



Preserving the St. Norbert Legacy: A Shared Promise of Stewardship is a collective endeavor that underscores our commitment to the College's mission, educational quality, operational excellence, and long-term sustainability.

Much attention focuses on the efforts to reduce expenses to address pre-existing and under-reported financial challenges and to invest in new programs and innovative partnerships to drive enrollment and revenue. But most accurately, everything we are doing is to prioritize accessibility, affordability, and accountability for the student experience emphasizing academic excellence, transformative experiences, and positive student outcomes. It's about giving students greater access to majors they want and a broad liberal arts foundation through the core curriculum (including philosophy and theology courses). It's about helping the students on our campus today discover their passion and discern their purpose. And it's about advancing this great College to ensure that the same opportunities are available for their children and their children's children.

We can achieve this together. In fact, that is the only way we can. Each of our roles--whether student, teacher, staff, parent, alum, donor, or administrator--is crucial in this journey. It is through our collective efforts that we are fortifying St. Norbert College for the benefit of future generations.

Our students will continue to engage in a broad-based education with courses spanning the humanities, arts, natural sciences, and social sciences. They will study innovative programs that align with their interests and graduate with skills that prepare them for success.

Significantly reducing the operating budget to align revenues and expenses is necessary to ensure a SNC education remains affordable to our students and families. It is also required for the long-term financial viability of St. Norbert College.

The recent Town Halls are one of the ways we manifest the College's unwavering commitment to transparency, collaboration, and the Norbertine ideal of *communio*, as we work to protect our sacred mission in perpetuity. Below are facts that respond to the submitted questions we were not able to answer during the town halls.

Once again, we extend our heartfelt thanks to you. Together, despite the challenges and difficulties before us, we are strengthening St. Norbert College for generations to come.

St. Norbert College

Answers responsive to questions submitted in the Town Hall gatherings

Academic Program Changes and Student Support

Degree Completion and Academic Continuity

- Students currently enrolled in potentially affected programs will be fully supported through structured teach-out plans, ensuring they can complete their degrees without disruption.
- Academic Advisors are proactively meeting with students to review options and ensure a clear path to graduation.
- Partnerships with other educational institutions or organizations will provide additional course options, if needed.
- Transfer credit policies remain unchanged, and advisors will facilitate smooth credit transfers for any necessary external courses.

Faculty and Department Changes

- Only specific majors and minors are being phased out; essential courses in these disciplines will continue to be offered as part of the core curriculum.
- Core curriculum requirements will be maintained through remaining faculty and qualified adjunct and instructional personnel.
- The College remains committed to providing high-quality education through strategic faculty assignments and innovative teaching methods.
- Professional academic advisors will supplement faculty advising to ensure students receive comprehensive support.

Continuing Programs and Academic Identity

- SNC will continue offering a broad-based core curriculum true to its three core traditions: Catholic, Norbertine, and liberal arts.
- SNC will continue offering a broad range of majors. No final decisions about program elimination have been made at this time.
- Study abroad opportunities will continue, with some program adjustments to ensure long-term viability.

Communication and Support Services

Student and Family Support

- Academic Advising & Career Development teams provide personalized guidance for all students.
- Admissions counselors are personally contacting incoming students potentially affected by program changes.
- Full refunds of enrollment deposits will be provided to incoming students who choose not to enroll due to program eliminations, once decisions are finalized.

Timeline and Transparency

- The College maintains ongoing communication through meetings, open office hours, shared governance, email updates, and the Preserving the Legacy website.
- Regular updates will be provided to ensure clarity and certainty for students and families.

Alumni Engagement

- Alumni can support SNC through:
 - Recruit a St. Norbert College student.
 - Providing internships or employment opportunities.
 - Support for A Day to uKnight, the College's largest one-day fundraising effort.
 - Giving to the St. Norbert Fund.

Financial Strategy and Campus Development

Budget Management

- Budget reductions have been implemented across all divisions, including faculty, administration, and staff positions.
- The College has adjusted the budget by nearly \$12M and is currently addressing a projected \$7 million deficit for FY26 through further strategic adjustments.
- The new Donald & Patricia Schneider Family Hall, is funded entirely through restricted donor gifts, not tuition dollars or operational funds.
- Endowment funds are carefully managed under legal guidelines to ensure long-term financial stability.

Tuition and Housing

- 2025-26 Academic Year Costs:
 - Tuition: \$45,736
 - Housing (average for first-year students): \$6,950
 - Food: \$6,390
- SNC's average financial aid offer for full-time, first-year students (2024-2025) is \$33,850, making the cost of attendance much more accessible. This amount includes both institutional and external aid (Pell, SEOG, Loans, etc.).

Athletics and Campus Life

- No sports programs have been eliminated; new club sports such as STUNT and men's ACHA ice hockey have been added reflecting student interests and driving enrollment.
- The new Athletic Optimization initiative has already contributed to positive enrollment, with 26 new students attributed to this effort.

Looking Forward

St. Norbert College remains dedicated to providing exceptional, life-changing educational experiences while ensuring long-term financial sustainability. Through strategic action, transparent communication, and commitment to our mission, we are positioning the College for continued success in serving future generations of students.

For ongoing updates and additional information, please visit the Preserving the Legacy [website](#).