

*Considerations for retrenchments in the Department of Philosophy*

The decision to forward retrenchment recommendations to the President is due to larger-than-expected enrollment declines for Fall 2019. The declines are expected to result in significant budget deficits for FY20 and FY21. Current estimates put the operational budget deficit for FY20 between \$3.7M and \$6.1M. This operational deficit is expected to continue into FY21 and is expected to further increase to cover the \$4.9M in reserves used to balance the FY20 budget. It is important to note the university will employ multiple fiscal management strategies to reach the final reduction targets for FY20 and FY21. It is anticipated the total FY21 savings, resulting from the recommended retrenchments, will be approximately \$840,000.

The institutional enrollment (FYE) has dropped nearly 31% since 2011. Similarly, the number of BA-Philosophy/Interdisciplinary Philosophy majors has declined 29% from Fall 2014 (34) to Fall 2018 (24). There are 17 majors currently enrolled for Fall 2019. The Philosophy minor had 16 students and the Ethics minor had 4 students in FY18.

The Philosophy Department has historically held a robust LEP/MnTC service role at the university, most prominently in Goal 2, Critical Thinking. The 42% decrease in Philosophy overall FYE from AY 2014-2015 (327.7) to AY 2018-2019 (189.3) indicates a FYE decline was also realized in LEP enrollment across multiple goal areas. There are several components that have contributed to the decrease in LEP enrollment in Philosophy courses. First, changes in the required curriculum of supported programs from other divisions have negatively impacted the enrollment in Philosophy courses in Goal areas 2, 4, 6 & 9. Second, there has been an increase in the number of students enrolling at St. Cloud State University who have already completed a large portion of their LEP requirements, including Goal 2 and/or PHIL 194, which has historically been highly enrolled. Third, additional course options have populated goal areas in which Philosophy was once dominant, particularly in Goal 2. The declining demand has led to decreased enrollments and resulted in a surplus of instructional capacity in Philosophy.

In an effort to respond to these changes, the university has utilized several fiscal management strategies. The university has now reached a point where additional strategies, including retrenchment, must be implemented to help balance the university's budget. It is important to note that we are not proposing to close the major or minor programs in the Philosophy Department at this time, and do not anticipate student progression being negatively impacted by these reductions.