



# EOU Sustainability Draft Plan

May 16, 2013

# Miscellaneous Details

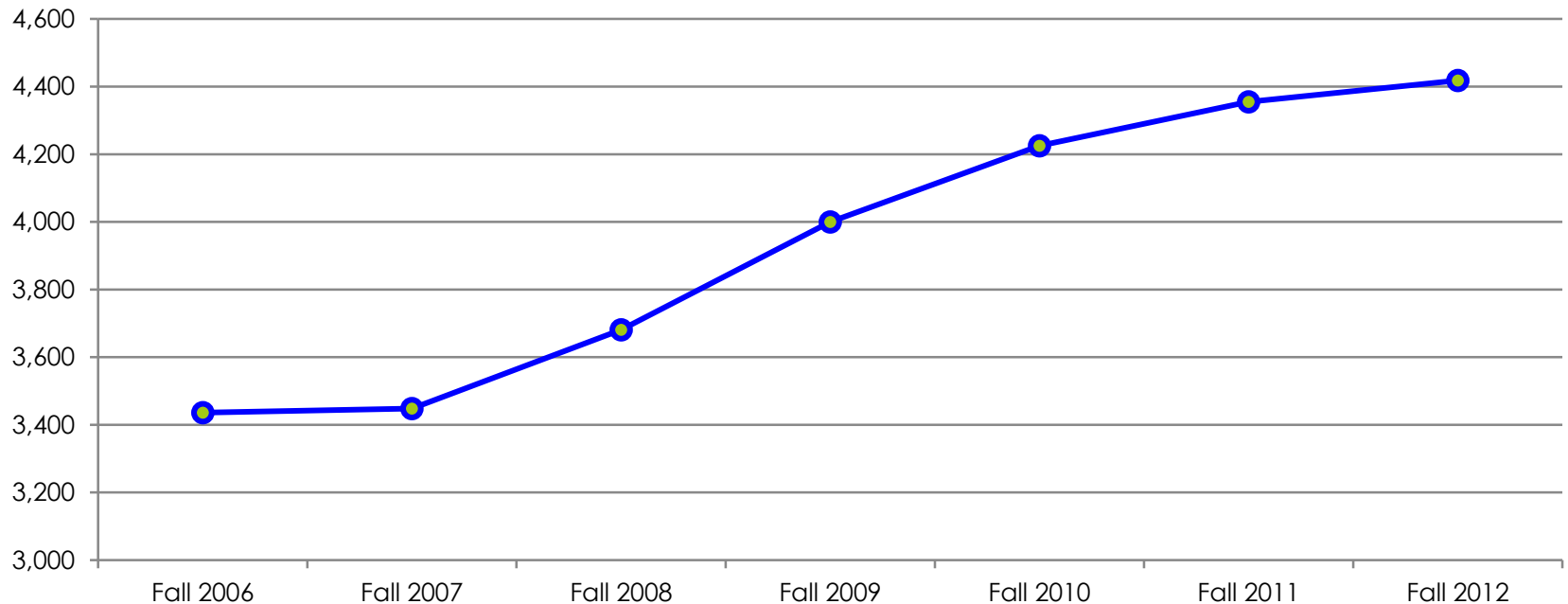
- Draft Plan, and appendices, will be posted on the website ([eou.edu/president/budget](http://eou.edu/president/budget))
- This meeting is being audio recorded and will be posted, along with the PowerPoint, on the same web site
- Formal comments will be received until June 7, 2013
- The individuals whose continued employment maybe eliminated/reduced by the Draft Plan have already been notified

# Sustainability Plan: Positioning Objectives

- ▣ Position EOU to:
  - Meet the needs of our students
  - Meet the demands of the region—educational, economic, social and cultural
  - Be financially viable in both the short and long-term

