

**HB 265 STRATEGIC
REINVESTMENT PLAN
DRAFT**



**UtahState
University**

HB 265 PRIORITIES

- Preserving a **student-focused environment**.
- Prioritizing **job-ready skills** with student learning.
- Enhancing our **financial effectiveness**.





PLANNING TIMELINE

- **Summer & Fall 2024:** Budget cut exercise.
- **December 2024 – February 2025:** Modeled a 10% instructional budget cut.
- **March 2025:** Analyzed data and opportunities for disinvestment; received USHE guidance; sought USU community input.
- **April 2025:** Deliberated disinvestment and reinvestment recommendations; announced college restructure and program credential cuts.
- **May 2025:** Drafted strategic reinvestment plan and submitted to USHE.



DATA-INFORMED, STRATEGY-ALIGNED ANALYSIS

- **Statutory requirements**
- **USU program metrics**
- **Academic unit consultation**
- **University strategic goals**
- **Consideration of USU's
unique land-grant mission**



DISINVESTMENT



FOUR AREAS OF DISINVESTMENT

- **Program Elimination:**

Eliminate instructional programs that attract lower student enrollment, including emphases, certificates, associate, bachelor, master, and doctorate degrees.

- **Program Effectiveness:**

Reduce departmental expenditures for areas with lower graduation rates and professional outcomes.

- **Cost-efficient Instruction & Programming:**

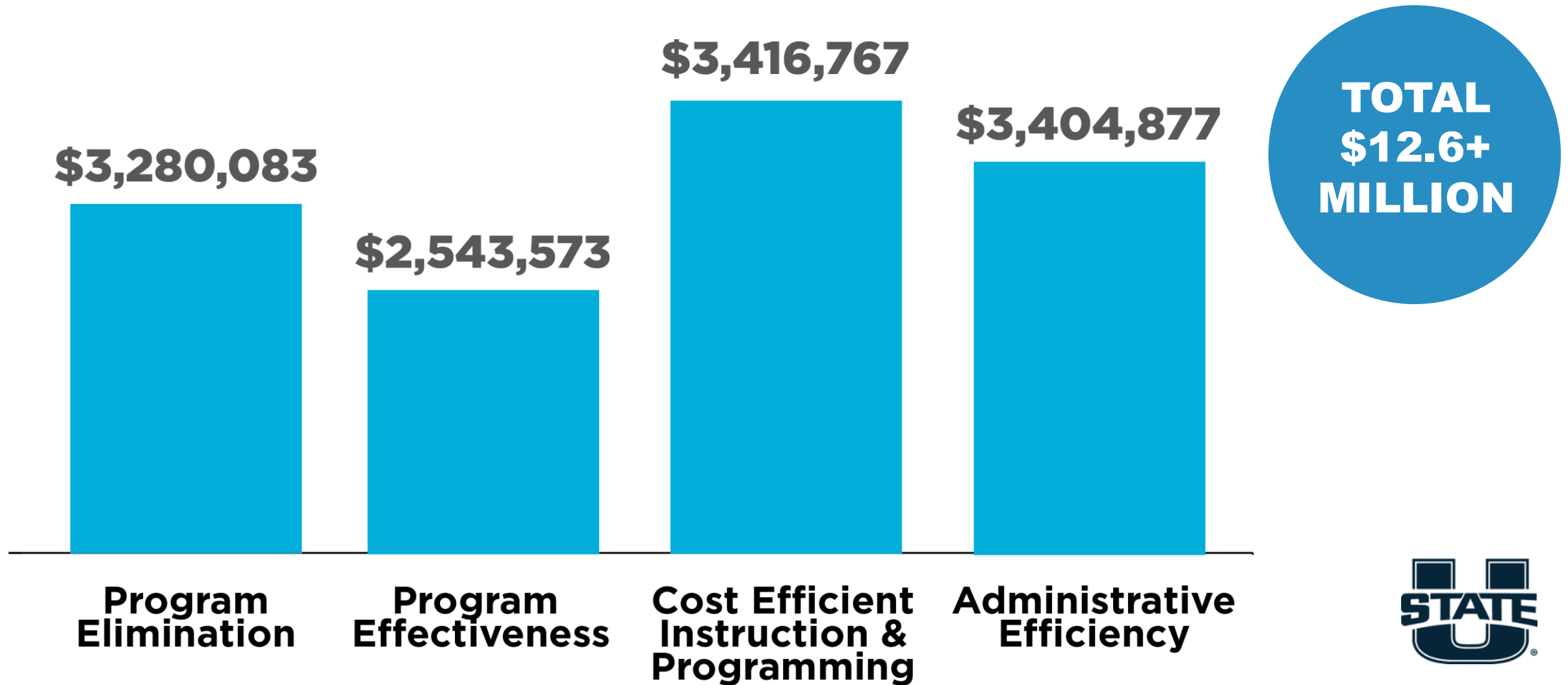
Rightsize department size, scope, programs, and resources by reducing reliance on adjuncts, increasing full-time teaching loads, and finding efficiencies in instructional efforts.

