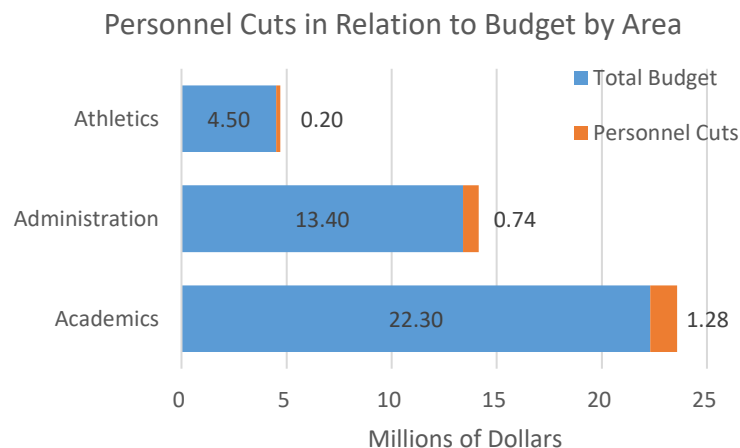


Adams State University - Financial Action Plan  
Final Recommendations to Board of Trustees - April 6, 2018

**Financial Action Plan Summary**

Personnel	Dollars
Academics	\$1,279,099
Administration	\$740,838
Athletics	\$197,954
Grant Reconfiguration	\$50,222
Reallocation	(\$86,819)
<b>Personnel Total</b>	<b>\$2,181,294</b>
 Non-personnel related changes	 \$520,232
<b>Change in Net Position</b>	<b>\$2,701,526</b>



Area	Positions Eliminated	People Impacted	Total Dollars
President	2	2	\$170,452
COO	3	5	\$299,321
VPSS	5	2	\$271,065
Athletics	1	12	\$197,954
Academics	16	24	\$1,279,099
Other	0	0	\$50,222
Reallocation			(\$86,819)
<b>Totals</b>	<b>27</b>	<b>45</b>	<b>\$2,181,294</b>

Type of Action	Positions Eliminated	People Impacted	Total Dollars
vacant position	9	2	\$563,082
retirement	2	2	\$278,426
VSIP	7	10	\$520,450
salary reduction	0	22	\$234,018
layoff	9	9	\$555,889
resignation	0	0	\$8,190
other	0	0	\$108,058
reallocation			(\$86,819)
<b>Totals</b>	<b>27</b>	<b>45</b>	<b>\$2,181,294</b>

**Acronyms**

COO - Chief Operating Officer  
VPSS - Vice President for Student Service  
VSIP - Voluntary Separation Incentive Plan

Adams State University - Financial Action Plan  
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	Area	Position	Description
1	Academics	Academic Admin. Assistant - HAPSS	eliminate position
2	Academics	Associate Professor - Art	eliminate position
3	Academics	Instructor - Developmental Mathematics	eliminate position
4	Academics	Professor - English	eliminate position
5	Academics	Faculty - English	hold open at least one year;
6	Academics	Professor - History	eliminate position
7	Academics	Professor - History and Archeology	eliminate position
8	Academics	Assistant Professor - Information Technology	eliminate position & program
9	Academics	Professor - Physics	eliminate position
10	Academics	Faculty - Business (transitional retirements)	eliminate position
11	Academics	Faculty - Chemistry	voluntary salary reduction
12	Academics	Faculty - History	voluntary salary reduction
13	Academics	Faculty - Business	eliminate position - vacant
14	Academics	Faculty - Psychology	eliminate position - vacant
15	Academics	Faculty - Teacher Education	eliminate position - vacant
16	Academics	Graduate Office Admin. Assistant	eliminate position - vacant
17	Academics	Teacher Education - Program Director	eliminate position & reconfigure
18	Academics	Teacher Education - Graduate Coordinator	eliminate position & reconfigure - vacant
19	Academics	Academic Admin. Assistants	reconfigure several with 10 month contracts
20	Administration	Academic Advisor	eliminate - vacant
21	Administration	Residence Hall Director	eliminate - vacant
22	Administration	Admissions Administrative Assistant	eliminate position
23	Administration	Asst. Director - Student Life	eliminate position
24	Administration	Chief Operating Officer	eliminate position
25	Administration	Digital Media Producer	eliminate position
26	Administration	Police Officer	eliminate position
27	Administration	Registrar Program Assistant I	eliminate position
28	Administration	University Editor	eliminate position
29	Administration	Assistant V.P. - Academic Affairs	reconfigure and reduce salary
30	Administration	Telecom Area	restructure 2 positions
31	Athletics	Equipment Manager	eliminate position
32	Athletics	Graduate Assistants	eliminate positions
33	Athletics	Enrollment Sports Coaches & Auxiliary Staff	reduce to 10 month contracts
34	Athletics	Business Manager & Senior Women's Admin.	retirement - reconfigure positions
35	Athletics	Athletic Director	voluntary salary reduction