

MINNESOTA STATE UNIVERSITY MANKATO
Summary and Consolidation of Comments Received from
the University Community
As of 3/13/03

GENERAL

1. Decide what MSU wishes to be - we can't be all things to all people so we should do a few things well and leave other things to those better able - - Aka what MnSCU was supposed to achieve
2. Put maximal effort into one area of change at MSU - require use of electronic technology for course delivery, restrict use of paper for coursework, - Spend more on non faculty personnel, gas and work study to keep it all going so it works effectively.
3. Our salvation will not be bigger buildings and parking lots or more classroom space - it will be in using our heads to problem solve and embracing creative change as an adventure
4. Cooperation between educational entities is vital to make the best use of resources.

TUITION

1. Raise tuition the full 15% to cover the cost of inflation and base funding reduction. Raise fees to cover cost accordingly.
2. Major tuition increase at all MnSCU schools - \$1,000 per year - Parent's think our tuition is "cheap"
3. No major tuition increase
 - a. It will decrease educational quality
 - b. Technology needs increase costs
 - c. State seems quite comfortable with user fees. - tuition fits this
 - d. Cut strategy needs to be vertical - closing down some of the smaller and more marginal schools
 - e. Better use of summer profits - and more potential for growth

ENROLLMENT

1. Limit enrollment by program to the number of students that can be served with current faculty and infrastructure capabilities. Enrollment limits should be based on academic merit, NOT date of application.
2. Limit transfer student and part time admissions to open slots in programs.

Misc. Cost Savings

1. Create website for music events, plays, alumni activities, etc. and eliminate flyers sent out
 - a. cost reduction in postage and paper
 - b. savings of staff time

2. Eliminate duplication of flyers sent out - both to home and office. Everyone does not need their own copy - for example the Buzz, temporary summer phone book supplement, etc.
3. Eliminate memos, cards, etc and post information electronically or put it on announcement site
4. Cheaper stationery
5. Reduce mailings to students, parents, alumni, and faculty, and staff, especially prospective and current students.
6. Eliminate unnecessary travel
7. Eliminate unnecessary spending on food during searches and celebrations.
8. Less Office remodeling
9. Maintenance should be limited to health and safety and student use criteria. I.e. Don't remodel offices, etc. Stop shuffling staff into different offices - remodeling costs money
10. Limit use of consultants and better utilize staff on campus
11. Community service programs should be made self supporting or be eliminated - this includes items like the special math program
12. Eliminate PSEO statewide
13. Eliminate state vehicles driving all over campus dropping off people
14. Frustration with billings systems and charging administrative fees - is this how we choose to make money to cover budget losses?
15. Cancel all building plans for two years
16. Penalize college search budgets if they experience more than 2 consecutive failed searches
17. Eliminate graduate programs below a critical mass of students

WAGES & STAFFING

FREEZING WAGES

1. If freeze on wages, it should be for all working at MSU
2. Freezing waging and suspending retirement contributions and decreasing health benefits is excessive for the employee - a freeze on wages would be enough of our burden
3. Freeze all or none of public employee salaries - Teachers in K-12 did not like the idea of a salary freeze
4. Put freeze on hiring any staff, faculty or management for next two years.
5. If they take more away, we will not be a competitive institution and not attract quality new faculty - our salaries are already low
6. Does salary freeze apply to employee promotions also? - why should employees lose that?

BENEFITS

7. Faculty and administration should have same tuition waiver as staff - 1 band

8. Faculty and administration should share in the health insurance cost the same as staff
9. Closing down university every Friday at noon - we could live with one less day pay every 2 weeks. That would be better than layoffs.
10. Offer employees to take unpaid leave without losing accruals.
11. Close administration offices at noon on Fridays during summer without penalizing sick leave and vacation
12. It is time we began managing Faculty leave. They accrue sick leave and receive pay off of this leave upon separation, in accordance with their contract and yet appears there is little management in the usage of such leave.
13. Discontinue all paid sabbaticals until such time as the budget can afford these luxuries. Although valid arguments justifying sabbaticals exist, affording this luxury to the expense of the institution that is facing layoffs is not acceptable.
14. No phased Retirements! Faculty currently in phased retirement should be officially retired by now.

