

April 8, 2009

The attached list of budget reduction ideas and suggestions results from meetings deans and vice presidents held with faculty, staff, and students throughout the university. Also included are suggestions that have been submitted through email and other means. Everything received has been included as submitted and no items have been omitted. Occasionally, a person's name was replaced by the title of their position. To make this more amenable to review the items have been arranged and grouped under topics and subheadings.

This listing provides a compilation of your thoughts. I did not produce these items, but instead elicited them with the help of others from our campus community. You will find like I did, that there are items on this list with which you can agree. Likewise, there are some items with which you might strongly disagree. And there are some items that in reality may not be budget reduction ideas at all.

It is important to emphasize that this is simply an initial compilation. There are many items we should consider carefully. Others we cannot or should not do. With the assistance of the SPARC Committee we will work through all the items carefully, developing an overall plan to address possible future reductions in funding for our University. The intent is to be prepared for future challenges.

We will continue to share information and materials, seeking both your input and feedback as we proceed. Thank you for your involvement and support.

David L. Eisler
President

Academic Organization

Restructure University Academic Divisions

- Totally reorganize the academic structure of the University.
- Re-alignment of “colleges” and “programs”.
- Look for places to combine departments or colleges or other offices for savings.

Colleges -

- Merge some of the Colleges together.
- University College is an ineffective use of resources. The College of Arts and Sciences or the College of Education and Human Services could administer the services University College provides.
- Combine University College w/CAS
- Get rid of University College- put services in the colleges
- CPTS - rolled into main campus (All overhead, Labor and time for processing, Refine admit, process, Align with main campus processes)
- Eliminate CPTS - duplication of services; layered administrators
- The current structure of the non-professional colleges is antiquated and stagnates the ability for new program development. Perhaps the colleges of Business and Technology should be configured into one or at least create a school that crosses over both administrative lines so that new and innovative programs could be created more easily. We are far too slow in developing energy programming.
- Sell Kendall/dissolve partnership

Departments -

- Review the size of smaller departments on campus to see whether there might be appropriate and feasible combinations to add efficiency and to eliminate administrative duplication.
- Consolidate small departments
- Review our department structure. Present structure provides high support for some programs and they have benefited; this support is expensive. Others programs remain hidden, e.g., over the 9 years of the present 12-chairs structure, I would estimate the above have received \$600-700,000 more in admin. support (3/4 FTE+summer and /5 secretary vs 1/3 of chair+1/6 of secretary) more in support than my program which has held its enrollment in spite of this. Our chair is expected to serve multiple programs vs. just one. This is a huge disadvantage for recruiting, development, lobbying, etc. Chairs do a lot of the things I end up doing for my program. We have seen another department's lecture room remodeled twice, major additions to other departmental labs twice, a ventilation system very expensive to run, creation and stocking of a computer lab for another department, etc., over this time and don't have suitable or impressive lab space ourselves. We have done some good things for this school. The visibility and vote the 1-department programs has is out of balance. Perhaps they should have to survive with the same resources as the rest of us. Either re-organize the college or re-allocate release time to 1/3 or 1/4 release time/ program would not only level things out but reduce costs.

Reduce Administration

- Look at the number of administrators at each College as some are top heavy.
- Reduce academic administrative positions
- Review organizational charts to look for ways to increase straight-line reporting, to reduce the number of “assistant” positions. Another suggestion related to this one included the reduction to one dean per college (no associate deans), one vice president (no associate or assistant vice-presidents); instead of these positions, hire administrative assistants who would focus on specific tasks or initiatives.
- Review whether smaller colleges need an associate dean and do not replace if not necessary. Currently Allied Health Sciences does not have an associate dean and survives, if not always easily. Does Pharmacy or even Education and Human Services need an associate dean? Could more of the work be divided between clerical and faculty leadership. Even 1/2 released time to faculty is more cost effective than the cost of an associate dean.
- Eliminate department head positions and convert to chair positions - Chairs would contribute .25 to teaching
- Explore the cost savings of moving to chairs rather than heads and/or make department heads and other administrative positions 10-11 month rather than 12 month.
Impediments: Collective bargaining agreements and contracts.
- Replace Department Heads with rotating Department Chairs
- We have fairly large number of faculty per one department head. Where there are very small departments, where possible consider combining them under one department head or chair to reduce overhead.
- Department Heads/Directors – teach a class

Administration

Reduce personnel costs – too many top administrative positions

- Cut administrative positions and/or salaries. Another comment along these lines included returning administrative salaries to their 1997 or 1980 levels. Other suggestions included the consideration of the use of “chairs” rather than “heads.”
- Eliminate one vice chancellor position in GR
- Look for places offices on campus can be combined for cost savings.
- Restructure administration to consolidate some positions
- Review the administrative structure.
- We do not need all this middle management. If we are going to continue to remain top heavy, then let's at least cut out the unnecessary middle management, assistants to assistants, team leader positions, etc
- Diversity – eliminate/put back to Multicultural Office- is it redundant?
- Too many Assistants to the Associate, Associate to the whatever, maybe some of these jobs could be blended or split

Cost Savings

Athletics

- Cut athletic scholarships
- Eliminate or reduce athletics dept.
- Eliminate some sports, review athlete amenities
- Evaluating sports programs to determine benefit to university in terms of visibility, enrollment etc./ question need of new uniforms annually etc.
- Assess Sports.

Calendar

- Redefine University Calendar So that Ferris Would be Closed or on Reduced Schedule During Coldest Months of the Year and on a Full or Expanded Schedule During the Months of Milder Weather—cost savings and opportunity to expand enrollment income through a unique program calendar.
- Change meeting time block of time
- Change the university's normal business hours to Mon. thru Thurs. 7AM-6PM and shut down all aspects of university on Friday's to save energy costs.
- Move to 4 day work weeks.
- 4 - 10 hour days
- 4 day/10 hr day work week (Save electricity, Heat/Air conditioning, Phone bill, Custodial expenses, Better productivity)
- 4-day work week
- 4-day work week.
- Implement four-day - 10 hour day- work-week for energy savings
- Instituting a 4-day work week for all employees (10 hrs/day) for summer and power down air conditioning in academic buildings to save energy
- Move to four day weeks—Tuesday through Friday schedule, since many holidays are on Mondays.
- Schedule staffing to work hours that are most beneficial to facility (maintenance)
- Shut down the week of July 4th
- Faculty orientation - skip early week and start one hour a week - eliminate extra pay

Consultants

- Campus-wide decrease the use of external consultants where we have suitable expertise on campus.
- Consultant usage - Reduce use - use our own talents
- Eliminate the use of outside consultants
- Reduce Board/outside counsel usage and fees.
- Reduce or eliminate consulting fees.
- Reduce use of consultants and rely more on internal expertise
- Reduce/eliminate consultant expenses - use experts at Ferris (ex. Shooter program/CJ has experts)
- Stop hiring external consultants

- Utilizing in-house expertise where possible to reduce the amount/cost of outside contracts for consulting etc.

Direct Deposit

- Mandating direct deposit of checks
- Move to Direct Deposit for employee reimbursements vs. paper check
- Direct Deposit of travel reimbursements and vendor payments (saves postage, checking costs and printing of checks, and reconciliation time)
- Encourage more pay check direct deposits
- Providing on-line pay stubs to reduce cost of printing/distribution
- Reduce print checks for direct pays. Use direct deposit when possible. Savings in printing and mailing

Efficiencies

- Process review to increase efficiencies – automate where possible
- Change the Academic Program review cycle from every 6 years to every 10 years, and replace paper copy requirements with electronic copies
- Collaborate with all Colleges on campus to streamline student criminal background searches and drug screens, with a single system developed for all students that could be handled by a central office with increased efficiencies.
- Need to simplify process to take a class
- Change policy across the Colleges so that applicants who will definitely be admitted are given admission immediately. We lose ½ of students who apply due to their wait as paperwork is shuffled from admissions to college and back.
- Accountability – opening/closing doors for weekend classes, repairs, etc.
- Actively look for lower prices and/or concessions from vendors.
- Approved vendors-materials/supplies – dept. was looking to purchase a blind for an office; estimate
- Automate processes through workflow tool
- Be more flexible about purchasing items (i.e., use local suppliers).
- Be paid on a monthly basis as opposed to bi-weekly.
- Can we move to more of a one-stop shop model? Will that help efficiency?
- Check the resources we already have to see if we can postpone purchases.
- Combine services with other universities - like payroll
- Combine services/equipment that overload – media production/faculty center/Television & Digital Media production; UA&M media services, Admissions, etc
- Consolidate processes within divisions, rather than departments
- Explore what we do that is duplicative. Have regular meetings to talk about these things and find ways to increase efficiency and reduce duplication.
- Faculty self-monitor telephone expenses, the department set photocopying limits, and eliminate course-pack duplication by posting them online or selling them at the bookstores.
- Overlapping services: like the copy center and University printing: and combine/eliminate departments ordering and selling supplies/clothing/course packs to their students when the bookstore could handle for them
- Merge Copy Center/Printing Center

- Make it a priority to get all processes and procedures written. Make sure everyone has a back up. As completing written documentation, look for duplication and area's to improve services.
- Now that the majority of the Banner system conversion is behind us we need to look at how each division of the institution functions together as one harmonious unit. Currently a significant number of processes function in isolation to serve the needs of an individual division and not necessarily the bigger needs of the entire institution. Even worse – some processes function at the expense of other divisions/departments. Some examples of inefficiencies: The purchasing/accounts payable process. Over ¾ of our purchases from the very minor to the more complex have required multiple phone calls to numerous people to resolve some very basic questions as to what process to use for which product. Transactions that should be a simple click of a few icons in banner have consumed a collective number of hours by several people throughout the enterprise.
- Print the Torch here in printing dept like it was done before. I don't know how much it costs to print it but it would be cheaper (I hope) in-house.
- Utilize Banner the way it was designed, by making use of the wait lists instead of having to keep one at each site. This would cut down on confusion and be located centrally to make available to all sites.
- Analyze best use of open houses and other recruiting events.
- Development of Website - on-line enrollment, menu of services
- Look for discounted items and/or bulk purchase FSU items for recruiting giveaways (i.e. spent a lot on sweatshirts, etc for giveaways). Same for items like cards, folders, etc ~ examine which is lowest cost, bookstore or other alternatives??
- Reduction of marketing materials – combined resources (brochures