- **Administrative Efficiency:**

Make administrative cuts, department restructuring, overhead reduction, position eliminations.

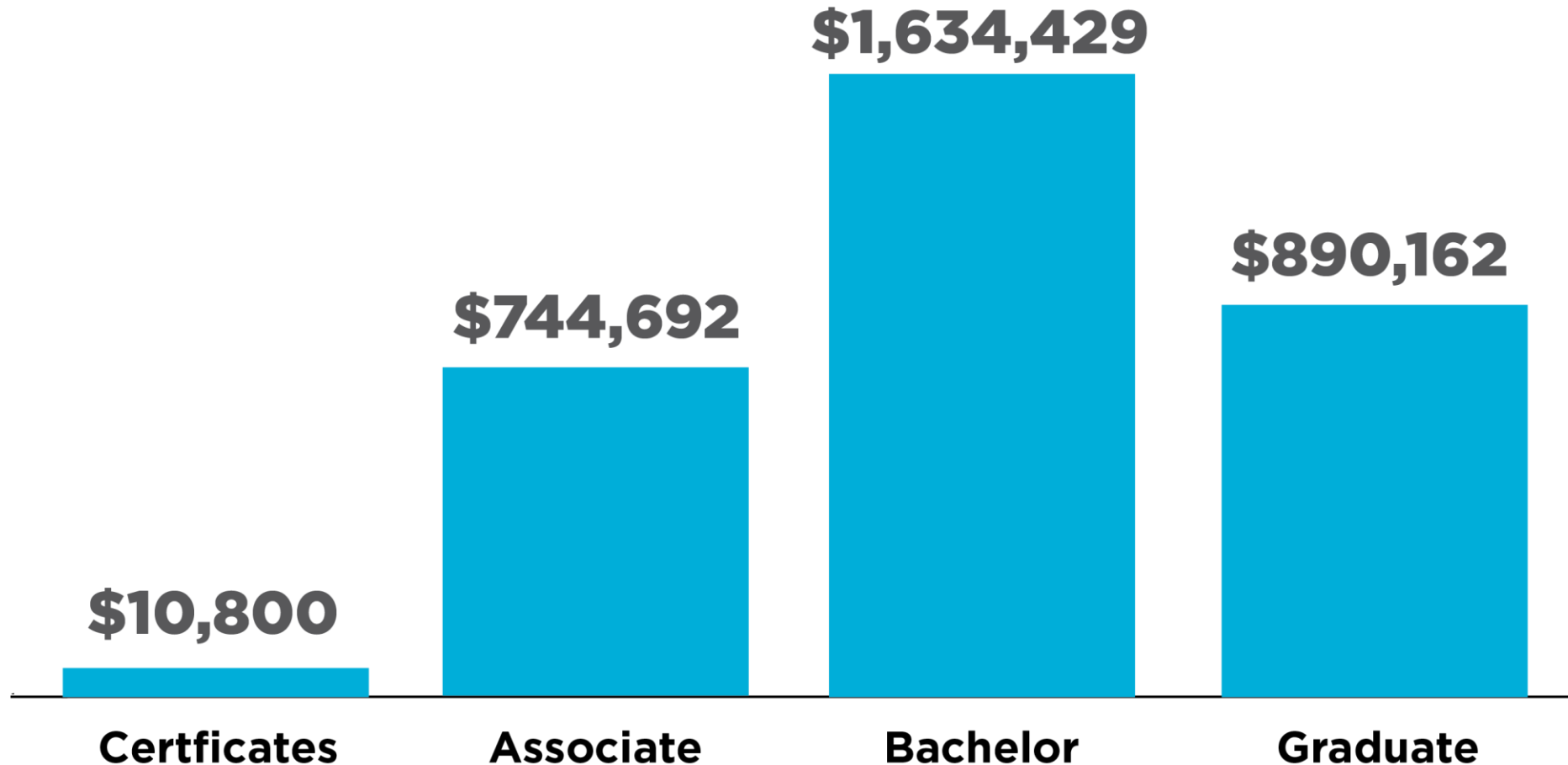


FOUR AREAS OF DISINVESTMENT



PROGRAM ELIMINATIONS

Total budget cut due to program or department elimination.



**TOTAL
\$3.28
MILLION**



Note: Full list of program cuts at <https://www.usu.edu/president/reinvestment/programs.cfm>.

