On April 15-17, NIRSA conducted a survey of campus recreation department leaders to ascertain the fiscal impacts caused by the COVID-19 pandemic.

Given the financial consequences of campus closures across the Association, and the impacts these closures are having and will continue to have on individual recreation professionals, a survey of budget and related staffing impacts was delivered to campus recreation leaders at 795 institutions with 344 completing the survey.

Survey Responses by NIRSA Region

Survey Responses by Institutional Enrollment

Survey Responses by Institutional Sector

What is your department’s expected decrease in net revenue for this fiscal year?

Most respondents expect an 11-20% decrease in net revenue for FY2020 (n=337)

<table>
<thead>
<tr>
<th>Decrease Percentage</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5% decrease</td>
<td>20%</td>
</tr>
<tr>
<td>6-10% decrease</td>
<td>23%</td>
</tr>
<tr>
<td>11-20% decrease</td>
<td>28%</td>
</tr>
<tr>
<td>21-30% decrease</td>
<td>14%</td>
</tr>
<tr>
<td>&gt;30% decrease</td>
<td>15%</td>
</tr>
</tbody>
</table>

FY2020 expected % revenue decrease:

- <5k enrollment (n=87)
  - 0-5% decrease: 32%
  - 6-10% decrease: 29%
  - 11-20% decrease: 24%
  - 21-30% decrease: 7%
  - >30% decrease: 8%

- 5k-9,999 enrollment (n=75)
  - 0-5% decrease: 31%
  - 6-10% decrease: 20%
  - 11-20% decrease: 23%
  - 21-30% decrease: 12%
  - >30% decrease: 15%

- 10k-19,999 enrollment (n=86)
  - 0-5% decrease: 10%
  - 6-10% decrease: 22%
  - 11-20% decrease: 30%
  - 21-30% decrease: 21%
  - >30% decrease: 16%

- >20k enrollment (n=87)
  - 0-5% decrease: 10%
  - 6-10% decrease: 22%
  - 11-20% decrease: 33%
  - 21-30% decrease: 15%
  - >30% decrease: 20%

Have all summer recreation programs and events been cancelled?

- A decision has not been made: 23%
- All events and programs are cancelled: 32%
- Some events and programs are scheduled: 30%
- All events and programs are still scheduled: 4%

Has your institution decided any of the following? Check all that apply. (n=340)

- Extensions for memberships: 56%
- Full/partial refund of memberships: 41%
- Temporarily stopping payroll deductions: 41%
- Offering credits for memberships: 34%
- No decision made: 22%
- Full/partial refund of dedicated student rec fees: 21%
What are the anticipated personnel changes resulting from this fiscal year’s budget shortfalls? Check all that apply.

Respondents most frequently report hiring freezes, student staff furloughs and pay freezes resulting from FY2020 budget shortfalls (n=331)

- Hiring freezes: 75%
- Student staff furloughs/lay-offs: 44%
- Pay freezes: 35%
- Professional staff furloughs: 18%
- Professional staff lay-offs: 6%

FY2020 personnel changes by enrollment

- <5k enrollment (n=89)
  - Hiring freezes: 62%
  - Pay freezes: 31%
  - Professional staff furloughs: 28%
  - Professional staff lay-offs: 19%
  - Programs and services eliminated: 6%
- 5k-9,999 enrollment (n=77)
  - Hiring freezes: 72%
  - Pay freezes: 43%
  - Professional staff furloughs: 26%
  - Professional staff lay-offs: 19%
  - Programs and services eliminated: 5%
- 10k-19,999 enrollment (n=88)
  - Hiring freezes: 73%
  - Pay freezes: 47%
  - Professional staff furloughs: 33%
  - Professional staff lay-offs: 20%
  - Programs and services eliminated: 5%
- >20k enrollment (n=87)
  - Hiring freezes: 80%
  - Pay freezes: 46%
  - Professional staff furloughs: 47%
  - Professional staff lay-offs: 13%
  - Programs and services eliminated: 7%

What is the anticipated change in student enrollment for fall 2020?

- Increase: 68%
- No change: 28%
- Decrease: 4%

Has your institution mandated a budget reduction for next fiscal year?

- >30%: 1%
- 21-30%: 3%
- 11-20%: 12%
- 10%: 13%
- Not aware: 34%

What are the anticipated changes for student recreation staff resulting from next fiscal year’s budget shortfalls? Check all that apply.