Eliminate

- Eliminate Spaghetti Bridge competition
- Eliminate or reduce the animal care facility.
- Are campus shuttle busses needed?
- Shuttle buses (are they necessary)
- Get rid of campus shuttle
- Cancel osprey project if paid by FSU
- Not sure where the China liaison is at right now; if it is not already ended we should rethink it now. All I can think of is the ill-fated Belize partnership from many years ago; that partnership required many visits from Ferris, but for some reason those visits were usually during the winter???
- Eliminate events with low attendance (like Acad. Honors, special receptions, etc)
- Eliminate Health Center, services are duplicated throughout Big Rapids
- Eliminate postage to send anything to Ferris employees, utilize campus mail for all correspondence with faculty and staff
- Eliminate Summer University
- Eliminate Summer University
- Eliminate Summer University – keep picnic
- Eliminate/reduce summer university; not as useful as it used to be

- Elimination of summer University, honors convocation, faculty recognition dinners etc.
- Get rid of Summer University - or maybe a one day event or every other year.
- Stop Summer University or hold every couple of years, instead of every year (Use campus/local speakers, Scale back, Revisit topics, Offer an ice cream social – instead of lunch)
- Eliminate the processing of gold Name Tags
- Eliminate the shuttle bus
- Eliminate unnecessary purchases/gifts – FSU shirts/jackets, cups, etc.
- Eliminate use of trays in cafeterias to reduce amount of food that is wasted and to eliminate washing of trays
- Tray less dining in all dining halls
- No food trays in dining rooms – students will eat less/less dishes to wash
- Offer trayless dining in dining facilities; studies show there is less food waste
- Let's have fewer meetings talking about work and more work getting done
- Stop new projects – unless 2 year payback
- Stop ordering CSS shirts for the front counter (no uniforms)
- Terminate online research subscription.

Food

- Minimize or eliminate food costs associated with meetings (\$2,000).
- Decrease the cost of catering services to attract all of FSU business
- Don't offer catering at meetings
- Eliminate complimentary meal plans for employees (such as custodial staff, police officers, food workers, etc...)
- Eliminate departmental banquets, use of catering at so many events
- Eliminate food and beverages for business meetings and trainings.
- Eliminate off-campus food purchases, require the use of on-campus services
- Eliminate reimbursement or purchase of alcoholic beverages/drinks
- Eliminate water and coffee purchases by departments.
- Eliminate/reduce free food, e.g. staff picnics, receptions, food at meetings
- Elimination of food at most events and meetings
- Evaluate all subscriptions and software renewals and eliminate those whose value is not worth its cost.
- Reduce/eliminate lunch and dinner meetings
- Reduce/limit food costs for meetings
- Remove budget for publications and memberships.
- The assumption that we must feed people at meetings needs to end. While this would be a small savings in each instance, accumulatively across the institution this would be a helpful savings.

Ideas

- Give-a-day – don't charge for mileage/meals, volunteer for Dawg Days, etc
- Change name of FCTL to Center for Faculty & Staff and add professional development funds

- Identify where rollover dollars in the Budget reflect unwarranted expectations and where expenses could be decreased. For example, Assessment currently has a University budget of \$98,000. By giving back my reallocated time, restricting travel for assessment conferences to demonstrated need, and limiting careless expenses of resources we could little afford, I have reduced that budget item to \$70,000 for a net yearly reduction of \$28,000. Similar cost savings are available across the university if we are honest. It makes no sense, for example, for those of us who are participating in the assessment group discussion to keep the book in our personal library. We would be much better served as an institution if we donated them to the Academic Affairs Assessment Committee who could either circulate them across campus or find a way to use them in the library. I know I am donating my copy, but then I absolutely hated the book.
- Centrally locate all on-campus student mailboxes in one location such as Rankin center
- Offer electronic transcripts – similar to GRCC and MSU
- Outsource cable in residence hall and apartments - bid out access to campus - students have individual contracts with cable provider
- Require all supply and expense purchases to be approved at the Vice President or Associate Vice President level to increase scrutiny of purchases.
- Require staff to provide customer engagement services
- Research the feasibility of using locally grown produce for use on campus (or using some of our own land to grow some food to offset costs and to better use landscaping.)

Printing and Paper

- Eliminate course packs—to reduce all printing
- Develop/implement a more stringent policy regarding instructors' copying. Teacher Education and Business faculty copy an inordinate amount of materials. Strongly encourage the development of course packs for students to purchase through the book store. CPTS staff will contact the Ferris Copying Center to obtain information about copyright clearance requirements and the steps to follow to develop, submit, and print course packs.
- Faculty – instead of making copies, utilize Ferris Connect more.
- Reducing photocopying costs by using Great Lakes Bookstore to sell manuals/course-packs to students.
- Eliminate use of color paper for copy
- Use the copy center rather than copy machines in CAHS
- Make 2-sided copies
- Minimize copy costs by putting handouts on FerrisConnect and having students download and print at their expense (\$4-5,000).
- Campus-wide student pay for print services
- Convert print campus newsletters to electronic-only format
- Crimson & Gold/Acad. Affairs newsletters/syllabus/handouts/etc online only – no hard copies
- Decrease number of handouts for promotional use

- Discriminating Use of Paper, including Printing on Both Sides and Restricted Distribution and Use in Meetings—cost savings.
- Do not print documents unless absolutely necessary. It would help if we could get more space in our Lotus Notes. Copy Lotus Notes that are critical documentation to a word file and store there.
- Eliminate NCR/carbon copy forms, go paperless whenever possible
- Eliminate paper pay check advices
- Eliminate print birthday cards from president and replace with e-cards
- Eliminate print paystubs; require direct deposit and electronic paystubs
- Have a single vendor to support printing services on campus. Charge students for printing across campus.
- Intensify Electronic Communications, Instead of those Depending on Hard Copies—cost savings.
- Make concerted effort to reduce paper costs by printing less. Take approach that allows measurability to offer incentives to areas reducing paper use the most.
- Make double-sided printing available
- No colored ink printing
- Paperless
- Paperless Student Affairs Office
- People will have the answers – create cost savings program and involve all staff (have Sally DePew train some employees so that they can facilitate small groups for suggestions (Need a Champion)
- Please do not mail birthday cards. On our birthdays, please send an email.
- Print only enough University Directories to have a few strategically located, one per floor/department /whatever, and then reinforce the use of the online directory.
- Reduce photocopying and the number of newsletters.
- Reduce print invitations. Make invitations less elegant (and presumably less costly)
- Reduce Spending on *Crimson & Gold* and Selected Print Newsletters, Investing in Stronger Web-site Performance and e-Communications Options—cost savings and more effective communications.
- Remind faculty to cut/reduce use of copying/paper.
- Replace paper copy requirements with electronic copies where possible (e.g., copies of syllabi at start of each semester)
- Require departments to use Copy Center facilities for copy/print jobs that they are equipped to provide if cost effective; need UA&M to work with Copy Center
- Require students to take courses on note-taking to reduce the need to distribute copies of lecture notes/outlines
- Restrict copying. Students don't like it but they can read things on Ferris Connect and we can copy files to pdf's. No private copying without paying the department office.
- Useless paper- provide on-line quizzes, on-line course packets, fewer handouts, on-line syllabi, double sided printing and increased use of on-line resources
- Utilize electronic (PDF/scan) files vs. printing paper (reduce copy, toner, paper, physical space costs)

- Watch the amount of paper used, when you print things, if you are doing rough work, re-use paper.
- Look at more generic documents that can be customized as needed (example: generic nursing poster, but we can put flashy label on it to promote upcoming events, but the poster itself is not time sensitive or location sensitive, so we don't waste them).
- Look at costs of printing items at community college print centers or commercial printers versus printing them all here in house on the color printer (connecting U, etc). Email student prospects their info and website links rather than mailing a view book and materials.
- MI Works quotes see if we can send them by email directly to case workers (creates less paper on our side of prints outs & letter heads)
- Decrease mailing costs through electronic scanning
- Print e-mails as PDF's and save either on the shared drive or on a thumb drive. Vel said he will work with everybody individually to demonstrate how to do these things.

Reduce

- Guest speakers - find people to do it free
- L.E.A. - cut down on uniform purchases
- Reduce committees and keep only essential (e.g., accreditation) and/or limit committee times
- Reduce amount of time committees are allowed to meet - light/no food, etc.
- Research the cost savings made by reducing or eliminating activities related to assessment: release-time, copying costs, purchase of software like TracDat.
- Consider altering how Physical Plant charges fees or their bidding process.
- Considering alternative ways of recognizing employees other than service awards with accompanying dessert
- Cut Racquet Facility Hours during late evening & weekends
- Discontinue use of CAHS scantrons except for exams with more than 50 questions
- Evaluate all existing third party contracts looking for more competitive deals. Can we renegotiate financial terms or find vendors, for example, who offer lower rates?
- Reduce busywork demands on faculty
- Reduce departmental subscriptions to print journals if the library has a subscription, especially if the library offers online access
- Reduce expenditures for library acquisitions
- Reduce late night and weekend hours of FLITE operations
- Reduce mailing costs - don't mail at home/mail to offices
- Reduce mailings to employee homes, e.g. Crimson & Gold. Use campus mail when possible.
- Reduce number of events and programming
- Reduce professional memberships and subscriptions.
- Reduce purchasing multi copies of journals/share or use library resources
- Reduce support service levels via reevaluating support contracts
- Reduce support to Mecosta County Development Corp.
- Reduce the number of Dawg Days offered

- Reduce/discontinue the current scholarships.
- Scale back services
- Scale back to do some things well; not everything mediocre
- Security measures need balance; spending more time/dollars than value added
- Share legal services with other universities (similar to Michigan self-insurance program)
- Some faculty send everything to the copy center when we can do in house so much cheaper
- University wide service agreements for common services and needs such as copiers and travel
- Use in house surveys for FSUS instead of EBI (\$3,000)
- Less billboards - close to Big Rapids
- Cut down on textbook costs/use course packs

Sabbaticals

- Cut sabbaticals
- Replace faculty sabbaticals with job switching
- Mandate that sabbatical leaves be used during the summer only and/or spring and summer semesters if it is a year, pay appropriately. Keeps the professors in the classroom during the busiest times. Fall is always the most enrolled, then Spring, then Summer.

