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## [FacultyStaff] Continuing the Conversation: Our Path to Financial Stability

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To: Faculty/Staff group <facultystaff@fredonia.edu>

Thu, May 22, 2025 at 2:20 PM



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### OFFICE OF THE PRESIDENT

May 22, 2025

Dear Faculty and Staff,

Thank you to those of you who were able to attend the end-of-academic-year meeting on Monday. We had strong attendance, and it was wonderful to see everyone.

If you did not attend, we had two major presentations. The first was on the Academic Master Plan, presented by Dean Andy Karafa. I thank Dr. Karafa for his detailed presentation, and I appreciate those in the audience who made suggestions and offered comments. We are reviewing the comments to see how they might be included in the plan.

Vice President for Finance and Administration Wayne Lynch also provided a clear overview of our current financial reality and the actions we must take to secure Fredonia's future. I want to thank him for his thoughtful and transparent presentation, and I want to highlight some of the key points he made regarding our financial outlook.

### **Where We Stand**

As VP Lynch shared, we are actively examining every possible avenue to reduce costs. Even if you have not been directly involved in those discussions yet, please know that they are ongoing and focus on all areas of campus. As mentioned at the meeting, each division has been asked to prepare budgets for

next year with a 10% reduction in their OTPS (Other Than Personal Service) lines. In addition, the use of overtime will be closely examined and adjusted. Even with those changes, approximately 80% of our campus budget is tied to personnel. Hence, we must prepare ourselves for position reductions. We do not yet know the extent of such reductions; it will depend on the effectiveness of the budget measures we are currently taking and described above.

### **What Happens Next**

Our timeline is short. We must submit our 2025–2026 budget to SUNY soon, and this work continues—intensively—even as the academic year ends. Vice Presidents are now developing budget proposals using Finance and Administration planning templates and updated spending targets. By late June, we expect to have a clearer picture of our financial outlook. If personnel reductions become necessary, we will engage with the appropriate bargaining units and follow all required and contractual procedures with care and respect.

### **How You Can Help**

We know summer is a time when many step away, but I urge you to stay connected. Please reach out to your supervisors, deans, and vice presidents if you have questions—or ideas. Your insights matter, and your voice is needed, especially now.

To all employees, whether you are here during the summer, or if you are on a 10-month obligation, your perspective is valuable. To faculty, the interim Provost will send follow-up communication shortly regarding changes in Academic Affairs. To staff, your Vice Presidents or cabinet officials will reach out to you to invite and encourage your participation as these important decisions are being shaped.

### **Moving Forward Together**

As I indicated at the meeting, we are going through a challenging time that we must address. We are stronger when we face challenges together—with openness, collaboration, and shared commitment. The planning process is happening now, and it is moving quickly. Please stay engaged, ask questions, offer solutions, and support one another.

Let's meet this moment with unity and determination. Together, we can help Fredonia navigate these challenges and emerge more resilient and focused on the future.

Very truly yours,  
Dr. K

Stephen H. Kolison, Jr., Ph.D.  
President and Professor

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