Program/Credential Name	Credential Affected
International Agribusiness Emphasis in Agribusiness Bachelor's Degree	Emphasis
Skilled and Technical Sciences Education Emphasis in Technology and Engineering Education Bachelor's Degree	Emphasis
Applied Climatology Emphasis in Soils and Sustainable Land Systems Bachelor's Degree	Emphasis
Applied Associate of Science Degree in Business/Commerce	Associate Degree
Theatre Design & Technology Emphasis in Theatre Arts Bachelor's Degree	Emphasis
Managerial Economics Emphasis in Economics Bachelor's Degree	Emphasis
Economic Theory Emphasis in Economics Bachelor's Degree	Emphasis
Business Economics Emphasis in Economics Bachelor's Degree	Emphasis
Financial Economics Emphasis in Economics Bachelor's Degree	Emphasis
Quantitative Economic History Emphasis in Economics Bachelor's Degree	Emphasis
Prelaw Emphasis in Economics Bachelor's Degree	Emphasis
Master of Science in Financial Economics	Master's Degree
Speech Language Pathology Emphasis in Communicative Disorders Bachelor's Degree (Not to be confused with the Speech-Language Pathology Assistant Certificate which is still available)	Emphasis
Ethics Emphasis in Philosophy Bachelor's Degree	Concentration
Literature Emphasis in the English Teaching Composite Bachelor's Degree	Emphasis
American Studies Emphasis in the English Teaching Composite Bachelor's Degree	Emphasis
American Studies Bachelor's Degree	Bachelor's Degree
Spanish Teaching Emphasis in Spanish Bachelor's Degree	Emphasis
French Teaching Emphasis in French Bachelor's Degree	Emphasis
German Teaching Emphasis in German Bachelor's Degree	Emphasis
Chemistry Education Emphasis in Chemistry Bachelor's Degree	Emphasis
GeoWorkforce Emphasis in Geology Bachelor's Degree	Emphasis
Agriculture Communication Bachelor's Degree	Bachelor's Degree
ASL Interpreting Track in the Communicative Disorders Bachelor's Degree	Emphasis
Deaf Education - BA	Bachelor's Degree
Community and Public Health Emphasis in Health Education and Promotion Bachelor's Degree	Emphasis
Elementary Education and Deaf Education Bachelor's Degree (Not to be confused with USU's Bachelor's in Elementary Education, which will continue)	Bachelor's Degree
Environmental Engineering Bachelor's Degree	Bachelor's Degree
Family Finance Emphasis in the Human Development and Family Studies Bachelor's Degree	Emphasis
Family Life Studies Bachelor's Degree	Bachelor's Degree
Master of Fitness Promotion	Master's Degree
National Environmental Policy Act (NEPA) - Graduate Certificate	Graduate Certificate
Physical Education Teaching Emphasis in Kinesiology Bachelor's Degree	Emphasis in Kinesiology
Transition Education and Services - Post-Bachelor's Certificate	Graduate Certificate
Data Science and Research Methodology Specialization in the Psychology PhD program	Ph.D. Specialization
Associate of Arts in Theatre (USU Eastern in Price)	Associate Degree

PROGRAM EFFECTIVENESS



Program Area / Department	Amount
Animal, Dairy, & Veterinary Sciences	\$ 93,884
Applied Sciences Technology & Education	\$ 311,438
Art & Design	\$ 223,241
Biology	\$ 63,989
English	\$ 105,837
History	\$ 201,308
Human Development and Family Studies	\$ 239,246
Music	\$ 12,944
Physics	\$ 258,584
Plant, Soils, and Climate	\$ 76,117
Psychology	\$ 173,436
Sociology	\$ 359,901
Teacher Education & Leadership	\$ 43,530
Technology, Design, and Technical Education	\$ 220,205
Theatre	\$ 159,913

**TOTAL
\$2.54
MILLION**

COST-EFFICIENT INSTRUCTION & PROGRAMMING



Program Area / Department	Amount
Animal, Dairy, & Veterinary Sciences	\$ 98,165
Applied Economics	\$ 155,180
Communication Studies & Philosophy	\$ 50,696
Communicative Disorders and Deaf Education	\$ 137,669
English	\$ 232,783
Environment & Society	\$ 149,607
Institute for Disability Research, Policy, & Practice	\$ 185,036
Instructional Technology & Learning Science	\$ 99,600
Journalism & Communication	\$ 208,294
Kinesiology	\$ 20,000
Math	\$ 335,645
Music	\$ 160,888
Nutrition, Dietetics, & Food Sciences	\$ 72,722
Physics	\$ 288,316
Plant, Soils, & Climate	\$ 268,911
Psychology	\$ 156,870
Social Work	\$ 32,880
Special Education & Rehabilitation Counseling	\$ 35,000
Teacher Education & Leadership	\$ 129,360
Theatre	\$ 137,997
Watershed Sciences	\$ 169,182
Wildland Sciences	\$ 140,237
World Languages & Cultures	\$ 151,729