Supplies

- Cap on office, classroom supplies
- Increase efficiency in use of supplies and equipment: have centralized supply room-would allow bulk purchasing of supplies and sharing of equipment
- Bulk office supply purchase
- Centralize ordering of office supplies
- Office supplies. Put all supplies in one central location. Look through your desk and bring it to the supply cabinet. For example: I have a box of staples in my desk. I've had it for a couple of years. Do I really need the box or maybe just one of the strips in my desk if I even need that?
- Provide sufficient advance warning for chemical purchase (to avoid "rush" shipping fees).
- Purchase 55-gallon drums of acetone, alcohol, etc. Buy other chemicals in bulk and distribute smaller amounts to the lab storage areas.
- Restrict purchase of sticky notes. Take scrap paper to Copy Center for cutting and binding for use as sticky notes.
- Systematize Office Supply Orders for Best Pricing—cost savings.
- Consolidate marketing materials, utilize more electronic marketing materials rather than printed materials
- Get more accurate counts for marketing pieces so we don't have left over materials.
- Stop using program check sheets as marketing materials, prepare a one page info sheet instead. It will share better information with less paper
- Where possible use supply kits for labs to reduce cost of running laboratories

Course Schedule and Size

Course Schedule

- Take back the schedule, offer classes based on student need vs faculty desires.
- Be smarter with the rotation of courses with typically low enrollment.
- Increase productivity - Schedule classes/sequence classes
- Use classrooms more - Fridays/Saturdays
- Sequence classes
- Cross-utilize faculty where appropriate.
- Eliminate duplication of coursework.
- Set up a system where (at least some) classes are guaranteed for summer; currently, students go elsewhere because they never know if a class will “make.”

Section Size

- Section size management to reduce overloads and hiring of adjuncts.
- Raise the caps in all courses.
- Raise cap on number of students enrolled in on-line and face-to-face course sections
- Increase enrollments in ENGL 150 by one student. Impediments: work load agreements, fear that the number will continue to grow, may impact retention of first-year students.
- Increase the minimum number of students needed for a class to “make.” Impediments: program requirements.
- Use team teaching to increase class size beyond a double cap to utilize large spaces and teach more students. Impediments: fear of continued growth in class size, setting a precedent.
- Review curriculum and try to determine ways to reduce the number of low enrollment classes, including internet classes. Classes of 5 or 6 are not cost effective. We could be creative here. I would gladly make LITR 416 a mixed delivery class with an online option that we could make available nationwide for students trying to prepare for the theoretical expectations of graduate school. We could and should work out deals with other Universities/Colleges who have similar problems and similar budget constraints.
- Increasing class size based on pedagogy utilized
- Suspend small programs or “leapfrog” offering courses.
- Enlarge class size - offer FSUS, ENG 150, MATH 110 in larger classrooms or Williams Auditorium, Wink, etc.
- Increase class sizes where possible (labs?)
- Adjuncts - cost/# of students in class (consolidate when possible)
- Go back to one section of classes where appropriate (in Flint we had two sections for each CJ class, total enrollments were near 30...as long as under 30, keep them 1 one section versus 2).
- Strictly enforce FSUS caps, increase caps to 25, combine sections, etc (\$20,000).
- Systematize our laboratory sections (where possible), that is, teach the same lab across all sections in a given week in multi-section classes.

- Consider the frequency with which some classes are offered—do they all need to be offered every semester.
- Provide more seats to students in high-demand programs (those with extensive waiting lists).
- Combine SLA workshops for course sections taught by the same instructor to save facilitator costs (\$3-4,000).
- Increase class sizes to reduce the number of sections needed and thus overload and adjunct costs (\$15-20,000).
- Increase student to instructor ratios
- Lower limit of 18-20 students to offer courses in the summer.
-

On-line Courses

- Huge demand for online courses, find ways to better manage online courses.
- Examine on-line teaching options – must be faculty driven
- Have faculty training required for faculty teaching online courses. Monitor effectiveness of online courses.
- Create a convenience fee for online courses to compensate for size of online course.
- On-line course costs
- Research the possible room for growth or cost savings related to on-line courses and programs. For example, if growth in on-line learning would increase revenue, then we should consider increasing the number of sections and use something like teaching assistants to handle work load related to the increase in size.
- Offer more online classes and adding lab fees to many of our classes
- Increase online courses/if cheaper than classroom instruction
- Educate students about online communications
- Increase our programming with online programs – combine certificate programs with pharmacy technicians
- Offer online options for dual enrollment.
- Increase use of testing on-line for face to face sections to save paper, copying costs
- Increase utilization of technology in searches
- Offer more on-line courses at university
- Online – return incentives to departments
- ½ time internship supervision – on campus/done online
- Raise online class caps.
- Increase the faculty load with online classes.
- On-line

Workload

- Cost analysis of faculty overloads vs. adjunct costs
- Review/rewrite workload policies
- Continue to work with part-time adjunct faculty in the preceptorship of students on the Community Pharmacy Clerkship.

- Continue to collaborate with the MSU Clinical Center to share clinical staff for coverage of open position
- Consider use of Pharmaceutical Sciences faculty for preceptorship of IPPE clerkships in the P1 and P2 summers. This could reduce the need for additional support of the IPPE program & would provide the assistance needed.
- Extend Faculty work hours, more classes per faculty, more administrative work
- Faculty workload reduction/restrictions instituted during the term of the former Vice President of Academic Affairs should be lifted, suggesting that some faculty members nearing retirement (university-wide) are “sticking out” full time schedules but would prefer to have the option to stay and earn less. This faculty member implied that it might reduce up to one third of the salary load
- Increase full-time Faculty teaching load from 12 hours to 15 hours

Other

- Are off-campus classes really paying their way?
- Administrators who are credentialed and qualified teach one course in load per semester or per year (\$15-20,000).
- Eliminate unnecessary cultural enrichment courses to save students’ tuition dollars and Increase faculty workload where appropriate
- Offer classes and programming in line with current trends

Energy Conservation

Alternative Energy

- Evaluate alternative energy sources (solar, geothermal, wind).
- Install solar power generators on roofs of buildings
- Move towards more green power (wind, solar panels).
- Put up some wind turbines and start reducing our energy costs. Use these as examples for our programs and as an active use of alternative energy.
- Wind turbine generator - try one

Calendar

- Close buildings during university breaks and between semesters; have staff use leave w/o pay
- Close more buildings at Christmas break - mandatory vacation
- Consolidate summer teaching and fully shutdown buildings (e.g., Starr) Some areas require equipment for teaching (e.g., maps) Some buildings have essential areas (e.g., Disability Services)
- Move the Spring break week to February and have more breaks in the Winter.
- Rationalize summer space utilization - close some buildings - reduce number of different sessions for summer
- Weekend classes - offer them all at one site (like IRC) would save on electricity, heat, opening/closing different buildings

Conservation

- Install energy star appliances in housing complexes.
- Turn off lights and computers at end of day
- Turn off motors on Physical Plant vehicles when nobody is in them
- Turn off/unplug computers, printers, etc.
- Unplug equipment that is not used during semester
- Aerated heads on faucets
- As an employee be aware of cost savings around you; turn off lights, TV's, reduce phones not being used, etc.
- Be sure expensive bulbs are turned off as much as possible.
- Change power settings on computers for energy savings
- Conduct energy audits of all buildings
- Conserve energy with newer windows.
- Don't use the handicap doors if you don't need to (put up signs).
- Educate and promote campaign to eliminate energy waste (unplug cell phone chargers, turn off monitors, turn off lights, etc)
- Eliminate CRT monitors for energy savings
- Energy audits of building - more energy savings
- Have people shutdown computers when they leave the office or in computer labs (where they are left on 24 hours in some cases) ~ just turning off the flat-panel monitors can make a difference.

- Implement a campus-wide energy efficiency program to promote turning off lights when rooms are vacant, and adjust building temperatures in the summer to 78 degrees to reduce air conditioning costs.
- Install more air dryers and fewer paper towel dispensers
- Make our buildings more efficient with green technology.
- Make residence halls more energy efficient
- Management asks people to turn off monitors
- Power off equipment when not in use. Projectors can overheat, lamps can burn, computer can overheat and burn as well. Turn off lights when not in office.
- Realize energy cost savings by adopting energy cost saving behaviors such as pulling shades, vacuuming less often, turning off computers and lights when not in use Heating, cooling
- Shut down all computers at night
- Sub meter buildings for energy
- Turn computers off via the network for energy savings after midnight
- Turn OFF computers at night fully (switch surge protector to off?)
- Turn Off Lights, Computers, and Other Electric Power Drains When Not in Full Business Use, Especially Overnight, Weekends, and Holiday Periods—cost savings.
- Set up a system where lights, computers, and equipment are turned off at the end of the day - Assign task to last teacher in room, to custodians, or have an automated system where possible (e.g., computer labs)
- Reduce number of electrical appliances used in offices, e.g. mini-refrigerators, clock-radios, space heaters, etc.
- Eliminate personal employee appliances (refrigerators, coffee pots, microwaves, etc.)

