

Quarterly Leadership Workshops for Department Chairs
November 20, 2008
Small Group Report Out

Prioritizing Goals

- Sustain development resources
- Consolidate courses
- Educational Outreach programs
- Streamline curriculum
- Graders
- Volunteer faculty
- Redefine mission
- Inducements for Retirement
- Redistribute teaching responsibilities – how to maintain some level of quality?
- Revise plans for growth
- Evaluation commitments to research/teaching balance
- Dependence on soft money may be impacted by federal cuts
- Target staff?
- Anxiety/morale may exceed actual impact
- Cut enrollments
- Increase efficiencies
- Get creative to promote early retirements
- Reconfigure workloads
- Faculty on “soft money” take on teaching loads
- Leave vacant positions open
- More TA loading for freshman
- Readjust endowments and calculation of disbursements at time when development funding start drying up
- Strategy planning with faculty
- Biggest effect of cuts:
 - Staff reduction
 - # of lecturers reduced
 - Larger class size
 - Cancel low-enrollment classes
 - Decrease Course offerings
 - Higher teaching loads
- Uniform patterns for classroom scheduling (more efficient use of space)
- Maintain focus on both research and teaching

- **Maintain research grants to support graduate programs in many units**
- **Innovative ways to teach with less TA's**
- **Seek guidance from college level to departments about areas to cut**
- **Differential allocation of instructional responsibilities based in part on research activity**
- **Define core mission and prioritize items on that basis**
- **Clarify consequences attaching to each choice/decision**
- **Look for systematic options – but what are the most equitable (versus neatest) ways of implementing those?**
- **Be clear about which income streams are in play**
- **Explore alternative revenue sources (such as consulting)**
- **Balance short-term savings with long-term economy**