1. What do you reduce that might not negatively impact the student experience?
   - Eliminate courses that aren’t surviving
   - Look at low performance.
   - Reduce some 12 month contracts that can be reduced
   - Combine offices and departments
   - Lots of places with huge overstaffing – needs to be reallocated.
   - Establish where work needs done
   - Require people to be honest about real needs
   - Printing/publication costs – particularly internal publications
   - Better procurement – e.g. JC Office is the most expensive around
   - Look at free or low cost items from other institutions (prisons, etc)
   - Look at surrounding states
   - Reassignments of staff during low work periods
   - Mandate/evaluate hiring new positions at lowest level or part-time when possible
   - Move to entirely paperless environment
   - Use technology where it saves money
   - Food service in-house to generate income (or partner with SCTC)
   - Look for other ways to generate income (i.e. take over vending business)
   - Maximize use of our facilities
     - Athletics
     - Grounds
     - Graduation – more ceremonies in order to use our facilities rather than rent Civic Center
   - Graduation Ceremonies back to weekdays to utilize staff
   - Duplicate programs – Academic Affairs – courses under enrolled
   - Increase efficiency of student credit hour production
   - Go paperless, where possible
   - Teleconferencing, less travel
   - Review utilization of library materials
   - Look at excluded positions – use cabinet review of vacant positions model
   - Benchmark the manner in which on-line institutions provide service and publication
   - Technology thrust to cost savings
   - Business process reorganization – paperless
   - Find different ways to do the same thing
   - Technology can assist in the long run
   - Evaluate low performance programs
   - Offer services on-line
   - Can some programs be at SCTC? (Associate?)
   - Need all accredited programs? (expensive)
   - Need all unaccredited programs?
   - Review Athletics
   - Efficiencies (online forms and processes)
   - Publications (But not Alumni Magazine)
   - 12 mo – 9-12 month appt.
   - Dialogue throughout campus regarding cuts
   - Get input from front line people(without threats to jobs and friends’ jobs)
- Personal accountability
- Failed searches (revise process) streamline, do better
- 4 day work week in summer
- student teaching assistance to relieve workload
- Lease vs own motor pool vehicles
- Review academic programs, services for inefficiencies
- Eliminate unnecessarily duplicative, highly under subscribed and not relevant programs that no longer attract students
- Clerical opportunistic retrenchments
- Merger of ISO/International program office

2. **Where should we be looking to add to improve the student’s educational experience?**
- Reallocate resources for non-native speaking students – adult Basic Ed
- Move orientation to Saturday during Academic year
- Support and advising for underrepresented populations
- Training for faculty on how to advise students
- Get DARS up to speed and running
- Technology
- On-site experience to careers in field (pre-major and internship)
- Additional attention to group activities as a mode of operating
- Public/Private partnerships needed
- Diversity incentives
- Distance Ed /Technology incentives
- Security/Personal Safety
- Library
- Facilities (Res. Halls)
- More advising sophomore – junior (decide major)
- Process identify reallocation
- Lean/not mean
- Who we serve -push nurses, education where there are needs
- Institutional research and data collection
- Fund Portal talked about
- 6 Strategic Priorities (seed money)
- Library acquisition – books, online periodicals
- Reallocate existing dollars
- More money to development
- Create a diverse population invest money

3. **What process should be used to create a new initiative fund?**
- Partnerships with businesses in community
- Salary savings could be returned to central for the 1\textsuperscript{st} few months (except for times where position must be filled on temp. basis)
- Central recapture of carry forward balances or a % thereof (I have seen this work well)
- Process needs to be open and known
- Grants
- Private Funding
- Capital Campaigns
- Endowments (Review use of $)
- Federal Funding
- Keeping $
- Manage gifts better
- Privatize residence halls
- Take a percentage of Friday/Saturday college $s from increased enrollment
- Record keeping
- Data tracking, financial aid – look at billing not sending invoices
- Technology to cut costs (record keeping, financial aid, look at billing not sending invoices)
- Hybrid courses changing, meeting times
- Realignment, eliminate
- Voluntary all positions
- Identify programs for reduction
- Need pool of funds for new initiatives
- Differential tuition based on demand or program cost
- Use clear criteria / a balance
- Summer/extended campus
- Charging for services we provide for (community events)
- Differential tuition/fees – to courses