

# 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

Phase I: Fall 2019

Establish criteria and process

Phase II: Fall 2020

Initial Financial Analysis Conducted

– Revenue Neutral + programs no longer under consideration

Final draft of rubrics

# Process Overview

## Phase III: Winter 2021

Rubrics adopted

Application of criteria

## Phase IV: Winter 2021

College dialogue about results

Implementation

# Initial Financial Analysis

## *Initial* Financial Analysis

- Does not capture all data
- Programs continuing in process
  - Multiple criteria applied
  - Further financial analysis to take into account unique revenues and expenses
  - Systemic and legal impacts analyzed