Washburn University
1. Town hall meetings were held on campus for budget reduction ideas and input
2. A budget reduction committee was formed to facilitate the process
3. Vacant positions were evaluated to determine whether or not they would be refilled
4. Consideration was given to outsourcing Facilities Services
5. Early retirement incentive program was offered
6. Various programs were evaluated to determine viability. Reductions were made where necessary
7. Departments were given reduction targets
8. Entry level salary rates were not increased
9. No salary increases were given except for faculty promotions
10. Started revamping campus and implementing measures to achieve energy savings
11. Several positions reduced from full time to three quarter or half time
12. Budget was reduced by 75 positions. (12 faculty, 50 adjuncts, 6 administrative, 7 classified)

Community College Actions to Reduce Expenditures (FY 2010)

Allen County Community College
1. Closed an outreach facility
2. Reduced staff by 3.5 FTE.
3. Eliminated all but mandatory out-of-state travel.
4. Limited in-state travel.
5. Closed Paramedic Program.
6. Delayed or denied some equipment purchases.
7. Delayed start-up of career and technical education programs.
8. Delayed deferred maintenance projects.
9. Three open positions have not been filled.
10. Using more telephone and video conferencing for off-campus meetings.

Barton County Community College
1. Non-renewal of two faculty positions
2. Reduced departmental budgets by 10%
3. Non-replacement of staff positions
4. Reduced the number of Student scholarships
5. Elimination of specific employee benefits
6. To fund FY10 budget, required to use $200,000 in cash reserves

Butler County Community College
1. Non-personnel reductions
2. Travel reductions faculty/staff/students
3. Facilities/program development support
4. Staffing adjustments/reductions
5. Technology/computer support
6. Disinvestments/reorganizations
7. Energy savings/green initiatives
8. User fee adjustments
9. One-time designated fund transfers
10. Estimated savings from slow-fill policy
Cloud County Community College
1. All administrative and support staff groups salary received a 0% raise for FY 10.
2. The faculty association bargained for a 0% salary increase for FY 10
3. The college put in place a hiring freeze for FY 10 for all non-essential positions
4. All operating budgets were reduced by 3% for FY 10
5. A college unpaid furlough policy was adopted by the Board of Trustees

Coffeyville Community College
1. Eliminated media supervisor position
2. Eliminated animal science instructor
3. Obtained grant funding for welding instructor
4. Eliminated library clerk position
5. Eliminated Native American Director position
6. Eliminated secondary Agriculture program
7. Eliminated baseball assistant coach position
8. Eliminated dance team assistant coach position
9. Reduced outside contracted services
10. Furloughed EMICT Paramedic program
11. Reduced energy consumption

Colby Community College
1. ARRA/SFSF (stimulus) allowed mitigation of Thomas county and most in-state tuition increases
2. Increase enrollment including traditional, concurrent high school enrollment, and community-based outreach
3. Pursued alternative funding sources, including donations & grants
4. No pay increase for FY 2010 including faculty, staff and support.
5. Deferred hiring for some positions, including delay in filling replacement positions
6. Delayed purchase of all non-critical equipment
7. Anticipated / plan mid-year further personnel reductions

Cowley County Community College
1. Seven vacated staff positions remain unfilled
2. Using cash carryover to fund the shortfall, will look at more cuts to staffing in 2011
3. Sold equipment from discontinued program

Dodge City Community College
1. 5% reduction in materials, supplies, & equipment
2. 10% reduction in travel
3. Reduction in faculty and staff (6)
4. Reduction in Capital Outlay

Fort Scott Community College
1. Satellite Program closed
2. Elimination/Consolidation of clerical positions
3. Occupation Program closed
4. RIF Faculty position
5. Reduce Program Expansion Opportunities
6. Budget Reductions - Travel and Vehicle Replacements

Garden City Community College
1. Staffing reductions
2. Cut departmental budgets by 10%
3. Reduce travel
4. Postpone fleet replacement
Highland Community College
1. Reduced workforce by 4 faculty positions, 1 administrative position, 1 classified position
2. Froze administrative and classified salaries
3. Identified "one time" expenditures and did not reallocate funds used for those expenditures
4. Froze or reduced operating budgets where possible
5. Closed buildings during summer months in an attempt to reduce energy costs
6. Reduced out of state travel when able
7. Cut the number of athletic competitions teams were able to participate in

Hutchinson Community College
1. Delay filling positions
2. Leaving positions unfilled
3. Continuing to defer maintenance projects
4. Reductions in technology purchases
5. Reduction of instructional capital equipment purchases
6. Copier and printing cost reduction effort
7. Lodging / meals / travel / mileage
8. Membership dues
9. Reduction of student workers and hours
10. Reduction of part-time faculty
11. Increase in minimum class size
12. Reduction in professional conferences and workshops
13. Office and instructional supply reduction
14. Increase in maximum class size
15. No salary increases

Independence Community College
1. No scheduled pay raises for staff
2. Extended the replacement time for computers and software
3. Terminated programs (educational and athletic)
4. Left some positions unfilled after employee termination
5. Delayed hiring other employees
6. Terminated security during the summer months
7. Developed management plan for building interior heating and cooling
8. Joined consortium to help reduce natural gas costs
9. Focused on training for health and safety issues to lower insurance costs
10. Reduced the number of vehicles used by the college
11. Combined select programs with other area community colleges
12. Used KansasWorks and other programs for "free" labor for maintenance and other support roles
13. Asked for more donations to offset necessary expenses
14. Reduced general expenditures (fewer college trips, reduced number of cell phones, fewer student activities, etc.)
15. Worked harder with fewer resources