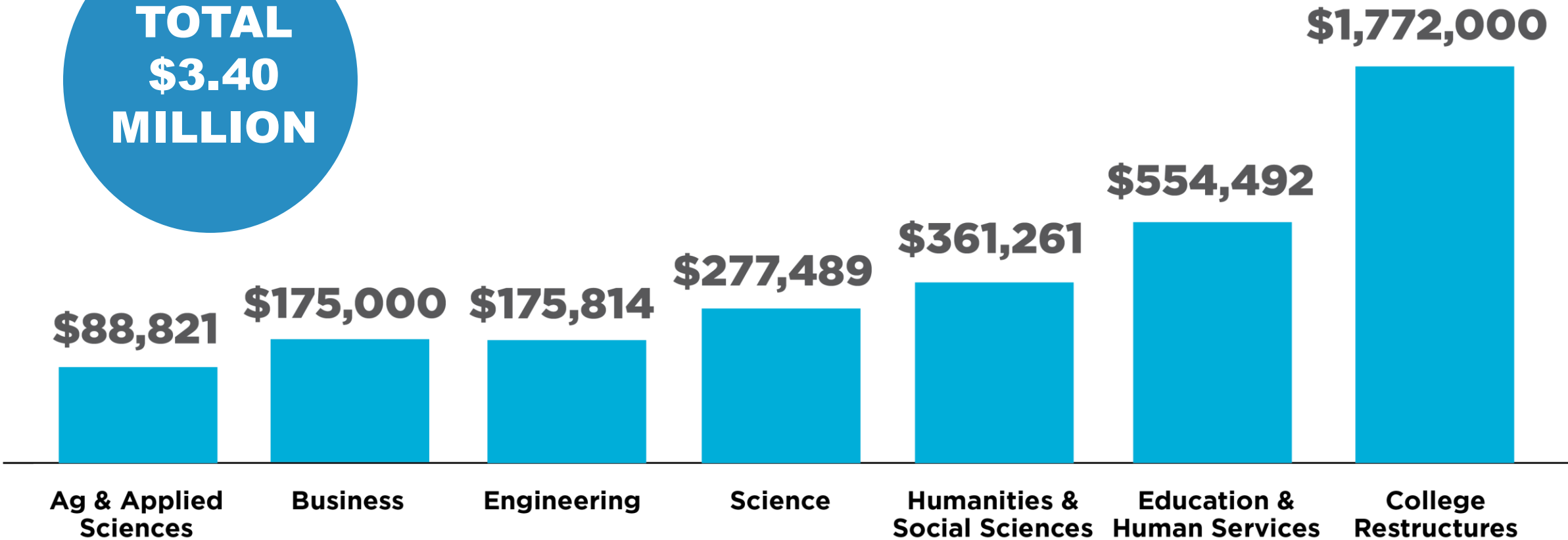
**TOTAL
\$3.42
MILLION**

ADMINISTRATIVE EFFICIENCY

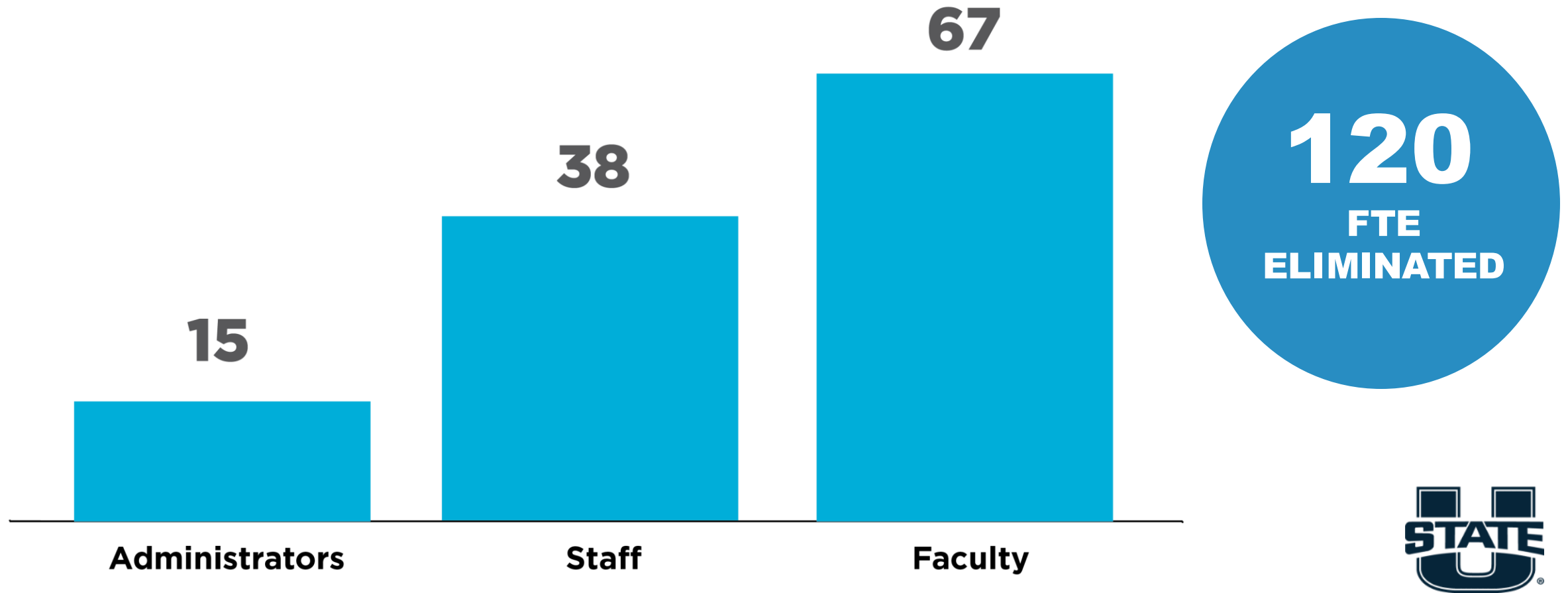


Total targeted reductions

**TOTAL
\$3.40
MILLION**



FTE DISINVESTMENT BY EMPLOYEE CLASSIFICATION

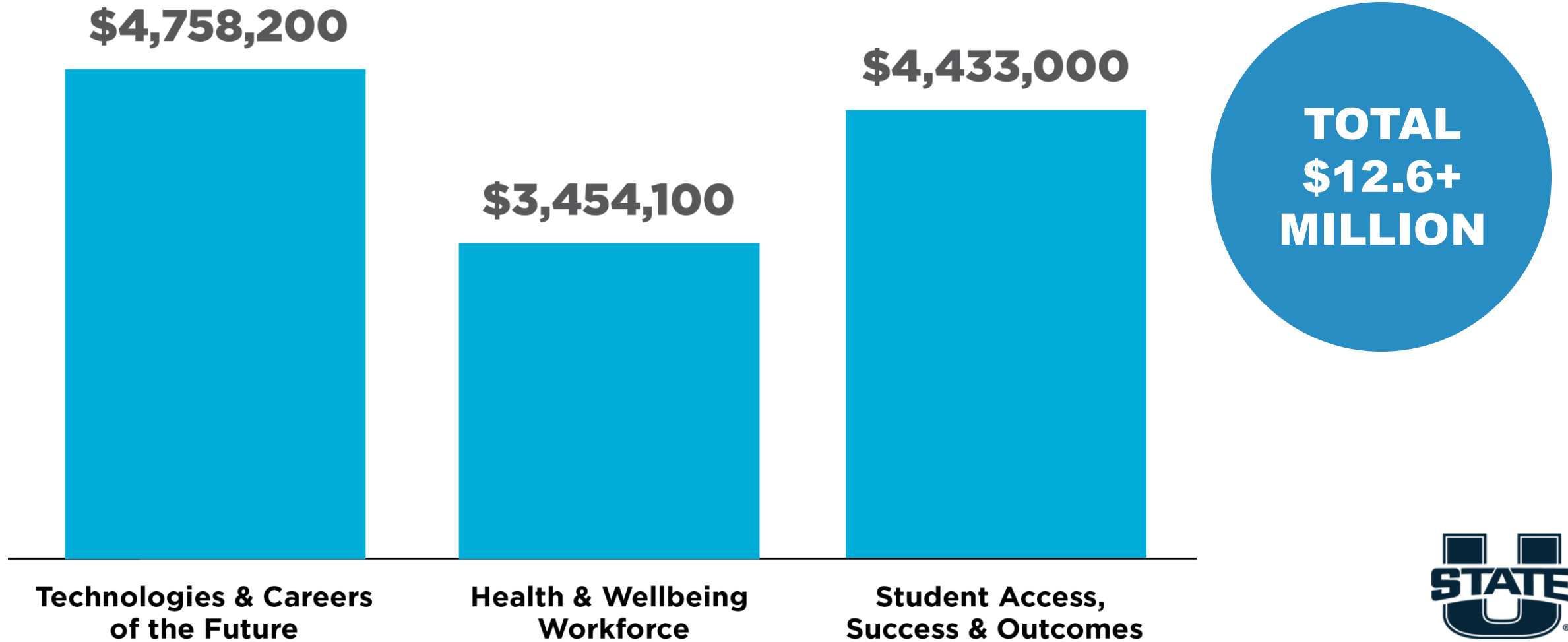


A male scientist wearing a white lab coat, safety glasses, and a white respirator mask is working inside a biosafety cabinet. He is using a blue pipette to transfer a green liquid from a bottle into a blue multi-well plate. The biosafety cabinet has a stainless steel interior and a glass front. On the right side, there are two pipettes on a stand, a stack of boxes, and a rack of blue-capped vials. The background is a solid blue color.

