STATE OF THE UNIVERSITY
Slippery Rock University
President Cheryl Norton
September 8, 2016
IT IS IN YOUR MOMENTS OF DECISION

THAT YOUR DESTINY IS SHAPED.

Tony Robinson
Four years ago we had decisions to make...

and a destiny to shape

As a result of the Perfect Financial Storm of 2012

• Continued drop in enrollment
• No new state appropriation
• Increased personnel and operating costs
Start by doing what’s necessary,
Then do what’s possible,
And suddenly you are doing the impossible.

Francis of Assisi
What was necessary?

Cut the budget by 9 percent

What was possible?

Shaping our future by reinvesting in our campus and curriculum
For many,...

what we did

WAS the IMPOSSIBLE
BUT WORKING TOGETHER WE....

- Approved new degree programs
- Expanded graduate programming
- Developed new international partnerships
- Built new classrooms
- Created the math emporium
- Renovated the library
- Invested millions in instructional technology
- Installed new campus signage
- Renovated the Field House and associated academic departments
- Rehabilitated Spotts and purchased Harrisville building
- Approved ESCO Bonds for energy savings and deferred maintenance
THE RESULTS

Stabilized finances – Reduced financial risk -

place in the system
PLUS ENHANCED OUR NATIONAL RECOGNITION

• 2016 Green Ribbon Award
• 3 Years of Great College to Work For
• A Healthy Employer
• 2016 College of Distinction
• 52 Badges of Distinction for the university and Individual programs
• Top 100 Best Value Institution
OUR RECOGNITION AMONG PUBLIC INSTITUTIONS....

Top 4 Public Institution in Pennsylvania

Top 25 Public University in the North

Top 150 Public Institution in the U.S.
UNFORTUNATELY, TODAY WE FACE MANY OF THE SAME ISSUES THAT CHALLENGED US 4 YEARS AGO

STATE APPROPRIATIONS HAVE NOT KEPT PACE WITH THE SYSTEM NEED

• Since ’07–’08 realized a 32 percent reduction in the State System’s appropriation per student
• Pennsylvania invests less than 1/3 of 1 percent of state personal income on higher education
• Measured by the per capita amount spent on public universities, Pennsylvania is 47th in the nation
• This year’s appropriation = the funding received in ‘99–’00
COSTS CONTINUE TO RISE...

The State System has mandatory health care and pension increases along with the CPI totaling $41 million.

STATE APPROPRIATION INCREASED BY: $10.8 million

SYSTEM GAP FOR MANDATORY COSTS: $30 million
BOG APPROVED A 2.5 PERCENT TUITION INCREASE

= $25 Million

Cost gap continues in health and pension expenditures
AND...

WHAT IS NOT INCLUDED IN THE GAP IS...

CHANGES IN PERSONNEL COSTS =

78-79 percent of our budget
ON THE HOPEFUL SIDE...

Our problems are man-made therefore, they may be solved by man.

John F. Kennedy
There are many people working trying to keep the State System sustainable.
Negotiations continue in Harrisburg on personnel contracts

Follow FACT CENTER on System Website
Proposed legislation to reduce System operational costs as well as study the System’s financial needs.
BOG IS PROPOSING TO ASSESS POTENTIAL SYSTEM RESTRUCTURING TO ENHANCE OPERATIONAL EFFICIENCIES

“...the Board wants to explore how the System can ensure a high-quality, high-value educational experience given issues such as lagging state funding, fluctuating enrollments, increasing personnel costs, increasing operating costs, and other challenges. That is a big task.”

Frank T. Brogan
ASSESSMENT OF:

Academic program alignment
  Capital and infrastructural demands
  Human resource demands
  Affordability and market elasticity
  Financial risk factors
  Shared Services, etc.
THIS IS AGAINST A 10 YEAR BACKDROP OF REDUCED SYSTEM EXPENDITURES

$284 Million reduction in E&G

(17 percent)
WHAT ABOUT SRU?

