

Academic Reduction and Elimination



Education That Works



Process Overview - Purpose

The Academic Reduction and Elimination Process:

A comparative snapshot of the performance of academic programs or curricula based on cost, value, effectiveness and impact to determine whether or how to save money through reduction or elimination of academic programs or subject areas.

Process Overview - Goal

The goal of all the phases and steps:

- Substantive and focused conversations about a limited set of programs
- Executive Team makes thoughtful decisions about reduction or elimination

Process Overview - Context

- First began as something called “Curriculum Sustainability”
- Intended then (and in the future) to provide data for improvement
- Repurposed, given the budgetary climate.
- Why rename it? Promising investment seemed misleading

Process Overview

Phase I: Fall 2019

Establish Criteria and Process

Phase II: Fall 2020

Initial Financial Analysis Conducted

- Revenue Neutral + programs no longer under consideration

Rubrics Adopted

Process Overview

Phase III: Winter 2021

Application of Criteria

Phase IV: Winter 2021

College Dialogue about Results

Implementation (?)

Next steps

- Finalize rubrics and other means to apply criteria in Phase III (Fall 2021)
- College Council review process, respond to questions (Oct 16)
- Share the results of initial financial analysis (October)
- Review financial analysis at Presidents' Council and College Council (November)