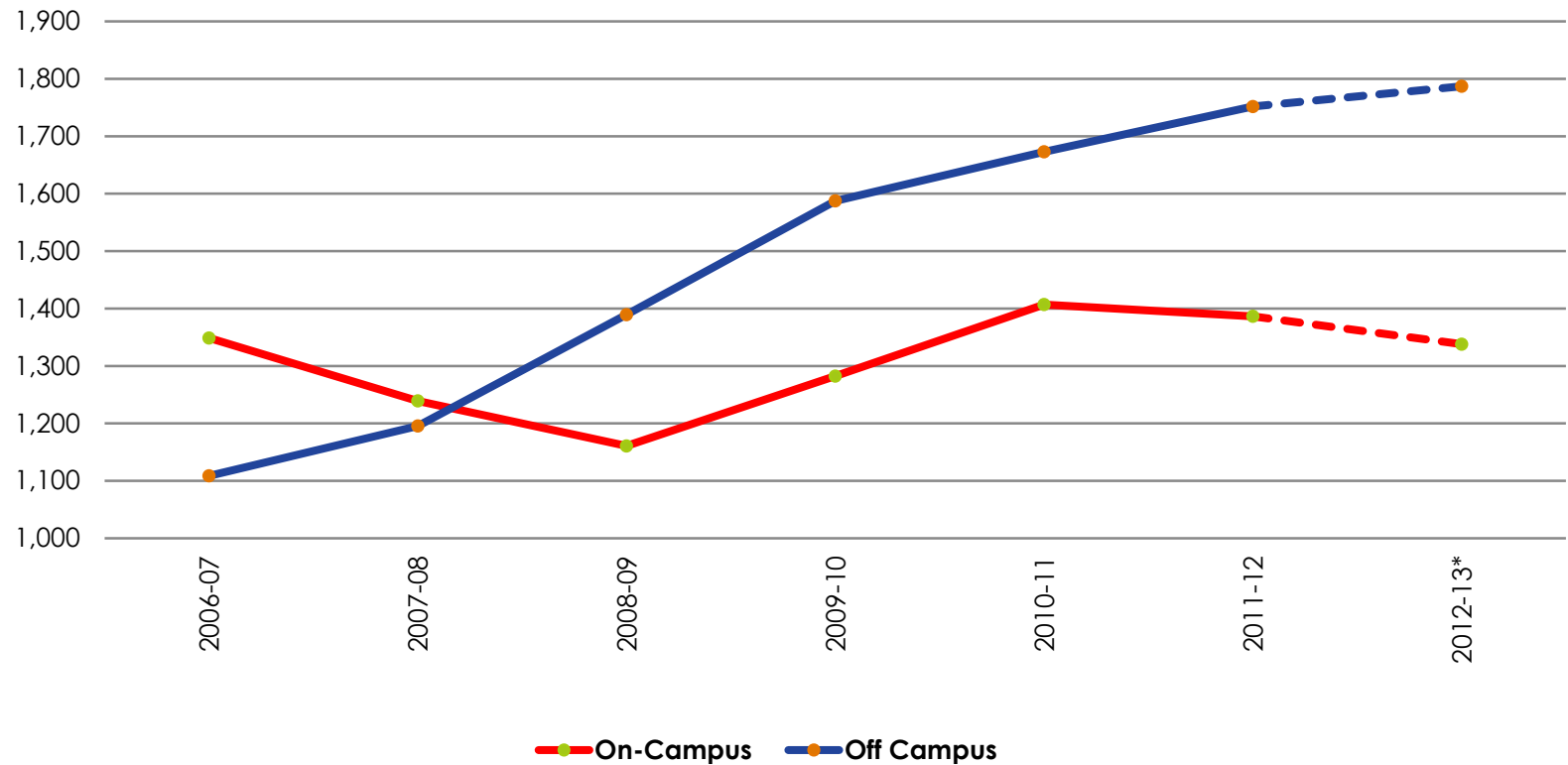
# EOU's Financial Trends and Trajectory

Fall Term Headcount

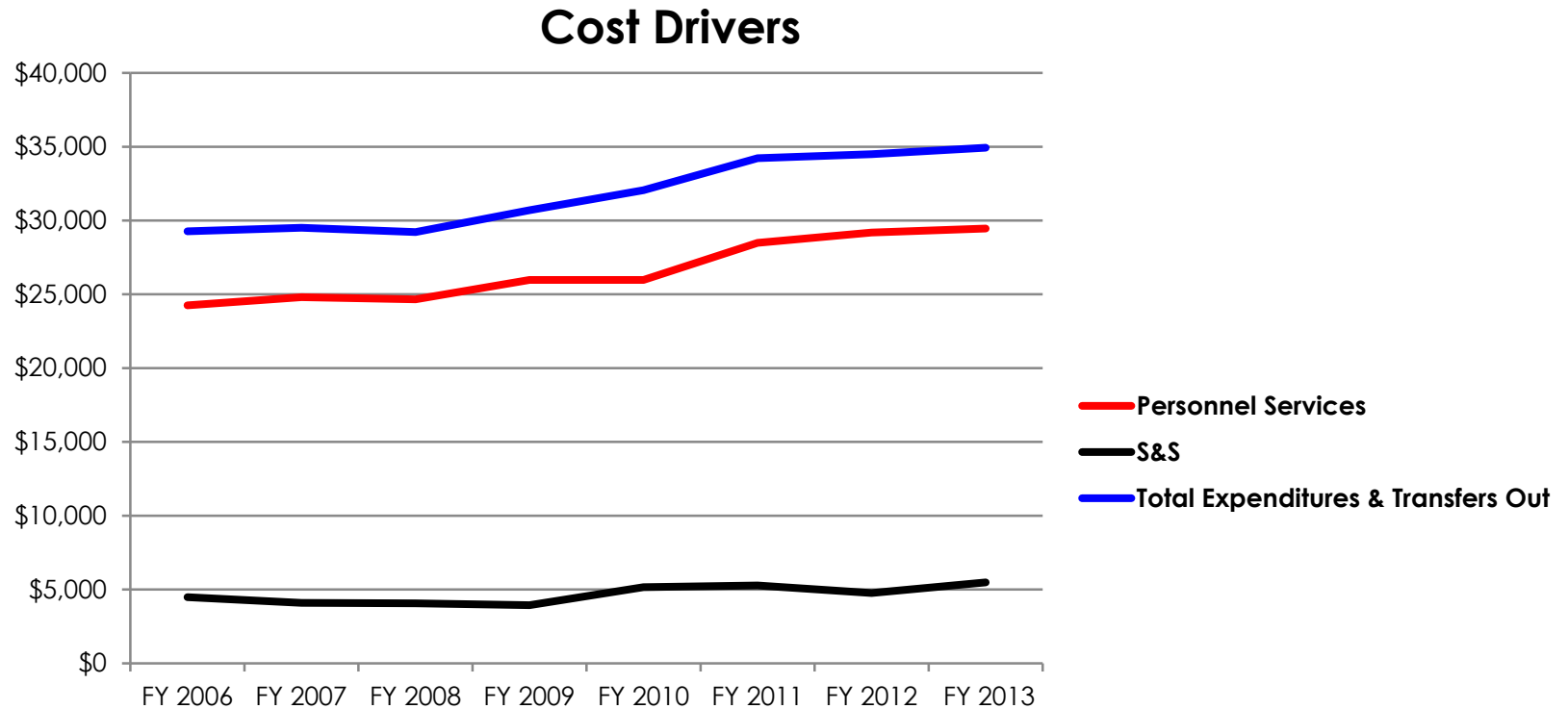


# EOU's Financial Trends and Trajectory

FTE by Modality



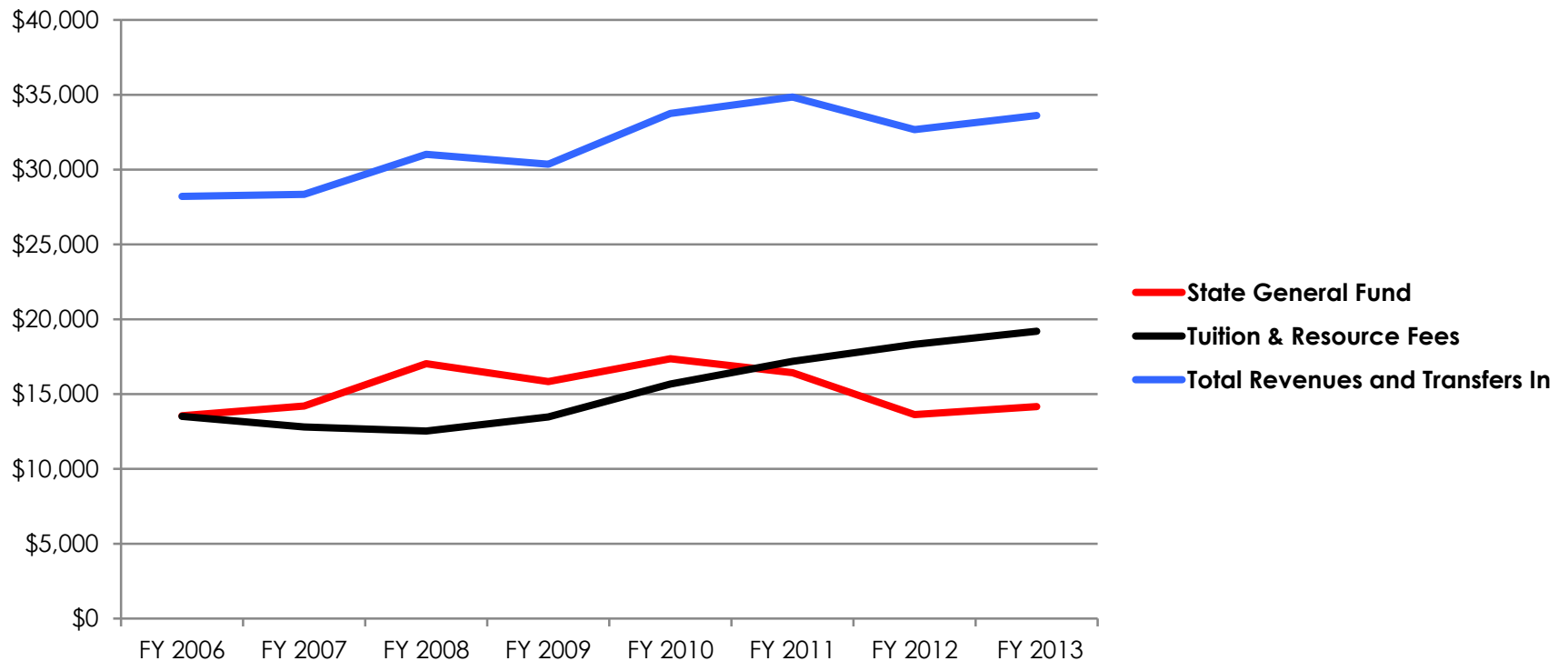
# EOU's Financial Trends and Trajectory



Dollars in '000s, FY 2013 Projected

# EOU's Financial Trends and Trajectory

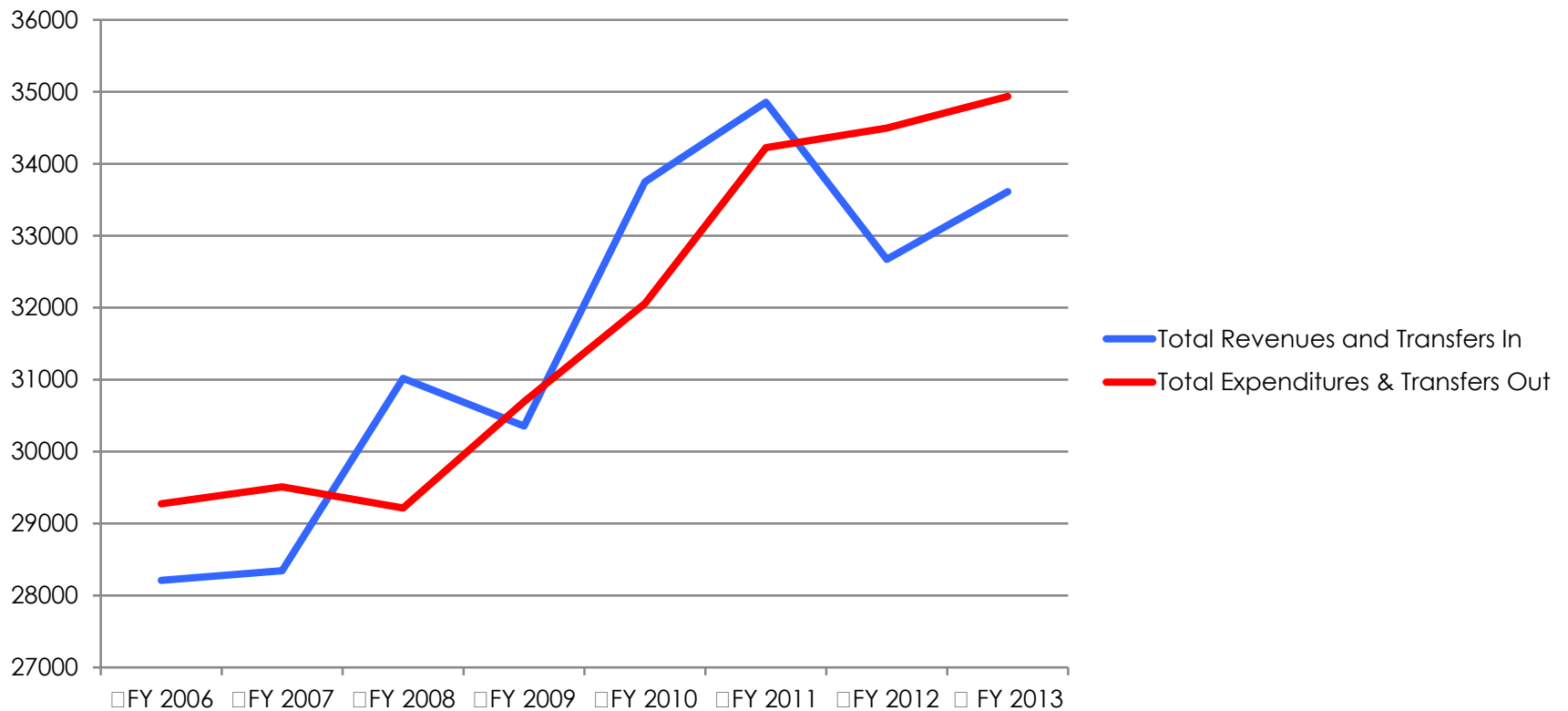
## Revenue Drivers



Dollars in '000s, FY 2013 Projected

# EOU's Financial Trends and Trajectory

## Revenue & Expenses



Dollars in '000s, FY 2013 Projected



# Principles of the Sustainability Plan

- ▣ A strategic focus of programs and services, across the University, is necessary
  - Focus on programs and services most consistently support our mission
  - Student access and success along with regional need
- ▣ Must aim for a fund balance beyond 5 percent—minimum of 8.5 percent
  - Investment in programs and services based on student and regional need/demand and support the mission of EOU
  - Safeguards against short-term fluctuations of revenues or costs
  - Allows for investments in people
  - Allows for proper strategic planning instead of crises planning