Heating, Air Conditionings

- Research the feasibility of a campus “cap” on HVAC settings to see if there could be a cost savings
- Don’t have the air conditioning on so high in the summer.
- Install programmable thermostats for all buildings to reduce temperatures during winter and increase temperature during summer on weekends and after normal business hours.
- Lower the thermostat to 70-72 degrees in winter and 75-76 degrees in summer (unless someone has medical condition which requires a different temperature). By reducing energy consumption we not only save money but also help the environment.
- Lower thermostats in buildings during weekend hours
- Moderate temperatures. Rooms and offices could be five degrees cooler in the winter and 5 degrees warmer in the summer. Encourage faculty and students to dress accordingly.
- Offices/labs don’t need to be heated to 80 degrees in winter.
- Reduce heat in winter; reduce air conditioning in summer
- Require all items to be plugged into power strips and switch off power switch when not in use.
- Review climate control. Air conditioning temperatures need to be increased.
- Utilize zone heating and cooling
- Less air conditioning in the summer - Timme

Lighting

- Install energy efficient lighting in the offices.
- Switch all light bulbs to energy efficient bulbs.
- Consider reducing/controlling lighting.
- Energy saving lights – turn off when not in use
- Explore energy savings options- lights off, TV's off when students not around.
- Where safety, comfort and university image can be protected, remove selective bulbs/tubes from light fixtures.
- Install lighting systems where they automatically go on when there is someone in the room and off when the room is empty.
- Install motion sensor light switches in all classrooms
- Install smart light sensors and other energy saving technology in all campus buildings - long term savings
- Less lights on after hours – FSU sign FLITE
- Motion sensor lights for energy savings
- Move to LED lighting.
- Reduce lighting; many lights are on 24/7
- Regarding energy conservation, I had asked about ten years ago to put a label at every light switch that when someone is the last one to leave the room he/she should turn off the lights. Most of the labels are still there but I do not see people practicing it. In the evening, the custodians turn all the lights on in all the rooms; they should turn off lights except for the room they are working on. The hallways do not need all the lights on all the time, using only the lights we need and be conservative in use of energy.
- Sensor or motion activated lights for classrooms and restrooms
- Use energy saver light bulbs
- Use motion-detector lights where appropriate to save on electricity costs.

Other

- Promote don't drive – walk
- Promote sustainability will save money.
- The Physical Plant could save gas if they had a different system. They punch in, work, drive back to punch out of break, work, drive back to punch out for lunch, work, drive back to punch out for break, work and drive back to punch out at night. lots of wasted time & money & gas
- Reduce physical plant travel/vehicles/gas – stop the practice that they must return to the shop for breaks and lunches – breaks far exceed 15” and wastes gas

Recycle

- Recover solvents from mixtures (if this is time and energy efficient).
- Recycle more within our own departments.
- Recycling
- Use reusable bottles instead of disposable ones.
- Encourage students to recycle

Equipment

Delay

- putting off the purchase of equipment
- 1 yr. freeze on new purchases – furniture, equipment, etc.
- Delay purchase of capital equipment (copy machines, autos, etc).

Reduce cost

- Purchase refurbished equipment rather than new
- Go to websites to find used lab equipment (a strategy that we've already employed).
- Increased use of Defense Reutilization and Marketing Organization (DRMO) and similar services for purchasing of equipment
- Procure products at a significant cost reduction by using the DRMS (defense reutilization marketing service) for various pieces of equipment. These items are a few years old, but brand new in the box. We all want the latest and greatest technology but sometimes equipment that is not the newest can still work great. Items that are in "A1" condition are 10% of the original acquisition cost plus shipping to FSU.

Share

- Share resources for equipment upkeep/repair among nearby public universities.
- Share equip across department
- Investigate ability to share any reusable resources (equipment, etc) between sites?.
- Require all departments to send out a university wide notice stating their item needs prior to purchasing office furniture, office equipment, or file cabinets. This would allow departments to reuse equipment and save on costs. Some departments have items that are currently unused that could be utilized by other areas.
- Craigslist-type service for campus units to repurpose furniture or other Ferris equipment vs. disposal

Vehicles

- Have on campus plant vehicles be Cushman brand instead of full size trucks
- Assess need for departmental vehicles; reduce number of vehicles or share vehicles among units
- Bus – eliminate or make them short and sustainable
- Phase in replacement of the Physical Plants' full size trucks, and phase in fuel efficient mini-trucks/ utility vehicles with heated cabs and covered cargo boxes Avoid requesting special expenditures for equipment as it normally might. This faculty member noted, however, that these sacrifices might go unnoticed; as such expenditures do not appear as part of the regular budget. The faculty member asked if there was some way to seek recognition or credit for those special equipment purchases it manages to avoid.
- Reduce the number of cars "owned" by departments
- Require all new auto purchases to be hybrid vehicles to save on fuel costs.
- Centralize use of all motor vehicles
- Reduce fleet of vehicles owned and maintained by the university

Other

- Colleges - sell unneeded furniture, etc./retain money
- Examine replacement schedule for selected equipment
- Replace aging equipment to reduce operating/maintenance expense

Facilities

Classroom renovation and minor cap renovations

- More carefully target the renovation of classrooms so that we decrease the underutilization of smart technology. There is no reason to make every room achieve some technological ideal if that ideal is not going to be useful to students.
- Restrict classroom/lab/minor caps spending
- Continue to renovate/provide classrooms for a minimum of 45 students
- Freeze minor cap expenditures immediately.
- Limit classroom renovations - tighten the criteria used to ensure that such costs are need based
- Use our faculty and student resources where possible to serve some of our HVAC needs, electrical needs, surveying needs, and to do minor construction projects
- We don't need to remodel bathrooms (yes paint, but don't need to replace all the sinks and toilets)
- Postpone remodeling to FY 11?

Buildings

- Do we need to keep the Holiday Inn?
- Review the need for campus dorms.
- a large number of lecture room under-utilized on the campus. They suggested studying classroom use and the possibility for taking rooms or even a building off-line.
- Community sharing of space...Rent labs and rooms for private use for a fee
- Consolidating building use after 5 pm~Where labs are needed, keep buildings open but reschedule classes that have no equipment restrictions to reduce energy costs
- Hold meetings in central locations, shut down other buildings, to save \$. Impediments: labs, people will continue to use their offices, scheduling classrooms could be a problem, difficult to implement quickly.

Landscaping

- Reduce landscaping costs
- Decrease mowing, landscaping, and flowers on campus, plant more perennials
- Discontinue the use of annuals and replace with perennials
- Evaluating practice of destruction of plantings on an annual basis
- Every year all the flowers are replaced; move to more perennials.
- Limit/modify landscaping activities (e.g., plan perennials instead of annuals)
- Plant more perennials and fewer annuals
- Plant perennial flowers instead of annual flowers
- Research the cost savings related to landscaping and watering costs
- Set mowing blades higher; less water required for watering
- Use perennial flowers and keep them year to year instead of pulling up perfectly good flowers

Off Campus

- Organize space rather than leasing more. For example, in Flint, get rid of file cabinets in 'middle' so we can reorganize and have a conference room again, so we don't have to rent classrooms for meetings, etc.
- Look at sites where there is little to no rent for classes....(i.e. like Nursing in the hospitals, we do not get charged rent).
- For very small classes that NEED to run, investigate use of free or cheaper conference rooms instead of regular classroom.
Close or lease unused facilities and/or remote sites

Property

- Quit buying property (trailer park, \$360 K for green space)
- Review land use on campus
- Sell the gas station lot for whatever we can get; regardless of the intent the PR is devastating

Other

- Don't spend money (\$10,000) in office space for adjuncts
- Review and refine operating Policies and Procedures for facility
- Use or buy less expensive furniture for classrooms, offices, library and student lounges

Health

Health Center

- Allow employees and their family members (regardless of age) to use the Health Center for a manageable price. This could increase revenue without a significant increase in expenditures and it would be using Ferris employees.
- Allow employees to use Birkham Health Center for urgent care; additional income for Birkham
- Eliminate Health Center - antiquated service of University
- Promote the pharmacy business - encourage faculty & staff to use the Health Center Pharmacy.

Wellness

- Allow faculty and staff to use recreation facilities for free, since healthy employees save the university money
- Encourage employees to use the SRC (reduces stress/health care costs)
- Expand employee health programs to reduce the cost of health insurance and improve productivity.
- Faculty not allowed to smoke - save money on health costs
- Wellness Incentive/Rewards
- Wellness Incentive/Rewards
- WOW - reduced or free membership to UREC
- Promotional of wellness. Savings on health premiums and reduction of sick leave occurrences

Other

- Encourage FSU employees to use UEC for vision services through discounted health benefit
- Encourage FSU students to use University Eye Center (UEC) for vision services through refundable student fee
- Health credits program, possibly could reduce overall health care costs
- Include the public in on flu vaccines which would save overall health care costs.

