Oregon State Athletic Department
Implemented Cost Saving Measures

In all of the savings measures listed below, the overlying goal of the athletic department has remained to provide what is needed to participate in that sport, with the treatment of the student-athlete and their experience being primary over the wants or needs of the staff.

Action: Wage Freeze

- **Result:** All unclassified staff members not on multi-year contracts did not receive a merit or cost of living wage increase in FY10 resulting in savings of approximately $500K

Action: Furlough

- **Result:** The entire athletic department including the multi-year contract employees are having furlough time computed into their annual salaries or post-season bonuses, which results in a savings of $600K.

Action: Support Staff Cuts

- **Result:** The athletic department has eliminated 4 executive secretary positions worth $200K over 3 years, as well as left open marketing and business office positions resulting in additional annual savings of $100K.

Action: Support Staff paid with Foundation Funds

- **Result:** The director of operations positions in the athletic department are paid at least 50% through the sports fundraising Foundation accounts. This represents a savings to the State budget of $75K.

Action: Elimination of Professional Development

- **Result:** No professional development expenses (ex. Conventions – Final Four, NFCA Convention, etc.) will be supported by the athletic department budget unless it is required to maintain the position (ex. Trainers going to convention for CEU’s, Soccer Coaches going for certification) or the attendee is a National Association Board / Committee Member (ex. President of the NFCA). The professional development may be funded through Foundation or Camp funds, but not through the state budget. This will result in savings of over $60K over all of the sports budgets.

Action: Elimination of Non-Competition Travel (Retreats)

- **Result:** No non-competition travel will be paid with state funds, including team retreats, team building or off-season training trips. These services may be paid by utilizing fundraising funds. The net savings over the athletic department is $60K.
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**Action: Elimination of Alternative Medicine**

- **Result:** No alternative medicine will be paid with state funds, including sports psychologist, sports massage and supplements. These services may be paid by utilizing fundraising funds. The net savings over the athletic department is $50K.

**Action: Elimination of Printed Media Guides**

- **Result:** The annual cost of printing media guides has been around $120K. With the evolution of e-mags/media guides this cost has been reduced to $80K, as well as having become more eco-friendly.

**Action: Elimination of Phone Service Duplication – Land-Line vs. Cell Phone**

- **Result:** The athletic department has charged the individual departments/sports to limit the number of telephone lines that are being utilized and decrease the amount of duplicated services. This was accomplished by maintaining central land-lines for the department/sport, and the coaching/support staff having only cell phones. The Football department eliminated 13 land-lines themselves at an average monthly cost of $40/phone. The department should realize a savings of $25K when the transition is completed.

**Action: Training Table Limitations**

- **Result:** Making sure that only the student-athletes or specified student staff members are participating in Training Table meals will result in an annual saving of $75K. Since the training table meal is a taxable benefit to the athletic department staff, this savings measure addresses the UBIT/Tax rules as well as saves money. Staff members can purchase training table meals at the full price from the provider without effecting the departments spending.

**Action: Apparel Limitations**

- **Result:** Limiting the amount of apparel that is over-ordered to “Take Care of Donors/VIP’s” will result in a savings of $50K annually. These “additional items” can be purchased by the departments utilizing Foundation funds if being done so for fundraising efforts, in an attempt to match the expense with the revenues.

**Action: 5th Year Aid / Summer School / Failing Classes Limitations**

- **Result:** The athletic department academic and compliance staffs will focus on graduating the student-athletes as quickly as possible, eliminating the S/A that needs to stay an entire semester to take one class ($50K savings). Additionally, the tightening of Summer School eligibility criteria as well as making S/A’s that Fail/Drop classes due to indifference pay for the failed class will provide savings ($50K) as well as making the S/A’s more responsible for their education.
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**Action: 250 Mile Rule – Bus vs. Flight**

- **Result:** The implementation of the 300 mile rule, where if the destination is less than 5 hours to drive to, it must be bused/drive, versus flying. This rule is implemented across the board, with Football being the biggest savings example when they bus to Seattle, Washington instead of flying resulting in savings of $65,000 (Flights vs. buses).

**Action: Reduced Per Diem Rate**

- **Result:** The athletic department has not raised their per diem rate for over 10 years, still maintaining the $32/day per diem rate, while the University is now at $45-$58/day. This is a savings of $13 minimum/person per day, resulting in a minimum of over $50K in savings each year.

**Action: Reduced Mileage Reimbursement**

- **Result:** The athletic department has not raised the mileage reimbursement rates for several years, maintaining the rates of $.20/mile for courtesy cars and $32/personal vehicles versus the $.55 rate maintained by the University. This results in savings of over $10K annually.