

## School of Law

### Addendum: Responses to requested new information

Information on how the recommended reductions fit into the School of Law's and/or UND Strategic Plan:

- It is critical that the School of Law maintain accreditation through the American Bar Association. All recommended reductions are designed to address the directions of the President and Provost without endangering the law school's ability to continue to comply with our accreditation standards.
- The School of Law's recommendations have been guided by three lodestars: curriculum (maintaining a high quality curriculum that complies with ABA Standards and fulfills the School of Law's Curricular Mission and learning outcomes), students (maintaining all student services required by the ABA Standards and continuing to invest in student recruitment and student academic and professional success), and community (ongoing and honest communication, consideration of input and interests, and caring about students, staff and faculty).
- In addition to serving its own strategic goals, the School of Law is working to contribute to the UND Strategic Plan, including expanding course offerings related to energy and oil and gas law, expanding course offerings and student services relevant to Canadian law students, and exploring adapting several courses to online delivery.

#### Additional notes:

We have not presumed a tuition increase.

We have added the anticipated salary increases for pending faculty promotion applications to the target amount.

Rank items 1, 3 & 6 (voluntary reductions): We understood that UND would allow management of voluntary reductions to be part of each college's budget planning. We have asked each employee who has volunteered to commit to the reduction for 2 years. The 2-year commitment covers the anticipated reduction in state funding over the 2017-2019 biennium. The voluntary reductions would be re-assessed at that time in light of the law school's resources.

Rank items 13, 19, 21, 22, 24, 25, 26: Yes, these are anticipated RIFs.

Rank items 16, 23: Endowment-funded salary supplements will be "swapped" with base salary in order to realize base salary savings. Endowment funding will come from various endowments already designated and used for faculty support.

Rank items 17, 27: If state budget decisions do not allow the law school to implement and/or realize savings from salary freezes, alternate reductions are listed below.