Positions

Buy Outs

- Buy outs for all groups (2nd & 3rd year would yield significant savings)(eliminate positions or bring in at lower pay)
- Buy outs for employee's close to retirement - then hire at smaller wages or don't replace
- Buy-out - This is a very good time for early buy-outs for the people who have enough years and are comfortable to move on. It would provide opportunities for other employable people with new and fresh ideas.
- Buyouts/early retirement incentives
- Create additional retirement incentives
- Encourage retirements (e.g., buyouts), but this system would eliminate those with experience and expertise.
- Offer attractive buyouts for seasoned faculty
- Offer buy- outs to faculty and staff approaching retirement.
- Offer buy-outs as Ferris did 6 or 7 years ago.
- Offer buyouts; MPSERS
- Offer early retirement incentives - Advancement, Combining jobs, Administrative roles, Some union positions
- Review and determine whether buyouts would be cost-effective. Certainly in the college of business, replacing an \$80,000 faculty member with two adjuncts would be a savings. Many who would retire stay in place simply for the health care. Their buyout might be an effective cost savings.
- There are a lot of senior faculty that might need just a little nudge to retire; we can replace a lot of faculty that are making \$80,000 + with a new faculty member that makes \$20,000 less. Buy-outs could help; current contractual incentives are not much incentive

Eliminate positions

- Layoff non-tenured employees
- Alumni/Development office (too many staff members) - cost
- Clean house with the plumbing, electrical, maintenance and custodial people, start at the top: the supervisors appear to be incapable of getting the job done, work orders sometimes take years to get done, custodians do not do their jobs (lack of supervision?) our service floor offices were not swept all of Fall semester; we finally wrote a work order to get the job done. With proper supervision, we could probably make due with about 1/4 fewer people.
- Curtail external hiring, eliminate vacant positions, make internal reassignments, and explore a retirement incentive program for University staff. Faculty hiring will continue, though at a slower pace. Filling staff vacancies and hiring contractors and consultants will require justification and approval.
- Cut out temp positions
- Don't replace part time person in Lansing office
- Don't replace staff who leave
- Early retirement and buy-outs for faculty and staff

- Eliminate Positions—cost savings
- Freeze searches
- Everything should be cut before personnel cuts are made - impacts climate and hurts expertise in certain areas
- Examine staffing needs in all units; assess continued need for vacant positions
- Freeze hiring.
- Freeze on administrative hiring
- Janitorial services are questionable in terms of quality, explore utilizing other sources for this service.
- It does not appear like we are getting much bang for our buck with the Marketing position.
- Outsource custodial services; reduce number of custodians per building
- Outsource resident halls/food service/physical plant services
- Pool support staff by combining offices
- Re-evaluate job descriptions campus-wide for redundancy
- Selective outsourcing for services
- The Admissions processes. am still very convinced we are over staffed in our admissions, enrollment services area.
- We need to be careful not to try and balance the budget on the back of employees as we have already seen losses in FTE for ITS.
- What to do with temporary full-time and part-time employees - need to rationalize these positions

Increase Productivity and Reduce Costs

- Consider increased workloads (across the university).
- Establish Higher Standards for Work Efficiency in Negotiated Contracts—cost savings.
- Explore what we can do with job functions to be more efficient.
- Re-evaluate work efficiencies for union employees
- Restructure distribution of housing custodians, fewer custodians cleaning on a floating basis rather than one per building
- Use more adjuncts rather than having some adjuncts become fulltime or pay for fulltime faculty to travel.
- Suggest use of adjuncts for off-campus face-to-face courses.
- Concern that adjunct faculty would be cut - the elimination of adjunct faculty would result in a greater workload for senior faculty and limit choice of teaching style even more radically (the faculty member gave the example of being limited to multiple-choice format tests and of class size prohibiting the teaching of Writing Intensive Courses.) - it would be preferable for senior faculty to take a percentage pay reduction rather than have caps in their own courses be raised.
- Check personnel expenses.
- Convert some 12 month positions to 9 or 10 month positions
- Could Delta coordinator position be part time?
- Have adjunct faculty come in at night to teach labs.
- Hire student workers & part time staff - minimize employment costs

- More 9 month positions
- National searches - why? Especially when internal candidates are available
- Non-faculty teach classes to reduce supplemental faculty needs and costs (possibly be a requirement of employment)
- Realign and Integrate Position Functions, Supported by Upgraded Training—cost savings and better performing office.
- Reduce part-time clerical hours and have full-time staff cover their hours (mostly evening and weekend hours in FLITE)
- Reduce support staff and student services during summer months
- Students could work alone during the evenings but we pay the "full-time" staff shift differential
- Use students to help with recruiting and retention events.
- Use work study to reduce labor costs
- Partner with other Universities to get PhD students to teach classes
- Install door lock swipes to eliminate student staff to monitor labs
- Utilize PTM interns more effectively to minimize labor costs
- Utilize student workers (Work-to-Learn programs)
- Eliminate Tenure for instructors - too many poor instructors - make faculty more responsible for their actions

Overtime and Release Time

- Cut down on university overtime
- Do not pay overtime to P. Plant employees. (projects required?)
- Eliminate overtime, look for more efficient use of physical plant staff (two tradesmen being sent for one-man service calls)
- Instead of paying grounds over-time, make a third shift, plus that would solve some of our sidewalk problems (icy in the winter)
- Reduce or eliminate OT for some employee groups.
- There is way too much overtime allowed in some areas - it seems that they are not getting their work done during the regular hours, so that they can get OT. Allow only emergency overtime
- Release Time
- Make more judicious use of release time in departments and colleges.
- Where reallocated time can be given back to the university without harming institutional functions, individuals should do so. I have returned my reallocated time as assessment coordinator and chair of the planning committee. To be frank, I think the Arts and Sciences Assessment Coordinators could return their reallocated time for next Academic Year since the bulk of the TracDat work should be done, and much of the remaining work can be clerical or involve several faculty members.
- Re-evaluate release time

Programs

Eliminate or consolidate programs

- Eliminate programs with reduced job placement
- Close under-subsidized programs (3 year decline)
- Suspend small programs or “leapfrog” offering courses.
- Cut programs not making a profit – cost analysis
- The Teacher Education program is a huge money pit.
- Close or suspend non-productive programs including costly graduate programs/TBI – APRC recommended it be a stand along program
- Looks like some overdue attention for programs like Manufacturing Tooling and Printing
- Measuring productivity by student credit hour production alone does not tell the whole picture.
- Cut programs that are low in enrollment.
- Eliminating Programs with Softer Enrollments and Less Vital Focuses and Investing in New Program
- Consolidate programs (with other Universities)
- Combine programs with other universities

Delay new programs and new locations

- Hold off on delivering ISI at Lansing (both because of limited current demand and costs of the program). Investigate ability to deliver a program with LCC, but FSU classes in GR?
- Hold off on new degrees at new sites temporarily. While this would be detrimental in the long-term, it could be a money savings temporarily as the programs are often a loss in the first year

Improve program efficiency

- Evaluating honors programming to determine overall efficiency
- Cost analysis of on-line, off campus and graduate programs to determine whether they are cost efficient or could be reduced or eliminated
- Consider efficiencies in program size.
- Ask our professional programs to adjust their admission standards to that (1) students do not retake the same classes several times for higher grades and (2) so that students are encouraged to complete a bachelor’s degree if they are denied admission the first time.
- Increase enrollment in under-enrolled programs

Revenue Enhancement

Admissions

- Return to an open-door admissions policy for selected FSU programs
- Expand the enrollment in programs that are in high demand – nursing.
- Recommended a temporary relaxation of the recent admissions standards to increase admits and serve career-oriented students
- Increase the enrollment at FSU through the recruitment of more students and better retention of students we already have.
- Concentrate on getting additional students into current programs, rather than launching new programs? Cost less to add a student into current bus ad, then trying to market a new program BUT, need to mix this with some new programs so there is excitement about what Ferris can offer.
- Devise strategies for increasing (and retaining) 100 additional TIP students by the Fall of 2010.
- Do 1 on 1 recruitment by all staff
- Establish strong ties with the military to serve returning veterans.
- Fill current programming, via word of mouth/bring a friend
- Focus efforts on retention to maintain students (and revenue).
- Follow-up on every non-enrolled student
- Increase international student enrollment
- Increase revenues/raise revenues by improved retention
- Increase the number of Native American students
- Offer further incentives to veterans
- Organize faculty visits to community college faculty meetings, community college advisor meetings, K-12 instructor and counselor meetings, and intermediate school district tech centers.
- Recruit in Ontario—they have waiting lists
- Recruit more non-traditional students
- Recruit new students to Ferris and increase retention.
- Seriously pursue FSU/community college dual admission of students prior to community college admission. These students are more likely to transfer and can receive advising from their freshman year.
- Tuition rebates and mini-scholarships
- Increase our marketing to high schools and increase retention efforts.

Athletics

- Bulldog Open: College players coming into play tournament/fund-raiser
- Campus tours for campers and other visitors
- Host events – tennis, fitness, non-related (Kids Night Out)
- Improve camp numbers through modernized facilities
- Increase academic/sport camps in the summer.

- Increase camp time – to a three-week camp package price
- Install control points at the front entrance to control access into and out of facility
- Meet the team night/fund-raiser- once a month
- Promoting Private lessons from university tenors pros
- Provide a Coaches Clinic
- Sanctioned USTA Tournaments
- Start additional camps, i.e. speed/agility/quickness training for athletes
- Track aerobics and tennis clinics attendance to ensure accurate and full payments
- Utilize PT interns more effectively
- Better use of sign out front of Wink Arena

Grants

- Encourage grant writing in all divisions
- Generate community outreach/research grants
- Grants - apply for and pursue grant moneys for programming
- If Federal earmarks are to continue in Washington, pursue these for the development of new academic programs, or initiatives
- Increase use of grants
- Investigate possible grants which would bring in more money to the University.
- The faculty must become more aggressive in seeking grants.
- Include research component in faculty tenure to encourage grant writing
- Allow time for faculty to seek and write grants

Instruction

- Add more certificate programs to increase enrollment
- Increase number of online classes
- Explore offering Saturday classes to attract students who could not otherwise attend
- Look at tuition for graduate and undergraduate programs. Is tuition differential?
- Increase the number of mixed delivery courses to maximize room usage for a 4 day week. Impediments: a lot of faculty don't use FerrisConnect and don't want to use it.
- Increase summer offerings, if they can generate revenue.
- Explore expansion of continuing education offerings through video recording of therapeutics lectures which would then be available through the web. This could be a very simple, yet effective, CE delivery method.
- Explore additional collaboration with U of M and WSU in the development and support of common experiential elements. Could possibly have a centralized scheduling center (perhaps at MPA) that could replace faculty at each institution that are currently responsible for scheduling.
- Explore accelerated degree programs and marketing them more aggressively. They suggested that Ferris might offer three-year Bachelor's degrees by creating more courses and sections within a non-traditional, trimester-based system. The greater availability of courses essential to students' graduation could allow students to graduate more quickly and maintain existing work schedules, which could present an opportunity for increased revenue—as the faculty member worded it, “Produced student credit hours equal revenue.”

