

Important Facts and Timeline

Facts

- As the second-largest university among the seven universities within the Minnesota State System, St. Cloud State is a strong institution with over \$140 million in revenue in FY2024 and is a solid economic driver in the community.
- SCSU has long contended with a budget deficit resulting from expenses surpassing our revenue. As shared in 2019, we had a cash reserve of \$36 million dollars and today we are projecting our reserve balance to be spent down below the Board policy of 5% of gross revenues in both 2025 and 2026.
- The difficult decisions today will create a solid foundation for SCSU as we move forward, allowing us to innovate and grow in the future.
- Currently, **92%** of our students are enrolled in degree programs that will remain in our academic program portfolio. **The portfolio will include 94 degree programs (bachelor/master/doctoral) and 35 minor programs, while 42 degree programs and 50 minors will be suspended.**
- **This results in a decrease of 13% of IFO faculty, 8% of staff and 13% of administrators from other bargaining units.**
- We are mindful of the demographics of our faculty and our students and have reviewed the potential impact of the faculty reduction recommendations on our IFO faculty diversity. We shared these official data with IFO faculty. As of 10/1/23 (when the census data were captured), SCSU IFO faculty were 73% white, 23% non-white, and 4% unknown. Based on the decisions announced today, the IFO faculty is estimated to be 74% white, 22% non-white, and 4% unknown. We are committed to, as we have been in the past, hiring a diverse faculty and staff. This commitment will not change.
- Students who have declared majors that are to be suspended will be offered a clear pathway and adequate time to complete their program of study and obtain their degree.
- These students will receive individual advising and a documented plan for degree completion as well as continued support during their program completion.
- Students have showcased the programs of most interest to them through enrollment and their choices in declaration of major. We are designing our portfolio of academic programs to ensure we are offering high quality, in-demand programs that meet the needs of our students.
- We will be closely monitor and balance our budget annually moving forward, per Minnesota State System guidelines, to help ensure SCSU and our faculty and staff do not experience a situation of this magnitude in the future.

Students

- All students will receive notice of the updated action on the 5-year plan today and the impact on programs. In addition, students in an impacted program will receive individualized communication with confirmation that **100% of affected students will receive a comprehensive, personalized plan with a pathway to complete their degree.**
- We will work with all impacted students and offer a clear pathway to complete their degree. This completion pathway can span three to four years, allowing students ample time to fulfill their degree requirements. Each affected student will receive personalized advising and a comprehensive degree completion plan, accompanied by academic support throughout their program completion journey.
- All students will have the opportunity to meet with their Student Registration Advisor regarding any questions or concerns they may have. Students will also work closely with department faculty when they return to campus in the fall. A comprehensive, personalized plan with a pathway to degree completion will be provided for 100% of affected students.

Faculty

- There has been an imbalance in productivity vs. faculty staffing for more than a decade. Efforts have been made campus-wide to enhance financial performance before addressing faculty-related decisions. **These decisions have been postponed for an extended period, underscoring the urgency of addressing them as an integral component of our 5-year plan.**
- SCSU did offer Board Early Separation Incentives (BESIs), a faculty separation option, a total of 7 times since July 2020. The last offer in FY2024 was at the maximum benefit level to all 137 eligible faculty to which 11 accepted the offer.
- 35 of the 55 faculty departing the University will conclude their work assignments by May 9, 2025; the remaining 20 faculty will complete their work assignments by May 7, 2027, per the IFO bargaining unit agreement. These notices represent substantial lead times, which are not commonly afforded to many workers in the public sphere. We are committed to collaborating with faculty to develop teach-out programs for our students during this transition period.

Timeline and Shared Governance:

- October 2022 – Memo and 13 campus presentations
- Jan. 9, 2023 presented strategic budget 5-year plan and information to Provost Council.
- Feb. 21, 2023 presented to System Office.
- Feb/March 2023 – Memo and 13 campus presentations
- April 2023 – All campus budget webinar
- May 28, 2023 [Star Tribune](#) news article ran with the original 2023 5-year plan announcement of potential positions needing to be eliminated
- Oct/Nov 2023 – Memo and 11 campus presentations
- Feb/March 2024 – Memo and 9 campus presentations
- May 6 to May 28, 2024 – Feedback/input request by Provost Zink on proposed academic and personnel adjustments based on the continuation of the 5-year plan announced in 2023. Provost Zink, upon request, met with 18 academic programs.
- May 2024 – Special e-mail address created for feedback. Responses gathered and reviewed.
- May 15 – Special Meet & Confer with Faculty Association.
- May 2024 – Teams site with 50+ data sets provided to the Faculty Association.
- May 2024 – Administration, upon request, provided an additional 15+ data sets and provided responses to FA questions.
- May 28, 2024 – Special Meet & Confer with Faculty Association
- May 28, 2024 – Faculty Association presented a set of reduction proposals
- June 10, 2024 – SCSU Executive Administration met with the Chancellor of Minnesota State System
- June 11, 2024 – SCSU Executive Administration communicated decisions to Faculty Association
- June 11, 2024 – All campus budget webinar