate selected positions in the areas of institutional support and facilities and operations. Our level of service and our ability to operate efficiently will undoubtedly be impacted.

3% Reduction

A 3% reduction in the Academic Affairs’ budget will have significant, but manageable, consequences for Academic Affairs. The reduction will require

1. Elimination of one EPA-non faculty position that was already scheduled for elimination.
2. Elimination of a second EPA – non-faculty position, which will reduce the support staff in the Center for Innovation in Teaching and Learning (CITL). This reduction of support staff will have a have a negative impact on faculty development, especially in the area of online course development.
3. A freeze on two positions in the Chesnutt Library, which will result in further reduction in the operating hours of the library. The hours of operation have already been reduced to meet the budget crisis of the current year. (These positions will not be eliminated so that they can be filled when the budget situation improves.)

4. Elimination of 15 and a freeze on three faculty positions that are used to support adjunct faculty, which will result in a reduction of classes taught by adjunct faculty. These classes will be redistributed among full-time faculty to avoid reduction of overall class offerings. (We seek to retain the three faculty positions as vacant until the budget situation improves and we are able to fill them.)
5. A permanent loss of \$611,400 in operational costs, which will reduce purchases of office supplies, educational supplies, software, and travel.

5% Reduction

A 5% reduction in the Academic Affairs' budget will have negative consequences for the number of course offerings and other services at Fayetteville State University. In addition to the consequences cited above for the 3% reduction, the 5% reduction will require us to freeze an additional 12 faculty positions that are used to hire adjunct faculty. A redistribution of faculty teaching loads will not fully compensate for the loss of adjunct faculty. Approximately 100 fewer class sections will be offered, which will result in larger class sizes. Increased class enrollment will diminish FSUs' efforts to maintain a low student-faculty ratio that enables faculty to provide individual attention to students outside of class. The reduced class offerings are very likely to delay degree completion for some students.

7% Reduction

In addition to the impact of a 5% reduction as cited above, a 7% reduction will require us to suspend 11 faculty searches currently being conducted for faculty in high need areas (including business, education, nursing, and communication.) We would also not be able to renew the contract for one full-time adjunct faculty member. Up to 200 fewer classes will be offered, including offerings online and at the Fort Bragg campus. Class sizes will be increased beyond what will be required by a 5% reduction. **Some students will certainly be delayed in completing their degrees as a result of these reductions. Moreover, FSU's academic program development will be harmed by our inability to recruit faculty in high-need areas.**