- They also suggested the addition of internship and related work opportunities, and skill-set certifications like “pharmacy technician” or “nurse’s aide,” which would potentially provide students with a combination of practical experience and income, adding value without requiring a substantial investment on Ferris’ part.
- Expand off campus programs - Need consistency of faculty
- Intercessions – teach week long classes during breaks/could be done online/offer certificate programs like a Principal’s certificate
- Expansion of graduate programs (using existing services)
- Can you do certification off campus?
- Offer streamlined 4 year programs where honors students can earn a Bachelors & Masters.
- Increase Pre-Pharmacy students at FSU. This would generate more money for the University.
- Pre-Pharm change to Pharmacy
- Offer a bachelor’s degree in a 3-year fashion.
- Avoid duplication between CAS and CAHS course offerings, including those sections reserved for students of particular programs, though some faculty objected to having to “teach to a middle” in a class of students with non-complementary program specializations.
- Increase the use of online instruction university-wide.
- Better communication with members and customers regarding class schedules
- Reinstitute the ESL program to attract more international students to Ferris.

Tuition and Fees

- Grades – IP grades/students pay for extensions
- Fees vs. tuition – keep, do not add on tuition
- Raise tuition and consider fees.
- Add lab fees,
- I am strongly against lab fees. It would be quite devastating to the biotech program to institute those large fees. I have a difficult time recruiting students now. If we suddenly slap the students with a large set of fees, that would make recruitment even that much more difficult. Additionally, you are actually penalizing those labs that are the most progressive and use the most modern techniques. That seems counterproductive and a step backwards for our programs (not just biotech).
- Charge students a lab fee for laboratory-based courses.
- Charge employees a semester fee or yearly fee for parking passes to increase revenue
- Charge everyone for parking on campus.
- Charge faculty/staff a parking fee
- Charge faculty/staff for parking
- Charge fees for room use (FLITE)
- Charge non-FSU library users for computer access
- Charge other libraries for interlibrary loan services
- Charge parking passes for faculty (environmental)
- Differentiated tuition (less for freshmen/sophomores & AAS degrees and more for junior/seniors & BS degrees) or Supply high school counselors w/Ferris brochures – esp. local schools like BRHS, RCHS/designate a partner contact

- Generate one price tuition nation-wide/provide opportunity
- Graduate and tuition discount – longer here, cheaper/ student retention
- Increase efficiency and utilization in the summer; compete with surrounding community colleges during the summer by offering remedial courses (ENGL 074, MATH 010 and 110, READ, etc.) for tuition rates comparable to community colleges. Require those students to also enroll in a summer version of FSUS 100 so they could tour the various colleges.
- Implement parking fees for students, faculty, and staff
- Increase library fines
- Increase the cost of student parking permits
- Minimize or eliminate free testing in Educational Counseling and Disabilities Services office (\$5-6,000).
- Offer “community college” tuition rates to the five area high schools for first 2 years
- Reinstate application fee
- Review orientation/enrollment fee policy – currently we refund partial amount

Other

- Develop a comprehensive “practice plan” with billing of clinical services where possible. Funds generated could be used for S/E within the College.
- Actively engage community groups, hospital, etc...
- Actively engage local schools
- Better utilize the campus during the summer
- Early to bed, early to rise, promote like hell and advertise
- Encourage companies to sponsor “things” (equipment, rooms, etc)
- Establish Elder Hostels on campus to increase revenues.
- Expand connections with Michigan Works agencies so they know who we are, what we have, etc.
- Explore whether changing the requirement that students live on campus for two years will increase retention.
- Host additional events (e.g., Social Sciences camp) on campus during the summer
- Improve customer service
- Increase relationship between University and community
- Increase rental revenues
- Increase utilization in off hours
- Look for ways to make the University more entrepreneurial, including, leasing space, conducting fee-based conferences and workshops, conducting fee-based training sessions, selling existing objects, for example, prints from art collections, creating products or services to sell - such as the Jim Crow Museum's traveling exhibits.
- More options for food vendors – more people may stay on campus to eat
- Remove 2nd year residency requirement
- Rent out dorms to nonstudents
- Require departments to utilize services offered on-campus rather than taking business off campus. Example 1: Require any lunch meetings to take place in FSU dining location or

via catering. Example 2: Require any copy/printing to be taken to the Copy Center or University Printing.

- Require students stay in dorms first 2 years/get host families for breaks/replace dorms
- Review Charter School office and Kendall support structures to determine if more support can be provided to the University for services provided
- Scholarship exchange for work hours
- Sell advertising on tests/exams and use the money for student scholarships
- Sell some university assets.
- Stop providing toilet paper in residence halls
- Utilize community spaces

Technology and Communications

Computers

- Extend computer replacement timelines
- Centralizing computer labs on campus to reduce number of computers/support necessary
- Change computer replacement policy to every four years instead of every three years.
- Computer labs - college buys computers/they should sell them and get the money/not IS&T
- Computer labs. A huge drawback to the proposed laptop initiative is the added cost and bureaucracy it will generate. Seems like the wrong way to go. It also seems like a 1990s solution to bringing students into the computer age; I think they are already there. Our juniors opted to just bring their own laptops for one of their classes this semester rather than be scheduled late afternoon in a computer lab. All students in the class already had a laptop although some upgraded theirs. They don't like the idea of paying double to lease a laptop too. We are doing the class with no FSU computer support.
- Consolidate printers in one central location, so that faculty share several networked printers rather than one per faculty office.
- Evaluate Computer Renewal Needs, Looking for Ways to Slow Replacements—cost savings.
- Extend the Presidential Computer Replacement Plan by 2 years
- Laptops vs. desk top computers
- Reduce # of computer per employee that would reduce equipment cost, support, licensing, energy, inventory management.
- Require students to have their own laptops
- Assess staff technology devices - blackberry, laptops
- Delay the replacement date for computers—delay the cycle a year. Impediments: impacts ability to use new software for courses, especially for online. Possible solution: prioritize replacement of computers for those who need new technology.
- Encouraging laptops to reduce multiple system support
- Extending warranty on computers in labs, extending the life of the lab. The cost to extend the warranty is around \$400 per machine. This is a huge cost savings, as one new machine for DAGD and DMSE costs around \$9,000.
- Investigate the possibility of using the 15 Ferris Mac computers that are used only once a week for the ISI classes to be used by our BUSN 499 business seminar students rather than renting a computer classroom which costs \$25 per hour to rent versus the \$10 per for a regular classroom rental.
- Reduce # of specialty and open computer labs on campus
- Skip PC Replacement for 1 year OR Reduce central funding share
- Upgrade computers and software only when needed - students should be exposed to up-to-date software; reducing faculty upgrades might result in compatibility issues.
- Review moving to a laptop college with a decreased demand for computer labs and the maintenance of computer labs and even library computers. If every student had a laptop,

the wireless in the library would achieve the function of all those computers (I know this is a crazy and probable unworkable idea).

Printers

- More networked printers
- Reduce copy costs - network computers to photo-copy machines - cost is about ½ cent compared to .5 cents when using laser printer; have electronic approval of forms (travel, etc); enforce reduction of copies/white paper vs. copy paper/run documents back to back
- Print to copy machines and determine needs for individual printers in offices
- Reduce everyone having printers due to the high cost of cartridges - rely more on central printing
- Reducing desktop printers for energy savings and hardware replacement savings, support time, supply and materials
- Shared printers...use copiers as the network printer
- There are too many printers in offices on campus - each person has one at their desk as well as access to a central large-format printer. These are expensive to buy and maintain and not very environmentally sensitive; individual printers should be discontinued and centralized printing stations established.
- Remove residence hall printers
- Residents pay for printing in the residence halls, no more free printing
- Use centralized printing, copying and scanning equipment.
- Create quotas for printer use in computer labs. Impediments: technology and time to set up

Telephones

- Remove phones from dorms/students use cell phones
- Desk phones vs. cell phones; no personal calls - each call out is .11/staff should use their personal cell for emergencies only during work hours
- Reduce phone service to one phone per floor in residence halls—or other possible phone service reductions.
- Reduce the number of telephones and fax machines on campus
- Convert most of the phone service to Voice over Internet Protocol (VoIP). VoIP sends telephone calls over the existing computer network, which means elimination of the need for dedicated phone lines and switching equipment and lower the cost per line.
- Determine criteria for when a Blackberry would be needed: (x number of days a month out of the office, frequent travel to locations that don't have internet or phone access). Cancel blackberries that don't meet the criteria.
- Eliminate Blackberries or limit their use to certain cases/needs
- Eliminate personal university-owned Blackberry devices
- Eliminate unnecessary phones and phone lines
- Investigate feasibility of removing all faculty office phones and providing cell phones instead
- Investigate the need for telephones in each office
- Reduce cell phone pooled minutes

- Reduce IT teams (stipends would reduce)
- Reduce or eliminate telephones and/or telephone service in residence hall rooms, most students have cell phones
- Review the expense of maintaining a toll free 800 number in TC. I believe this feature could be eliminated as most students at this point have unlimited long distance available to them on their cell phones.
- Determine criteria for cell phones and internet access for faculty and staff (i.e. if they are assigned to an office with a phone, they should not need a cell phone, if they are working in locations with internet, we should not need to provide additional internet access, etc).
- Turn phones off in the summer if they are not in use (primarily faculty not teaching) and do not charge to flip the switch on and off – the practice of profiting from our own people/budgets in challenging times is bad practice
- Eliminate unnecessary telephone lines (\$500-1,000).
- Give up office phones and depend on e-mail but that is hardly practical.