- Reduced professional development: 38%
- Travel freeze: 32%
- Reduced FTE: 29%
- Pay freeze: 29%
- No changes anticipated: 28%
- Hiring freezes: 25%
- Positions terminated: 19%

What are your department’s anticipated operational changes resulting from budget shortfalls? Check all that apply.

- FY2020 (n=327)
  - Construction postponed: 39%
  - Programs and services eliminated: 50%
  - Decreased operating hours: 56%
  - Equipment purchases postponed: 81%
  - Vendor services terminated: 18%
- FY2021 (n=339)
  - Construction postponed: 37%
  - Programs and services eliminated: 44%
  - Decreased operating hours: 41%
  - Equipment purchases postponed: 68%

Has your institution made a decision regarding the use of recreation reserve funds for operating budget shortfalls?

- Reserve funds WILL BE used: 53%
- Reserve funds WILL NOT be used: 62%
- A decision has not been made: 4%
- NA: policy prohibits use/no such funds: 4%

(N=340)

(N=342)
What are the anticipated changes for professional recreation staff resulting from next fiscal year’s budget shortfalls? Check all that apply.

### FY2021 professional staff changes by enrollment

<table>
<thead>
<tr>
<th>Enrollment</th>
<th>Positions terminated</th>
<th>No changes anticipated</th>
<th>Reduced professional dev</th>
<th>Pay freeze</th>
<th>Travel freeze</th>
<th>Hiring freeze</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;5k (n=87)</td>
<td>2%</td>
<td>10%</td>
<td>25%</td>
<td>36%</td>
<td>31%</td>
<td>43%</td>
</tr>
<tr>
<td>5k-9,999</td>
<td>5%</td>
<td>13%</td>
<td>16%</td>
<td>35%</td>
<td>53%</td>
<td>53%</td>
</tr>
<tr>
<td>10k-19,999</td>
<td>10%</td>
<td>16%</td>
<td>15%</td>
<td>43%</td>
<td>47%</td>
<td>63%</td>
</tr>
<tr>
<td>&gt;20k (n=87)</td>
<td>8%</td>
<td>20%</td>
<td>2%</td>
<td>6%</td>
<td>67%</td>
<td>62%</td>
</tr>
</tbody>
</table>

### FY2021 professional staff changes by 4-yr private and 4-yr public sectors

- **4-yr private** (n=115)
  - Positions terminated: 45%
  - No changes anticipated: 50%
  - Reduced professional dev: 5%
  - Pay freeze: 16%
  - Travel freeze: 43%
  - Hiring freeze: 63%

- **4-yr public** (n=207)
  - Positions terminated: 53%
  - No changes anticipated: 36%
  - Reduced professional dev: 12%
  - Pay freeze: 14%
  - Travel freeze: 31%
  - Hiring freeze: 55%

### FY2021 professional staff changes: Region I (n=75)

- Positions terminated: 11%
- No changes anticipated: 36%
- Reduced professional dev: 44%
- Pay freeze: 52%
- Travel freeze: 60%

### FY2021 professional staff changes: Region II (n=75)

- Positions terminated: 4%
- No changes anticipated: 15%
- Reduced professional dev: 41%
- Pay freeze: 40%
- Travel freeze: 60%

### FY2021 professional staff changes: Region III (n=53)

- Positions terminated: 25%
- No changes anticipated: 8%
- Reduced professional dev: 60%
- Pay freeze: 62%
- Travel freeze: 79%

### FY2021 professional staff changes: Region IV (n=48)

- Positions terminated: 13%
- No changes anticipated: 17%
- Reduced professional dev: 41%
- Pay freeze: 46%
- Travel freeze: 54%

### FY2021 professional staff changes: Region V (n=29)

- Positions terminated: 24%
- No changes anticipated: 17%
- Reduced professional dev: 66%
- Pay freeze: 59%
- Travel freeze: 66%

### FY2021 professional staff changes: Region VI (n=48)

- Positions terminated: 8%
- No changes anticipated: 20%
- Reduced professional dev: 54%
- Pay freeze: 46%
- Travel freeze: 63%

### FY2021 professional staff changes: Canadian Region (n=14)

- Positions terminated: 29%
- No changes anticipated: 36%
- Reduced professional dev: 71%
- Pay freeze: 79%
- Travel freeze: 57%

For more information about this survey or the data supporting it, please reach out to Ruben Guzman, NIRSA Research Coordinator at research@nirsa.org.