How will we continue to work together to control our destiny?
KEEP MOVING FORWARD BY:

Building on our historic programming strengths and address 21st century educational needs with new, innovative, market driven quality opportunities to position SRU as . . .
AFFORDABLE EDUCATION
INNOVATIVE, BEST CHOICE PROGRAMS

Bachelors:
• Corporate Security
• Homeland Security
• PNG Engineering
• Ind. & Systems Engineering
• Dance (BFA)

Masters:
• Athletic Training
• MBA
• Data Analytics
• Public Health
• Physician Assistant
• TESOL
• Health Informatics
• Music Therapy

• Doctorate of Special Education
SUMMER 2016 – Headcount up 7.5 percent
Credit Hours up 8.9 percent

Undergraduate – Credit Hours up 6.3 percent
Graduate – Credit Hours up 14.2 percent
FALL 2016 –

Headcount up 2.87 percent
Credit Hours up 2.95 percent

Undergraduate:  Headcount up .94 percent
Credit Hours up 2.09 percent

Graduate:       Headcount up 16.9 percent
Credit Hours up 24.57 percent
HIGHEST ENROLLMENT IN THE HISTORY OF SRU

*8921*
WITHOUT COMPROMISING QUALITY AND EXPANDING DIVERSITY

• Freshmen = 1574
  • 36.4 percent in top 25 percent class
    • 17.5% increase in URM’s
      • 3.39 = average GPA
        • 1000 = average SAT
THIS DIDN’T HAPPEN BY ACCIDENT

IT OCCURRED BECAUSE OF OUR COLLABORATIVE COMMUNITY WORKING TOGETHER
AFFORDABILITY: FEES
FROZE CAMPUS CONTROLLED FEES FOR 2016-2017

• Student Health
• Smith Center
• Campus Recreation
• Parking
• Student Housing
AFFORDABILITY: LOWEST HOUSING OPTION IN STATE SYSTEM
WHAT WE THINK....

WE BECOME.

Buddha
There is something else we deeply believe.

Slippery Rock University is a caring community.
BUT, WE ARE AT ANOTHER DECISION POINT TO SHAPE OUR DESTINY
As I said in my August 29th email...

• We need to create more opportunities for interaction among people from different identity groups; and

• We need to help people develop the skills to relate to those who are different from themselves.
For this reason, I am challenging each person in our community to add their spirit and energy towards

Cultivating a Respectful Community
at
Slippery Rock University
IN PARTICULAR TO HELP SHAPE OUR DESTINY BY...

Reaffirming your commitment to our caring community;

Engaging in activities that enhance our community spirit; and

Leading the way as students, faculty, staff and administrators to ensure that we are an inclusive campus community
TOWARDS THIS GOAL, WE ARE PLANNING A SERIES OF:

• Courageous Conversations
• Professional Development Opportunities and Workshops
• Diversity Dinners and Lunches

WE INVITE YOU TO ATTEND

These are listed in the University Calendar under Diversity, Equity and Inclusion activities.
THIS FALL WE HOPE TO:

• Create a Diversity, Equity and Inclusion Team
• Conduct a Diversity Audit
• Form a Center for Inclusive Excellence

TO HELP GUIDE AND DEVELOP THESE ACTIVITIES
THE CHARACTER OF OUR INSTITUTION IS DEMONSTRATED IN OUR BEHAVIOR

Please add your voice, your energy and your leadership to support a community characterized by respect for all individuals.
If you have an idea....

Send it to President@sru.edu

YOU CAN MAKE A DIFFERENCE!
WELCOME TO THE NEW EMPLOYEES

- Jennifer Belavic
- Vaughn Bicehouse
- Allison Brungard
- Aksel Casson
- Mary Caylor
- Shawn Davis
- Gina Dluhos
- Richelle Dykstra-Crookshanks
- Justin Siebert
- Todd Fitzgerald
- Brittany Fleming
- Jacob Hovis
- Marc Hull
- Thomas Kelly
- David Keppel
- Robert King
- Lori Leone
- Yi Li
- Joseph Losko
- Jeffrey Loveland
- Sarah McAllister
- Tony Mild
- Joseph Miller
- Molly Mistretta
- Jennifer Nightingale
- Allison Peiritsch
- Marnay Petray
- Rajeeb Poudel
- Emily Prenatt
- Joshua Pugliese
- John Reefer
- Calvin Ripple
- Karla Romero
- Justin Roper
- Justin Siebert
- Steven Small
- Rona Smeak
- Thomas Sparrow
- Alexander Ufelle
- Mark Webb
- David Wilmes
- Alison Wix
- Travis Wunsch
- Liang Xu
TOGETHER,

let us keep the sun shining at Slippery Rock!