Electronic Communications

- Does the FAX cost us money each time we use it? (yes/no?) If yes, ask employees to pay the 50 cents or \$1.00 for personal faxes?
- Email rather than snail mail advising postcards.
- Email students upon application with an email from their advisor (i.e.: hello, I will be your advisor, here are my hours, here's my picture, etc...). Office staff could DO the actual email and send it for those advisors resistant to doing that. Do at LEAST once admitted!!!! Might establish better connections with the students, so that retention would go up? (we lose 50% of applicants)
- Improve uptime for Lotus Notes
- Increase interconnectivity with our various systems across campus
- Post lists of items that we might need to buy on an internal wiki or website.
- Review and update “address” database to reduce cost of mail going out with the incorrect address on it and being returned
- Scan documents with the new copier and email pdfs to students.
- Send Admit/Deny memos via email rather than fax and/or copies printed.
Store more student files electronically rather than on paper and in file cabinets. FSU spends a great deal of money shuffling paperwork around the University. Admissions paperwork could be eliminated, using electronic processes to speed admission of students and eliminate lost files, files sitting on people’s desks, and the cost of papers. Extender should be employed rather than the multiple copies of paper check sheets. Recruiters have laptops. They could be sending out immediate “welcome” emails immediately following meetings with students.
- Take more services online rather than face-to-face. New web applications can be purchased that would replace people doing these services manually. Examples would be financial aid, assistance in resume design, job interviews, and tutoring.
- Increase use of e-mail rather than use of FAX for student submission of work
- Increase use of course packs rather than handouts , Ferris Connect use eliminates cost to both students

- Block Facebook, Instant Messenger and other electronic "distractions" that reduce productivity and efficiency; allow on an "as-needed" basis when requested and approved by the Department
- Cloud computing which will allow us to utilize storage as a service and not purchase it ourselves or software hosting for departmental servers
- Convert faculty/staff to Gmail
- Electronic approvals/computerize sports and field trips approval forms
- Electronic distribution and retention of Purchase Orders and related records
- Electronic leave system for campus wide
- Electronic Pay Stubs
- Electronic payroll system/eliminate hard copy of paychecks for full-time faculty and staff
- Implement Lotus Notes leave request system campus-wide and get rid of paper leave slips
- Increasing use of WEB as communication tool to eliminate the cost of printing and mailing departmental, divisional and university publications to employees.

Other

- Discontinue backup internet link
- Discontinue Microsoft agreement for students
- Expectation that faculty participate in the utilization of new technology.
- Invest in virtual servers where one physical server can house a dozen virtual ones, therefore reducing the cost of ownership and maintenance.
- Question same for support of home internet service (is it really needed, used, etc).
- Software. We are looking at the software in our programs. We have been working towards having roving licenses where we have so many licenses and they can be used in any of our labs. This has been accomplished with some creative scheduling. In addition, we are currently offering special topic courses utilizing unique software. We may need to step back on this.
- Discontinue our backup internet link
- Reduce software and desktop applications across campus
- Reduce technology costs (Tegrity, Banner - not all facets are being used)
- Review open source software. A somewhat far out idea: There is free, open source software for many applications. One package does everything MS Office does - including creating files that are compatible with Word, Excel, etc.. Cost savings\$\$\$ We use an open source program in our program and students use their own laptops. Consequently we aren't buying a lab license which we can't afford. I am satisfied so far.
- Software programming to allow Extender to automatically link documents saving many man hours
- Wait 2 yrs to update software

Travel

Eliminate travel

- Increase use of webinars etc to keep faculty current in their fields, to save travel cost
- Increase use of webcams for off campus advising to reduce travel
- Across campus decrease repetitive and non-productive travel. I know some faculty and administrators who seem to attend several HLC and assessment conferences a year. We can make better uses of resources than that by targeting the travel more carefully. The same is true of repetitive webinars.
- Cancel advising travel for Grad. Teacher Ed. advisor as there never more than two students who make appointments to meet with her. Instead, make appointments for students to meet via phone call during office hours.
- Conduct more virtual meetings.
- Coordinate travel
- Critically look at when meetings could be phone or WebEx instead of traveling. Make telephone or WebEx the first choice for meetings. Suggest to advisors to piggyback meetings (if they have a student at 10 and a student at 2, between the two go meet with faculty, businesses etc). For those traveling to SE, suggest they piggyback locations as well (Lansing in am Flint in pm, etc). For those with less than 3 students, CANCEL and do not make the trip...call the students instead.
- Cut recruitment travel and costs
- Eliminate unnecessary travel.
- Encourage online collaboration vs. travel
- Find additional local faculty (particularly an issue for CJ) to teach, rather than having adjuncts traveling over 60 miles to their location.
For meetings use “webX” to eliminate a lot of traveling.
- Increase use of webinars etc to keep faculty current in their fields, to save travel cost
- needlessly costs the university more money.)
- One year stop of travel that does not directly affect classroom quality or produce dollars/recruit students.
- Place a moratorium on all travel unless deemed essential. Let department heads and directors on the BR campus know we cannot always attend “mandatory” meetings but must attend via telephone, etc.
- Restrict travel - encourage webinars, instead of traveling (air, miles, food)
- Share with co-workers what was learned (less people need to attend)
- Stop overnight stays on travel to close cities such as Mt Pleasant or Grand Rapids.
- Use video calling to conduct interviews. Skype is a free Internet software that works with inexpensive webcams. This will drastically reduce the amount spent on lodging and meals for out-of-town recruits.
- When a campus faculty member teaches on weekends in TC or Flint, only allow one night overnight stays. For Sat./Sun. classes, we will need to make sure that the Sat. morning

start time is 9:00 a.m. allowing faculty sufficient time to travel to TC and make classroom arrangements.

- Teach by interactive TV/use Tegrity
- Teleconferencing/desk top video cameras – Skype/WebEx - reduces travel costs
- Increase use of webcams for off campus advising to reduce travel

Reduce travel

- Reduce travel costs associated with clinical visits by combining travel, using regional adjuncts to supervise students
- Make sure to use tax exempt status when traveling, use government rates when available
- Actual cost of meals vs. per diem; also mileage
- Carpool whenever possible, especially to the BR campus. When possible, don't travel at all and use electronic methods.
- Cutting some money out of the travel funds for each faculty member would lead to an overall large savings. Do some faculty members really need to go to 2-3 conferences per year or more on the university dime? I wonder about this.
- Decrease frequency of administrative travel
- Eliminate or reduce University-assigned vehicles.
- Limit faculty, staff, and administration to one international trip per year
- Encourage Sponsoring Organizations to Reshape Conferences and Workshops in Order to Moderate Travel and Lodging Costs, including More Webinar Options—cost savings.
- Use student teaching 'clusters' rather than placing student teachers wherever they want to go (would significantly reduce travel by student teacher supervisors).
- Limit professional development travel - must be accounted for by changing tenure/promotion expectations
- Limit travel – essential only/Great Lakes Region/Conferences/contractual/interns -
- Limit travel to essential/business purposes only (\$25-30,000).
- Look at alternative scheduling to reduce travel (6 Saturdays rather than 15 weekly sessions)?
- Look at negotiating contracts for room rentals with discounted prices for 'off hours' rentals (daytime in the UCs, etc)
- Make sure to use tax exempt status when traveling, use government rates when available
- Moderate Small Business Lunch Meetings, including Only 2 Persons—cost savings.
- Negotiate new/lower motel rates. Check into the cost of using alternative motels with a lower room rental rate and/or re-negotiate the rental rates with the two with which we currently have agreements.
- Reduce International Center's international travel
- Reduce mileage reimbursement rate.
- Reduce out-of-state and in-state travel.
- Pre-teachers, student teachers, interns – schedule in close proximity
- Reduce travel budget; tighter restrictions on travel and professional development; prefer local professional development opportunities
- Reduce travel costs associated with clinical visits by combining travel, using regional adjuncts to supervise students

- Reducing travel costs by eliminating the practice of multiple individuals attending the same conference
- Require airline travel to be at economy (coach) rates
- Travel will be out of the question next year or allow only travel expenses for air fare, hotel, conference fee and airport parking – not to/from the airport or meals. Also, it pays to shop around for a cheaper rate at the conference hotel.
- Use university vehicles whenever possible
- When traveling, instead of per diem meals, keep the receipt and turn it in. (*Keep in mind however, that if your meal exceeds the allowed per diem rate, you will be reimbursed at the per diem rate*).
- Work with faculty more from the main campus to try and get them to share rides to GR.
- no out of state or international travel/# of people going to same conference/event
- Internship visits – reduce
- Frequent flier miles earned from University travel – should be used towards university travel/not personal use
- Have an on campus travel agent (or work with one travel agent) to book all employee travel (Instead of people looking for the best price to save FSU money, they look for where they can acquire the best “points or travel dollars” to benefit themselves personally. Many times that #

Wage\Benefits

Benefits

- Benefit co-pay increase
- Examine benefit packages
- For non-contractual obligations, reduce Ferris contribution to retirement (obviously not MPERS). I am sure a 1 or 2% reduction would generate considerable savings. Downside: employee backlash ~ but could be sold as a way to avoid across the board cuts and/or layoffs
- Increase Employee Contributions to Health Care. For non-bargaining employees, increase our percentage of contribution. This has happened every year I've been here, but primarily for increased health insurance costs. Less backlash on this item if reasonable increase above normal increases during the past years.
- Reduce retirement contributions
- Suspend earned time accruals for five weeks of payroll. This means people will not accrue 3 to 4 days of earned time the last five weeks prior to fiscal year end. In the new fiscal year, accruals will start again at the regular rates.
- Reduce sick and vacation days or combine into personal days bank with less combined days.
- Reduce Vacation by a day or two per person across campus
- Administrative privileges like personal cars, Blackberries and related expenses, and other “perks” should not be tuition-funded. The President should return the raise he was recently awarded. All academic administrators should have a teaching assignment as part of their job responsibilities without additional
- Eliminate cars for administrators (e.g., VPs) - have a pool available
- Eliminate personal university vehicles for university employees
- Examine and reduce executive perks, e.g. university cars, gas cards, blackberries, housing allowances
- Consider whether cell phones, blackberries or internet access from homes is really necessary.
- Review of the cost effectiveness of providing a new leased automobile for all vice presidential level administrators and above.
- The University stops giving new vehicles to the VP's, Dean's, etc...let them use their own vehicles
- Eliminate personal cars for top administration

Furloughs, LWOP

- Adopt a 4-Day Work Week (7:00 am-6:00pm, Mon.-Thurs., w/1 hr. for lunch each day) During the Summer Term, with Certain Departments Exempted Because of Special Priorities—cost savings and wellness.
- Allow a reduced work schedule ~ an 8-hour day MTWT and taking Friday off without pay.
- Voluntary furloughs/reduced hours during summer months (some can easily afford and would prefer the reduced hours) (5-10% of salary base).