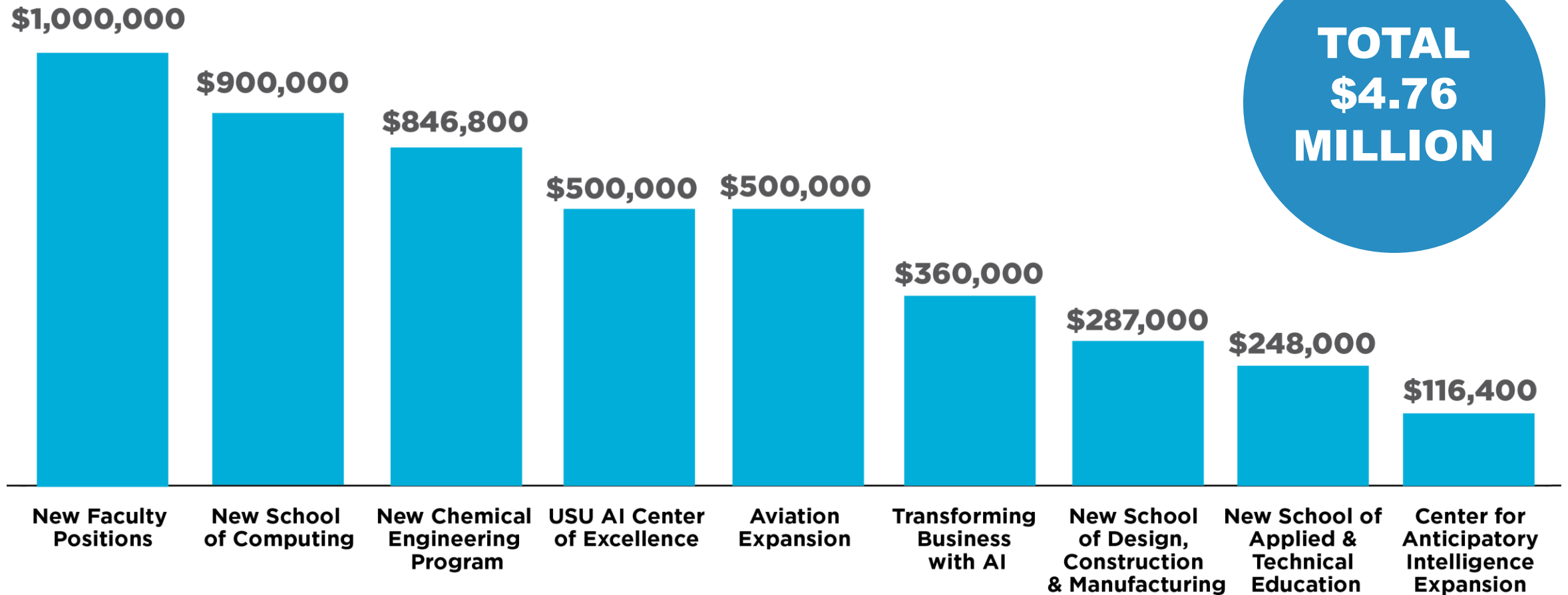
REINVESTMENT



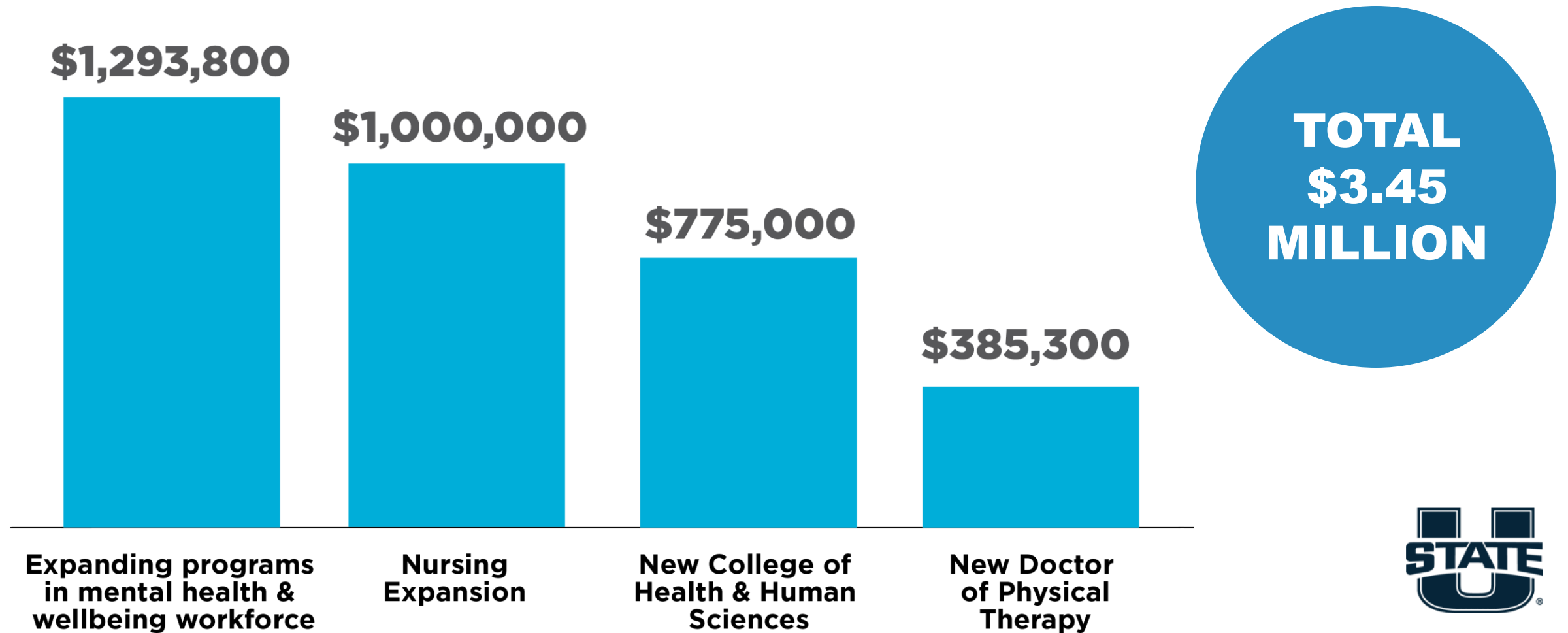
THREE AREAS OF REINVESTMENT



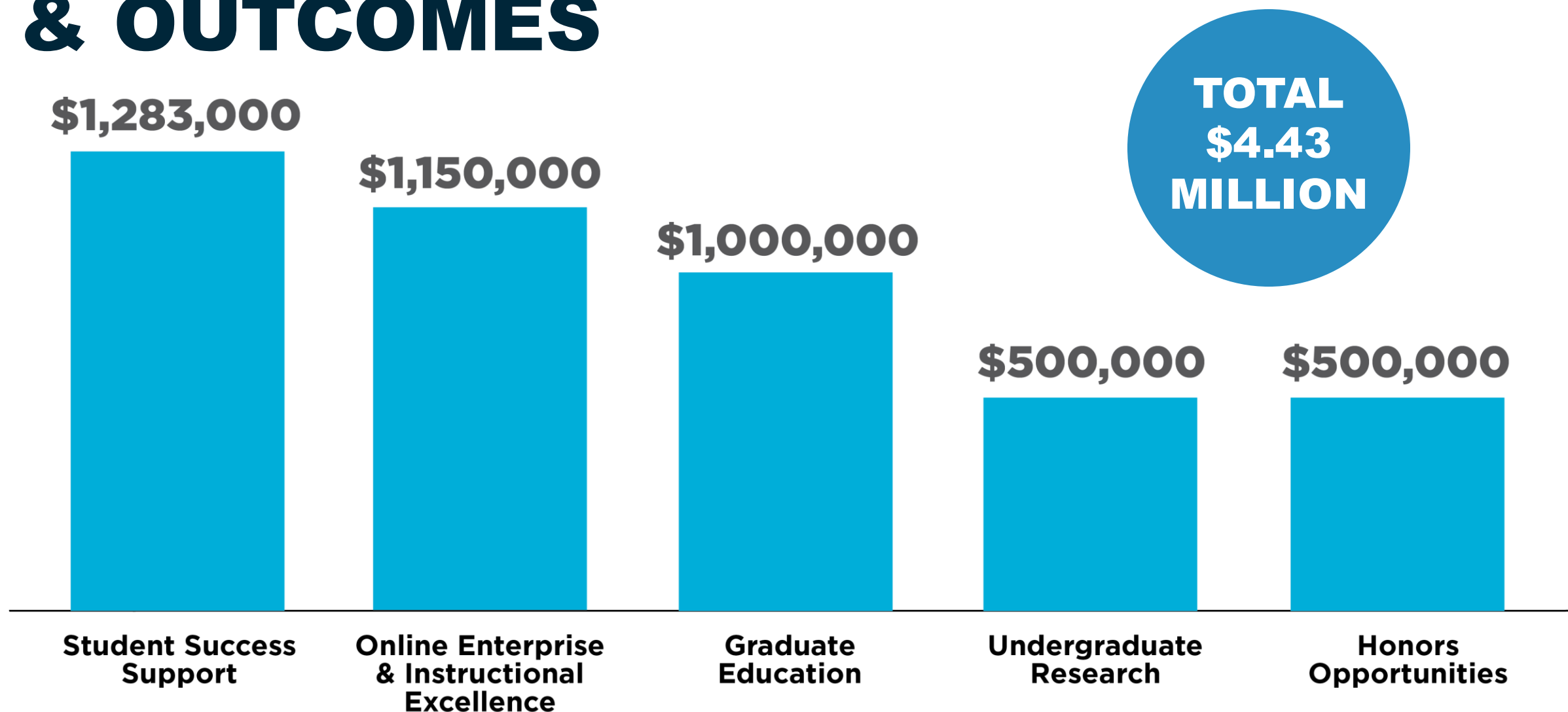
