**Principles Governing Cost Containment in the Academic Affairs Division**

**Core Principles:**

1) student education and achievement are primary purposes
2) protection of high enrollment / high quality academic programs is essential
3) faculty and staff resources supersede non-personnel / operating resources
4) adjustment and re-alignment of expectations are necessary given reduced resources
5) targeted cost containment based on divisional and institutional priorities
6) postponement of initiating new activities and programs requiring substantial new resources or resource re-allocations
7) plan and prepare to progress when financial resources improve

**Primary Goals for the Academic Affairs Division are, at minimum, to maintain:**

a) full-time faculty and staff positions
b) quality of undergraduate and graduate education
c) student financial aid
d) existing, approved high enrollment / high quality academic programs
   (postpone initiation of new programs)
e) undergraduate students retention, progression, and graduation rates

**Additional Goals for the Academic Affairs Division include:**

- promote enrollment growth that will enhance the University’s financial position, and status within the USM system, state, and region
- communicate budget plans and decisions frequently
- support students, faculty, and staff success