

**Date : 7/6/2015 4:26:08 PM**  
**From : "Matthew J Bierman"**  
**To : "Kathleen Neumann"**  
**Subject : Ideas**

Kathy,  
Here is what I used at the National Advisory board meeting.

□ Outward Facing

- Reduction of services that are not core to student learning
  - IIRA, Public Radio, Quad Cities Manufacturing Lab, Non- Credit Programs
- Shift expenses, particularly personnel, to grant and foundation
- Require more departments to operate as an auxiliary (charge for services)
- Fewer sponsorships with community partners

□ Inward Facing – Student

- Elimination of entire academic programs/units
- Reduction of transition programs (FYE, Orientation, Convocation)
- Sizing programs to new student body (Advising, Career Programs,)
- Reduction of subsidies to outside entities. (day care)

□ Inward Facing - Staff

- Reduction of Academic Personnel to be in line with student enrollment and credit hour productions. The collective bargaining agreement makes this problematic
- Reduction of Services (Custodial)
- Merging of small departments to eliminate overhead
- Outsourcing to find efficiencies (custodial, transportation, Printing, Accounts Payable, Payroll, etc.)
- Summer program reduction/elimination
- Offer more 10 month contracts
- Salary Increases / Decreases (Collective Bargaining Impact)
- Centralize some college services and save on clerical support.
- Travel Restrictions

□ General

- Athletic Conferences / sports

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