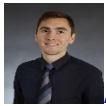


Millersville is one of only 5 state universities not considering faculty cuts amid virus-related financial challenges



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Students walk on the Millersville University campus Wednesday, March 11, 2020
BLAINE SHAHAN | Staff Photographer

On increasingly unstable financial ground, at least nine state universities are considering dismissing faculty members through a process known as retrenchment.

Each president of those universities sent a letter to the faculty union stating the university may be forced to retrench — a collective bargaining term similar to a layoff — employees because of the myriad fiscal challenges facing the 14-member Pennsylvania State System of Higher Education, which have accelerated since the coronavirus pandemic began.

Millersville University, Lancaster County's lone state-owned university and largest college with about 7,700 students, did not send a letter, meaning retrenchment isn't presently on the table.

"At Millersville, we are doing everything we can to increase fiscal efficiency while maintaining high quality education and services for our students," Millersville spokeswoman Janet Kacskos said in an email.

That includes closely monitoring fall enrollment as well as the impact of the state system's early retirement incentive, resignations and attrition, Kacskos said.

Schools that have sent letters in recent months include Bloomsburg, California, Cheyney, Clarion, Edinboro, Indiana, Kutztown, Lock Haven and Mansfield universities.

The letters, which were obtained by LNP | LancasterOnline through Right-to-Know requests, don't mean universities will definitely make cuts. Universities are obligated to notify the faculty union chapter president of possible retrenchments under the [collective bargaining agreement](#).

Jamie Martin, president of the Association of Pennsylvania State College & University Faculties, said she and her members are "diligently working" to prevent job loss.

"In short, we are in unprecedented times," Martin said in an emailed statement. "We are at the beginning of a long process of discussions with the State System, using contractual options that were not available to us in the past, to begin discussing job security of our members sooner than may have occurred in prior years."

