

Based upon the 2010-2011 fiscal year indicate what things that your campus is doing to hold down costs?

Name of Institution: Rich Mountain Community College

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Cost Containment Input

What input are you using from faculty, staff, students, and public in working to contain costs?
 The President's Cabinet is the primary group to make the decision. Input is taking for each area and brought to the cabinet by the appropriate VP.

Do you have a Committee on Cost Containment?
 The President's Cabinet in collaboration with Business Office staff served as a taskforce to address the issue.

Do you offer incentives and/or recognition to faculty/staff/students for suggestions on how to cut costs?
 No. RMCC does offer incentives for faculty and staff to write grants.

Cost Saving Efforts	Y or N	Estimated Annual Savings	Notes
Utilities			
Retrofitting with energy-efficient lighting, timers, etc.			
Retrofitting HVAC controls			
Replacing windows			
Other describe:			
Other describe:			
Other describe:			
Total Utilities		0	
Personnel			
Consolidating departments	Y	40000	Combine Director of Development and Director Relations
Staff reductions or reorganizations	Y	70,788	Director of HR (\$50,000), Accounting Technician (\$20,788)
Temporary saving by keeping vacancies open	Y	7,400	CFO (\$88,434)
Hiring of temporary or adjunct faculty	Y		60% Adjunct faculty
Hiring of temporary or part-time staff in lieu of fulltime staff	Y		Part-time maintenance rather than Groundskeeper
Reduction in Student Support staff	N		
Reduction in maintenance staff	Y	21,762	Groundskeeper retired, not replaced (Norwood)
Reduction in campus security	N/A		
Defer salary increases	Y	40,000	2% salary increase not given for FY12
Reduce employee benefit packages	N		
Early retirement incentives for long-term employees	N		
Closing academic programs with low enrollments			
Other describe:			
Other describe:			
Other describe:			
Total Personnel		179,950	
Operating Budget Cuts			
Reduce Travel budget	Y		Reduced budget to 95%
Revised travel policy	Y		Reduced budget to 95%
Reduction in office and teaching supplies	Y		Reduced budget to 95%
Reduce printing of materials	N		
Reduce library holdings or subscriptions	N		
Change computer replacement policy	N		
Changed academic schedule to create efficiencies	Y		
Centralization of printing	Y		
4 day work week in summer for employees	Y		
Other describe:			
Other describe:			
Other describe:			
Total Operating		0	
Total Savings		\$ 179,950	