TECHNOLOGIES & CAREERS FOR THE FUTURE



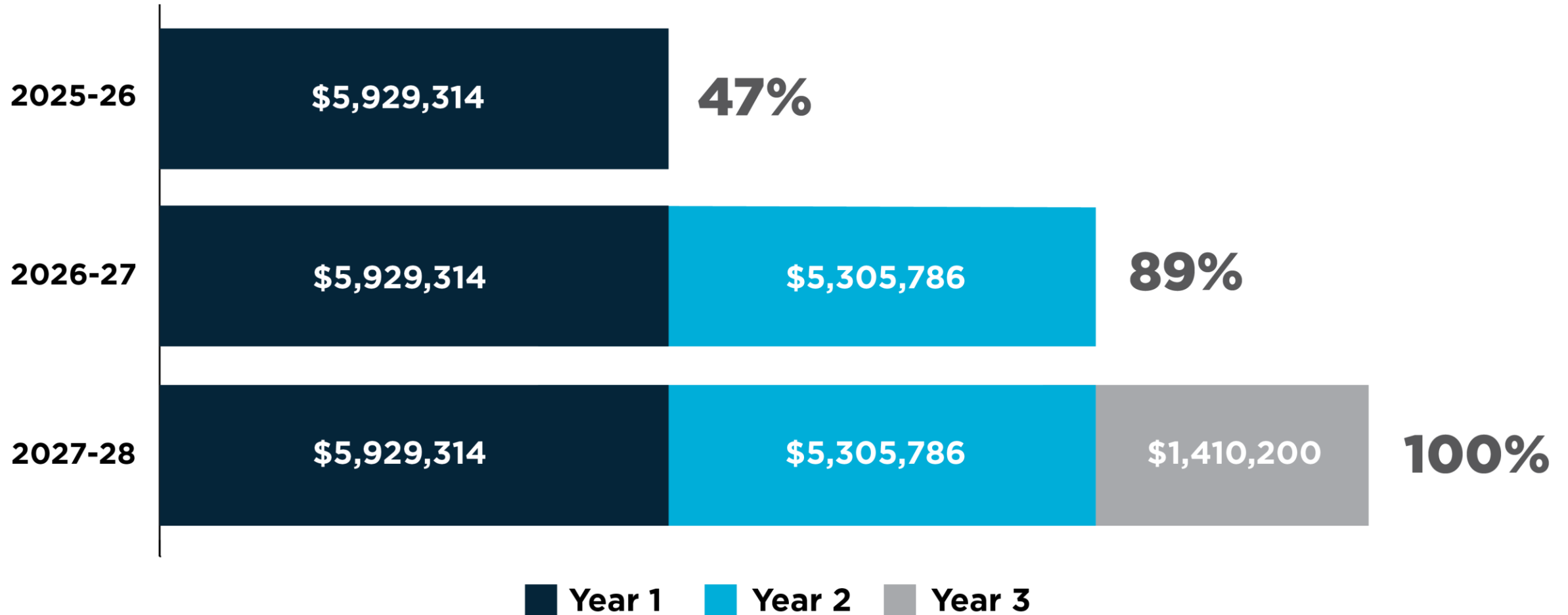
HEALTH & WELLBEING WORKFORCE



STUDENT ACCESS, SUCCESS & OUTCOMES



PROPOSED IMPLEMENTATION TIMELINE



DISINVESTMENT → REINVESTMENT IN INSTRUCTION



Disinvestment	-\$ 8,216,636	65.0%
Reinvestment	\$10,519,300	83.2%
Instruction Delta	\$ 2,302,664	



UtahStateUniversity