All units and departments were asked to revert 4% of their budget for a total of $2,085,760. Reductions were based on available opportunities in a given unit or department. The following list captures the types of recommended actions by each unit.

Freeze filling of EPA and SPA positions
RIF select employees
Freeze out-of-state travel
Limit in-state travel
Do not refill positions after retirements
Reduce operating dollars
Graduate student reductions
Postpone repairs and renovations, equipment purchases

- **Freeze filling of EPA and SPA positions** – response time to clientele will be slower and may impact the ability to take advantage of opportunities. Will not be able to do some types of research projects due to lack of labor, which will impact the funding coming to the University.

- **RIF select employees** - this has a devastating effect on morale, particularly in the SPA ranks. It makes it difficult to hire good employees in the future because they feel they don't have the security of a state job.

- **Freeze out-of-state travel** – faculty will not be able to attend conferences, regional project meetings and other professional meetings. Our lack of attendance as an institution reduces our reputation in the professional community.

- **Limit in-state travel** - will be limited in our ability to conduct locally relevant research and serve the needs in the state. Less interaction with our stakeholders will result in less visibility for NCSU and ultimately less support.

- **Do not refill positions after retirements** - gaps in research expertise will occur and this will diminish our ability to respond to needs in the state and nation and take advantage of new areas of research. Remaining faculty will not be able to pick up the duties in many cases.

- **Reduce operating dollars** - many of the departments and research units are currently struggling to meet the immediate needs. Increased costs in almost every area have eroded their buying power. Events such as research seminars will be cancelled.

- **Graduate student reductions** – dollars for graduate student support will be reduced and there will be less money for new graduate students in the future.

- **Postpone repairs and renovations, equipment purchases** - no new renovations will be started. Repairs will be limited to critical needs. New equipment purchases will be limited to critical needs.