

**SOUTHERN UNIVERSITY A & M COLLEGE SYSTEM
IMPACT OF POTENTIAL REDUCTION OF \$3,990,040
(\$3,668,120 - STATE FUNDING AND \$321,920 - TOPS FUNDING)**

March 4, 2016

Southern University A & M College - Reduction of \$2,160,803 in State Funding and \$303,384 in TOPS Funding.

A mid-year budget reduction of **\$2,464,187** would have a dramatic impact on the Baton Rouge campus' baseline operations. The University would be forced to implement the following actions to achieve the reductions:

- Implement a nine (9) day furlough for ALL non-tenured faculty and staff paid over \$30K. The furloughs would be three (3) days each month beginning April 1, 2016. This will impact daily operations and reduce employee morale.
- Reduce the number of courses offered during Summer School. This will impact student's progress toward graduation.
- Reallocate funds previously earmarked for Facilities operations and deferred maintenance that is critical to the University achieving its stated mission.
- Vacant positions that were identified as critical to University operations will not be filled.
- The University will implement a campus-wide spending freeze that will further impede our efforts toward continued accreditation. Vacant positions that were identified as critical to University operations will not be filled.

Southern University Law Center - Reduction of \$332,424 State Funding.

The SU Law Center will address the proposed reduction in its operating budget of **\$332,424** by:

- Implementing three (3) furlough days for ALL non-tenured faculty and staff paid over \$30K. The furloughs would be one (1) day each month beginning April 1, 2016. This will impact daily operations and reduce employee morale.
- Not filling two budgeted vacant positions needed for this academic year. The costs reductions realized from total budgeted compensation, including salaries and benefits, would be \$234,356. The two positions, Director of Library Services and Associate Law Librarian, represent the Library's senior management and are critical to its administrative and operational management. These vacancies will impact services provided to students and faculty, including academic and institutional and research.
- Eliminating the summer student training program. The campus' inability to offer this signature program will heavily impact recruitment efforts.

Southern University at New Orleans - Reduction of \$475,502 in State Funds and \$9,003 in TOPS Funding.

The following is in response to the projected state budget cut of **\$484,505** for Southern University at New Orleans.

- Implement three (3) furlough days for ALL non-tenured faculty and staff paid over \$30K. The furlough would be one (1) day each month beginning April 1, 2016. This will impact daily operations.
- Three (3) employees would be laid off beginning April 1 through the end of the fiscal year. The loss of three full-time employees would have a serious impact on the daily operations of the campus and require that other employees perform additional duties without compensation.
- Employee morale will decrease due to additional workloads and reductions in pay.
- Freeze on filling critical budgeted positions. The reduction would have the following impact:
 - Delayed services to students and the public in several critical offices including Student Affairs, Financial Aid, Enrollment Management and Student Success would result in increased waiting periods;
 - Negative impacted on student retention and future enrollment.

Southern University at Shreveport - Reduction of \$446,670 in State Funds and \$9,533 in TOPS Funding.

To address the potential budget reduction of **\$456,203** SUSLA proposes the following budget reduction plan:

- All non-tenured faculty and staff with a salary above \$30K will be furloughed for a total of four (4) days during the period April 1 through June 30, 2016. The impact of the reduction in work hours will be:
 - Delayed services to students and the public in several critical offices including Student Affairs, Financial Aid, Enrollment Management and Student Success would result in increased waiting periods and cause a negative impact on student retention and future enrollment;
 - Employee morale would plummet due to the impact of a reduction in compensation.
- Six budgeted positions in the Student Support Services area will not be filled. Not filling these positions will result in a decline in customer service, more work being placed on current staff, and a decline in employee morale. Services to students will be severely limited.

Southern University Agricultural and Research Center - Reduction of \$193,494 in State Funding.

The proposed reduction of **\$193,494** in state funding for FY16 will have dire consequences for the entire programmatic and administrative operations at the SU Ag Center. The specific challenges of the SUAREC are shown below:

- All non-tenured faculty and staff with a salary above \$30K will be furloughed for three (3) days during the period April 1 through June 30, 2016.
- Drastic downsizing and/or eliminating one of its four research programs which has the potential to significantly help improve the economic performance of minority and disadvantaged farmers resulting in:
 - Reduction of one youth extension agents in the Southwest Center for Rural Initiatives (an Extension Satellite site for 10 parishes in Southwest Louisiana) will result in the elimination of more than 20 academic enrichment community-based youth clubs/sites that presently serve thousands at-risk students, annually.
 - Reduction in extension operating services expenses (e.g., farmer assistance and equipment) will require that SUAREC:
 - Cancellation of summer youth enrichment programs such as the State Youth Exposition Program which service approximately 700 students from throughout the State of Louisiana.
- Loss of Federal Funding – Reduction in state funding will result in the loss of Federal Funds that require a 1:1 match.

Southern University System Administration - Reduction of \$59,227 in State Funding.

The proposed reduction of **\$59,227** in state funding will impact operational effectiveness of the Board and System Administration. The following actions will be taken by the System Office:

- All non-tenured faculty and staff with a salary above \$30K will be furloughed for three (3) days during the period April 1 through June 30, 2016.
- Reduce the departmental supply and operating services budgets required for daily and Board meeting operations.