- Allow employees to take Spring Break week (as well as Christmas break and other holidays when there are no classes) off LWOP (benefits covered) or volunteer to work part of that time.
- Allow for volunteer – not forced - time reduction; four 9-hour days with full benefits or a 9 or 10 month per year employment with full benefits allowing some people to have their summers off.
- Allow staff interested to have time off without pay (given certain restrictions? summer only? no more than x weeks? One month off in summer? Fridays off).
- Campus-wide voluntary time reduction
- Employees could volunteer to give up one day pay per month - on a 12-month schedule that would amount to just under 5 percent.
- Faculty might begin a routine of voluntary temporary layoffs, in which each faculty member would surrender or limit his or her workload for one semester out of every two years.
- Teach low enrolled classes as a tax donation
- Pro-rate all year like summer
- Furloughs of 1 week (or more) for all employees.
- Leave without pay
- One day staff furlough
- Partial and/or temporary leaves without pay
- Time off without pay
- Voluntary reduction of hours in summer, i.e. voluntary furloughs

Wages and Raises

- Cut administrative salaries 10%
- Cut College of Business salaries at least 10%
- Pay cuts for non-divisional athletics
- Salary freezes
- Take a mandatory no pay time..
- Pay freeze
- Freeze pay for everyone or at least all CPTS Directors/Deans
- Freeze/reduce all faculty/staff salaries
- Create the option for faculty to give back to the university rather than accept a pay cut.
Impediments: Bargaining units, paperwork, personnel to handle the load.
- Across the board pay cuts, but protect the lowest paid
- Have a voluntary deferral of time program for salary increases Administrative staff give up their 3% raise
- Forego 3% increase and re-negotiate contractual increases.
- Eliminate or minimize faculty merit raises (staff don't have these options).
- Faculty might want to consider volunteering to give up part or all of the pay increase listed in the contract for next year (as an alternative to cutting sabbaticals or faculty development funds).

- If possible negotiate a freeze on equity dollars (if they are still an issue) but only if matched by recent upper administration salary increases and/or a freeze on those salaries, including the President.
- Institute a wage freeze with no raise for 2009-2010. Downsides: could create ill feelings since some workers get raises ~ even though by contractual obligation ~ and others do not ~ might not generate much savings, but everything does add up. Easily sold as an alternative strategy to layoffs.
- Instituting a pay freeze for all employees
- Wage freeze for all FSU employees
- Wage payback to FSU as donation
- Look at the hours that people work and make sure that the salary is really being earned.
- No administrative bonuses
- No salary increase for employees making more than \$50,000 per year. Employees making \$50,000 and below will receive a one-time, \$1000 payment. Salary increases for employees covered by collective bargaining agreements will be governed by existing contracts.
- Provide additional vacation in lieu of salary raises.
- Reduce compensation increase by 1% or 1 ½ % one time; 1 ½% to base
- Reduce summer maintenance overtime President can give up raise and bonus
- Retract President Eisler's raise and eliminate other perks for administrators.
- To prevent layoffs, consider eliminating raises granted to administrators.
- Two comments were made that the President should give back his pay increase and/or consider taking a pay cut. A third such comment added that this action would demonstrate seriousness of issue and might help establish trust.
- University-wide one-year salary freeze coupled with more liberal funding for things we need to do as professionals (i.e., faculty travel, etc.). Decisions like this require a great amount of transparency on the part of the institution.
- Use adjunct pay per semester rates instead of one-year temps: \$17,600 x 2= \$35,200 a year vs the typical one-year of \$47,740-\$53,045.
- Reduce additional assignments unless due to a vacancy (this year paid out \$1,168,444.26) to date.
- Watch how much release time and over loads are used.

Budgeting Advice

- All departments/entities are required to reduce expenses for travel, entertainment, overtime, equipment purchases and other goods and services.
- Avoid undercutting what makes Ferris unique, including small class sizes and focus on teaching (e.g., teaching excellence)
- Budgeted departmental work teams (Develop savings goals, Input from reports, Reduction Strategies, Determine areas of cost efficiencies, Budget sharing)
- Cost analysis – where's the biggest spending being done?
- Create a culture in which faculty participate in budget processes. Create transparency in budgeting. If faculty are being asked to make sacrifices, they want to know that the money we do have is being spent wisely.
- Create incentives to encourage faculty and staff to contribute cost-saving and revenue-enhancing ideas Save money
- Departments that implement cost savings for the university would be able to retain some of the savings, say 50%. This may help with departments going into protection mode rather than contributing to the cause and help replenish S&E.
- \$93 million - what's it earmarked for?
- Hire a Six Sigma Black Belt Efficiency Expert to evaluate University processes.
- Hold an open forum for faculty
- Hold an open forum for student ideas and suggestions
- Hold dollars in reserve
- If department doesn't use all of its S&E, reward department
- Offer staff a % (1%) for an incentive of what they save the department/unit that doesn't increase costs elsewhere.
- Provide members of the faculty with detailed budget numbers for future discussions
- Rejuvenate the University Quality Improvement Committee to review processes and suggestions for costs savings. They can show clearly how we can streamline services that could be duplication or too cumbersome. Release or stipend these members work
- Reward departments that stay within budgets
- Should some non-general fund orgs become general fund – are there savings associated with that?
- Study processes and procedures of private colleges and universities
- Use/develop electronic suggestion box for ideas
- We still need to invest in our future; building renovation, equipment purchases, implementation of new programs to address new and evolving technology cannot be put on hold. We need to show better than the high school programs that most of our students come from.
- P-Cash incentives to departments that retain students beyond goals
- Research charges from other departments (overtime, double dipping, painting, catering, maintenance, trade outsourcing)
- Review costs paid by departments to Auxiliary Services (Physical Plant)

- Not have blanket statements w/o context (e.g. no travel, no adjuncts, cancel low enrolled classes, etc)

Other

- “mail chimp” campaign to increase recruitment.
- As a tax payer and businessman, I can assure you that taxes have not gone down in Michigan. We are a very undesirable state to do business in from a standpoint of taxes and regulation. Certainly tax receipts have gone down, but that's a function of a flight on industry and jobs from Michigan exacerbated by political policies such as spending more on prisons than education.
- Better qualifying admissions
- Brainstorm community services – like hometown recruiters
- Community garden
- Dorms – students build lofts/when torn down give wood/materials to habitat for humanity
- Faculty start attending more job fairs and recruiting and retention events (especially when staff can't cover everything).
- Failed searches/reposting – costs are high
- Fiscal responsibility for colleges
- FSU faculty/administrators s serve on advisory boards/keep Ferris' name out there
- Gardens – community gardens - option
- Get faculty to be more involved.
- Happy staff –trickle down
- Hold departments and individuals accountable for wasteful practices
- Hold tenured faculty “accountable” for being a part of recruiting and retention.
- I always see students and their families trying to get pictures of their graduates next to the big Ferris sign at the Perry street entrance by the library. They are always dodging traffic and walking through the garden to get a good picture. It is a great spot for a picture. I think we should either make that spot more accessible for picture taking or provide another spot with a Ferris sign/symbol. Maybe a bench with nice landscaping with a Ferris sign behind them. I don't think we have anything like that now.
- Improve admissions communications/application process
- Install blue security light in BIS parking lot
- Install blue security light in BIS parking lot
- Lower insurance costs
- More efficient and energized workers
- More transparency
- Offer on-campus unpaid internships
- Offer students financial management classes
- Offer the personal/spouse/dependent tuition waiver to part-time employees so that part-time employment, or perhaps even retirement from full-time, might be more appealing.

- Perkins funds – if dept. receives, savings for dept. budget
- PTM – work assignments for PTM students
- Recruit as a community college for some programs
- Recruiting – need better results/many areas not touched/local high schools, community colleges/attend career fairs
- Refine admissions processes to admit students who are more likely to succeed to increase retention.
- Track spending on FSU credit cards
- Set-up Alumni recruiting network - Host main campus recruiters at their homes
- Use alumni as recruiters
- Administrative accountability
- Ferris water bottles – purchase from Michigan not Indiana
- Marketing

Economic Stimulus

- Enhance the broadband access for Michigan's rural population. Given we are in the information age, this is an audience that our State needs to include in the "tooling" and "re-tooling" of skills to allow them the opportunity for viable employment. Not only will it help with the potential of increasing Ferris' enrollment, but it will help with allowing people to telecommute and work from their homes and possibly offer some communities entrepreneurial ventures. This would assist in the goal of increasing online enrollments. More Michigan residents could participate in educational opportunities. Certainly the cost savings in transportation and travel time, not to mention convenience, have real potential for jobs in the 21st century. Another aspect of such an investment would be the lasting impact on the environment - lessening the need for travel to and from work or school, and thereby reducing vehicle carbon emissions
- If you believe the stimulus bill will work, then you would expect Michigan's economy to be better off in 2011 than it is today.
- Use the stimulus money to fill the gap.