



Dear Colleagues,

Over the past months, I have expressed to you the dire funding situation CSN faces in light of the ever-growing state deficit. CSN is facing financial challenges that will be painful and will change our mission, particularly regarding student access to education and training. Following our college forum last week, I was encouraged by many expressions of support from faculty and staff as we have talked about these difficult circumstances. Thank you for your patience, support and understanding.

CSN faces additional budget cuts for the fiscal year that starts tomorrow. We have already cut 4.5%, and we are preparing for another reduction—of 3% or greater. At the same time, we are preparing for a 14% reduction in the next biennium. These drastic cuts change CSN fundamentally and, perhaps, irrevocably. We are all working to minimize the impact of the cuts while we protect the College's core academic mission to provide quality instruction and services to students. Yet, decisions must be made even now to preserve that mission.

To meet the state's direction for the next biennium, 2009-11, I am announcing that we plan to close the following learning centers on June 30, 2009:

- Boulder City
- A.D. Guy
- Downtown (Latin Chamber)
- Moapa
- Lincoln County
- West Sahara

We have issued the proper notices, and we have met with and will be working with the employees who potentially will be impacted by this decision. CSN will follow the NSHE professional and the rules of state classified system as they apply to these employees. This action is particularly regrettable because we are proud of CSN's mission that provides opportunity and the ability to provide access to education for southern Nevadans. We have also authorized the issuance of notices of non-renewal to a few other professional employees in areas that are not part of the instructional core of CSN.

Also effective today, June 30, 2008, the following actions are being prepared:

- Begin a transition of 35 positions to fee-based or non-state accounts
- Eliminate approximately 58 vacant faculty and staff positions
- Reduce the part-time instructional budget
- Reduce operating budgets.

By our estimate, and without other interventions, these actions will reduce CSN's FTE by nearly 2,100 students or 4,200 headcount. The expenditure reduction for the cuts alone is estimated at \$3.6 million for next biennium. Hence, the impact on student access is significant as the cuts begin.

We are also working through the previously announced buy-out program and early retirement programs, and again encourage those who may be interested in those options to contact the Human Resources Department. Our hiring moratorium remains in effect. In light of these events, if anyone has questions about their employment situation, please contact John Mueller, Executive Director of Human Resources. Mr. Mueller can be reached at 702-651-7543 or john.mueller@csn.edu.

Unfortunately, these actions do not fully address the budget cuts. We continue to analyze dozens of alternatives as we monitor statewide budget discussions and decisions. Fortunately, we have the flexibility within the system to address these cuts as we think best.

We continue to be hopeful that fiscal conditions of the State of Nevada will improve. As I expressed at the budget forum last week, the road to prosperity in any state runs through higher education and campuses like CSN. Nevertheless, we must begin making some cuts even now.

This reduction in CSN's workforce, operating budgets and student access will profoundly affect our college, our operations, organizational structures, and programs. Please know that we are being deliberative in these efforts in order to minimize impacts to the College. I will continue to promptly communicate developments and decisions as they are made. We will continue to strive to protect our core mission and deliver high quality instruction and services that our citizens and students expect from CSN. And we will continue to collaborate with leadership of the constituent groups including faculty senate, administrative faculty, and classified council.

Again, I am most grateful for the support and goodwill expressed in these difficult times. You have all demonstrated attitudes of cooperation and compassion unique to the CSN "family." This is our great strength as a college community. Thank you for your dedication and commitment to our "family," our college! Thank you for your service and for the personal interest you take in our students and your colleagues.

This process will move forward. We will hold further conversations and forums, and we will begin this fall a systematic process of program review and retrenchment to meet budget requirements. As always, your thoughts would be most welcome: mike.richards@csn.edu.

Sincerely,

Michael D. Richards, Ph.D.
President