Johnson County Community College
1. Decrease planned equipment and computer purchases
2. Eliminate certain vacant positions for full and part time

Kansas City Kansas Community College
1. Reduced supply budgets
2. Reduced advertising budgets
3. Reduced maintenance budgets
4. Reduced equipment replacement budgets
5. Reduced travel budgets
6. Reduced scholarship budget
7. Froze all staff salaries
8. Reduced staff hiring to create hiring lag
9. Committed fund reserves to cover revenue shortages

**Labette Community College**
1. Eliminated Workforce Development Position
2. Stopped purchases on vehicle rotation plan
3. Eliminated Landscape/Gardener Position
4. Reduced travel
5. Reduced equipment purchases
6. Reduced supplies purchases
7. Eliminated part-time healthcare instructor

**Neosho County Community College**
1. Student Learning Budget Reductions (eliminated all travel, except essential, reduced supplies for every department, removed all new equipment expenditures)
2. Athletic Budget Reductions (reduced equipment reserve and travel for all teams)
3. Administration Budget Reductions (reduction in contractual services, Board travel, technology equipment and software, technology services travel. Reduced health insurance benefits)
4. Operations and Maintenance Budget Reductions (reduction in deferred maintenance and renovation, building improvements, land improvements, equipment and travel)
5. Contingency Budget Reductions (reduction in amount held back to pay for rescission of state funds)
6. Academic Salary Reductions (did not fill two full-time faculty vacancies)
7. Other Salary Reductions (replacement of administrative staff with less costly staff)

**Pratt Community College**
1. Instructor Retirements Left Unfilled
2. Capital Projects Cancelled/Postponed
3. Reduce Utility Costs
4. Reduce Operations

**Seward County Community College**
1. Staffing (reductions/hiring freeze)
2. Travel budgets cut
3. Professional development reduced
4. Equipment purchases delayed/denied
5. Restricted Overtime/Comp time authorization
6. Holiday Leave/Well Pay Benefits reduction
7. 4 day work week during summer months in order to reduce utility usage
8. Targeted discretionary budget reductions across the college
9. Cancelled FY2009 Encumbrances (cancelled orders for materials, equipment, and supplies)

**Technical College Actions to Reduce Expenditures (FY 2010)**

**Flint Hills Technical College**
1. No salary increase. Salaries for all employees are based on FY2009 rates
2. Several vacant staff positions have not been filled. Many staff are filling in different areas
3. No new staff positions are being added, despite increased number of students enrolled
4. Using federal stimulus funds for non-budgeted projects that will reduce energy costs, and expand classroom space due to growth
5. All training budgets were eliminated, unless the training dollars are federal Carl Perkins funds
6. Newly approved programs are not being implemented
7. All instructional equipment budgets have been reduced significantly
8. New program development budgets have been greatly reduced
9. Utilized money allocated for cash reserves
10. IT created an automated shut-down program for all computer labs to decrease energy at night
11. Eliminated grant writer salary dollars. Combined position with another position.

**Manhattan Area Technical College**
1. Suspend assistant position - Building Trades program
2. Suspend part-time evening coordinator / tutor position - Learning Resource Center
3. Suspend part-time counselor position - Admissions office
4. Reduce professional development budgets - all departments
5. Reduce travel budgets and attendance / participation in meetings
6. Implemented summer schedule to reduce utility cost - 4 ten hour days

**North Central Kansas Technical College**
1. Eliminate major capital improvement projects for the year
2. Use cash reserves generated in prior years' operations to protect from a period of State funding decreases

**Northwest Kansas Technical College**
1. Reduction of one 1st Year Automotive Technology Instructor
2. Reduction of one 2nd Year Automotive Technology Instructor
3. Reduction of Library Assistant
4. Reduction of Grant Writer
5. Reduction of Receptionist
6. Reduced to Part-time Counselor
7. Reduced to Less Than Half-Time IT Consultant
8. Sought Support for Partial Funding of Salary from Endowment Association
9. Reduction of One Medical Assistant Instructor
10. Reduction of One Cosmetology Instructor

**Salina Area Technical College**
1. Instructional staff agreed to no wage increases for FY 10
2. No increase in health insurance premiums paid by the college
   FY 09 out of pocket was $50 for health/dental. FY 10 out of pocket is $112.11
3. Some administrative staff took cuts in salary
4. No layoffs primarily due to legislation that accompanies our transition from USD to independent college
5. Travel reduced to what is essential – accreditation related, reimbursed through Carl Perkins or other grants
6. Utilized reserves to fund capital projects, technology infrastructure related to transition and other related costs
7. SATC will have increased expenses due to accreditation issues and transition issues for several years
8. Positions are being combined so people have taken on multiple responsibilities
9. Postponing hiring positions until funding increases

**Wichita Area Technical College**
1. Vacant/unfilled positions will not be filled
2. No salary increases (faculty/staff)
3. 2 week furlough
4. Campus closed and sold
5. Benefit increases passed on to employees
6. Department eliminated and functions reallocated to existing employees
7. Out of state travel and professional development activities suspended
8. Security services reduced
9. Custodial services reduced
10. Overtime limited
11. Advertising reduced