

OP SIX COMMENTS ON REVIEW OF SIX-YEAR PLANS (RU)

August 29, 2014

(Responses due by October 1, 2014)

General Comments for All Institutions:

1. Please detail how the revenue shortfall and related proposed budget cuts may impact your institution's six-year plan.

As a result of the proposed revenue shortfall, resources identified in the University's Six-Year Plan to support faculty salary increases, Allied Health programs, previous enrollment growth, and base operations will need to be eliminated, reduced, or phased-in overtime to align with resource availability. Radford University is heavily dependent upon general fund support given the significant in-state undergraduate population of 94 percent. Additionally, for the past decade Radford University has consistently had one of the lowest total costs per FTE student for E&G expenditures in relation to the other four year public institutions (source IPEDS). This metric demonstrates the University's efficiency and effectiveness in serving the student population with limited resources. Additional reductions in general fund support would adversely affect the University's ability to maintain current service levels.

Radford University's E&G budget is about 80 percent personal services, thus any proposed reduction will have a direct impact on essential programs provided to students. The University plans to protect instructional programs to the greatest extent possible. Reduction strategies will likely result in eliminating or holding positions vacant, larger class sizes, reducing professional development opportunities for employees, reducing student engagement programs, and reducing base operating cost to the extent feasible. The implementation of any of these strategies carries the potential to negatively impact key programmatic areas, such as student retention, that are vital to the University's mission and long range plan; however, given the institution's lean funding structure these strategies represent the least intrusive tactics to address the revenue shortfall.

2. Does your institution plan on providing any salary increases (include recent increases if they occurred in FY2015)? If so, provide details regarding how much (percentage and dollar amounts) and for which groups (T&R, Administrative, PT Faculty, GTAs, Classified, Other). Also, detail how any increases will be funded (e.g., if with tuition, what percentage and dollar amounts by student group).

Special Note: You also will be receiving a request for the salary information in another separate correspondence early next week, since it will be needed as soon as possible. When you respond to that request, will you also please ensure that the same response is included in the information you submit on October 1, 2014?

For 2014-15, Radford University is not planning an across-the-board or merit based faculty or staff increase. However, contingent upon the availability of resources, the University plans to seek options to address select positions related to targeted issues (e.g. compression, high turnover, competitive market rates/retention, etc.).

For 2015-16, the Six-Year Plan identifies the desire to address faculty salaries towards the 60th percentile with an emphasis on targeted issues (e.g. compression, high turnover, competitive market rates/retention, etc.); however, this item will be dependent upon the outcome of possible state budget reductions, and the availability of institutional resources among other competing priorities.

Institution-Specific Comments:

RU

None