- ▣ Cost containment and self-generating revenue initiatives must work in tandem
- ▣ “Live with in our Means”
  - Direct Costs and Opportunity Costs
- ▣ Systemic structures and operating principles must be altered to be fiscally viable and ensure accountability at all levels

# Non-Instructional Recommendations

Personnel related recommendations:

- ▣ Furlough days for administrative faculty and executive staff
- ▣ Personnel reductions/eliminations
- ▣ Combining/streamlining positions
- ▣ Maintaining acting/interim positions (dual roles)

# Non-Instructional Recommendations

Non-personnel recommendations:

- ▣ Centralizing of certain administrative duties
- ▣ Monitoring S&S budget allocations
  - Normalization of budget allocations
  - Systemic monitoring
- ▣ Reducing search related expenses
  - Curtailing certain expenditures
  - Eliminating the use of search firms unless mandated (and paid for) by OUS
- ▣ Revising tuition remission strategies
- ▣ Implementing “convenient fees”
- ▣ Tuition recommendation to OUS (already calculated in projections)
- ▣ Emphasizing auxiliary services and Foundation activities (non-state revenue and support)

# Non-Instructional Recommendations

## Summary:

- ▣ Between revenue and cost adjustments, the net budget impact will be approximately \$1.2 million
- ▣ Elimination of 5 positions
  - Combining 2 other positions for at least one year
- ▣ Systemic changes will lead to efficiencies and accountability

# Instructional Recommendations

## ■ Two-part process & resulting recommendations

1. Broad instructional review focused on operational processes & policies
1. Academic program review focused on each program area

# Instructional Recommendations

## ■ Recommendations from Broad Instructional Review focused on three areas

1. Management of low-enrolled courses
2. Management of instructional load and overload
3. Management of instructional release time and service load

# Instructional Recommendations

## ■ Recommendations from Academic Program Review focused on three areas

1. Program structures that support student entrance, retention, and completion regardless of location
2. Program structures which reflect sustainable faculty staffing levels, both tenure-track and fixed term, relative to faculty FTE from comparable programs
3. Program structures which reflect sustainable faculty workload assignment, avoiding program reliance on regular overload

# Instructional Recommendations

- All data bearing on the instructional review and resulting recommendations, both broad and program-specific, are available either in the draft plan appendices or from the draft plan links to the data dashboards on EOU's Institutional Research website.



# Next Steps

- ▣ Continue discussions with all members of the EOU community
- ▣ Continue to base decisions on data and tied to our mission, core themes and goals
- ▣ Engage shared governance:
  - Budget and Planning
  - Faculty Senate
  - University Council
  - ASEOU
- ▣ Engage employee leadership:
  - AFEC
  - AAP
  - SEIU
- ▣ Submit individual comments—email, in person, or via web site ([eou.edu/president](http://eou.edu/president))
- ▣ Formal comment period concludes on June 7, 2013
- ▣ Final Plan released the following week

# Moving Forward

From *Flying the Plane While Rebuilding the Engine*

“In time of crisis, we cannot run away to the comfort of the way we’ve always done things. If we do not take charge of our future, it will be determined for us.” (pg. 12)

We Must:

- Live within our means
- Plan for the future, not just today



# EOU Sustainability Draft Plan

## Questions