OTHER STAFFING SUGGESTIONS

15. Perform strategic hiring where holes exist in instructional capacity
16. Position allocations at higher level than college Dean based on needs of university, not turf
17. Make search decisions in timely fashion - MSU is 6 months behind and loses candidates and fails searches
18. Eliminate use of fixed term positions due to search time and money costs and damage to program integrity and efficiency
19. No cuts for lower level staff unless positions eliminated by program or service cuts. Maintenance should be limited to health and safety and student use criteria
20. Development directors' salaries dependent on the amount of money they raise - or consolidate them in to one position

TECHNOLOGY

1. Rely more heavily on computer systems and related technologies, especially in classroom
2. Use of computer and related technologies needs to be expanded immediately - delivering course content currently trudges along
3. Offering only live lecture formats
4. MSU owns technology that would allow students to "attend" classes via ITV - why must undergrad lectures be offered only as on-site courses when we have these resources available
5. Offer lecture classes as distance education
6. ITV should receive much more support than it receives now
7. Microsoft mail server was over a million dollars and license fees are many thousand per year. - email and calendaring services could have been provided at a fraction of the cost. Someone needs to examine ITS

budget, in particular the business partnerships. Someone should watch how funds are being spent at ITS

8. Need trained and dependable technical support for ITV classes
9. High value on work that ITS people are doing - more information is available on MSU websites
10. Effective learning can't take place if we have to spend inordinate amounts of time accommodating needs of students wanting to come for classes only 2 or 3 days a weeks
11. Our classroom, dormitories, and parking lots are bulging and eating up far more resources than necessary.

FACULTY ISSUES

1. Consider using ASF staff to teach courses (3-4 credits/semesters), for which they are qualified, as part of their work load. In my area, collectively the three of us could teach 4 math 122 sections and 2 English 101 or 242 sections in a year, saving the University between \$22-24000 in adjunct salaries.
2. In order to replace people on leave/ sabbatical, hire no new fixed terms, replace only with adjuncts. Continue current hires if they are searches that have gone for at least one year unfilled. Turn all current (just this year) searches into fixed terms unless the area is so specialized and necessary that you cannot hire otherwise.
3. All faculty in every college should teach the full load of 12 hours per semester except as mandated by contract.
4. Faculty, at their request, should be allowed to work over the 5 hour limit, if they choose and the department needs adjunct support
5. Departments who non-renew faculty should be guaranteed the position when we return to hiring in the future, unless the program is scheduled to be eliminated.
6. The library should be held harmless. Just staying at the current level is a cut in their resources.
7. Nursing must be kept.
8. Engineering should be kept, but their program should be reviewed for duplication just as other programs should be.
9. Have all Academic Departments justify or explain why they have fewer than 10 students in a class room at a time. When they could look at eliminating that class or just offer that class once or twice a year.
10. Eliminate classes that do not meet a reasonable class size and offer less frequently
11. Eliminate academic programs that are not growing and covering their costs.
12. Only keep 4 year programs. Tech programs which could be done in two years should be redistributed to tech schools

13. More should be spent on summer schools positions and summer school money earned should be used to cover faculty and staff deficits
14. Program/department cuts must be considered and implemented
15. Small programs should be combined under one unit to cut down on Chair costs.

EQUIPMENT

1. Stop buying pallets full of new computers. Last years models will work just fine for another year or more. Buying new ones just to have them is not fiscally sound. The students could learn more by trying to get more performance from the old ones. The latest and greatest is not always the best.
2. Equipment funds could be used for NECESSARY expenses.
3. Have all Departments give a good reason why they need to buy that piece of equipment, office supplies, furniture; etc.
4. Only computers broken or over 5/6 years old should be considered for replacement. Ditto with printers.
5. Equipment purchases should be reviewed very carefully with a priority going to health and safety and direct student use. Make do whenever possible.
6. Buying computers to fill vendor's purchase quotes or get bulk discounts should be stopped

UTILITIES

1. Lower temperature at the University in the classrooms and offices and those rooms not being used during the work day or on weekends.
2. Put up signs reminding people to shut off lights and close all doors behind them.
3. Four 10 hour work days per week, to save on utilities

ADMINISTRATION

1. Combine the Academic Vice President and Student Affairs Vice President position in to one.
2. Administrative openings should be filled by faculty or current staff and they should be replaced by no funds or adjuncts depending on the situation.
3. Wherever possible, administration should be cut to be as efficient as the Finance office.
4. Cuts should be considered at the upper and mid-levels of administration particularly in the area of Technology. No service tech cuts as it is bad enough now.
5. Management needs to control spending and offering to take cuts in salaries

ATHLETICS

1. Sports programs should be cut back or eliminated.
In particular at least one sacred cow in this area should be cut back either by elimination or in travel, or numbers of coaches or level of competition, etc.
2. All team travel for "extra" games should be eliminated or funded from outside the university, even the cheapest.

BUILDING RESERVE

1. Divisions should be able to count fringes from salary contribution for returning some of their FY03 budget to help build reserve
2. Divisional reductions in FY04 personnel funds should include salary and fringes rather than salary alone