



## OFFICE of THE PRESIDENT

Dear Bowie State University Community,

On Wednesday, June 17, Bowie State University convened the Retrenchment Committee as part of the University's continuing efforts to address the multi-year structural deficit discussed during the budget town hall and in prior communications to the campus community.

As previously noted, the workforce reductions implemented for FY 2027 did not impact tenured or tenure-track faculty. At the same time, the University must continue to assess its academic and operational structure in alignment with enrollment realities, financial sustainability, student needs, and our long-term institutional priorities.

The Retrenchment Committee is being convened to support the University in carrying out its responsibilities related to potential retrenchment actions in a manner that is fair, consistent, and aligned with University System of Maryland policy, COMAR, institutional policy, and applicable legal requirements. The Committee's work is grounded in the principle that retrenchment is considered only after academic program review, restructuring, and other reasonable alternatives have been fully explored.

The work before the Committee is advisory in nature and will be guided by documentation, policy, and the University's responsibility to proceed with care, consistency, confidentiality, and integrity. The Committee will review relevant information and provide guidance to support informed decision-making as the University continues this difficult but necessary work.

I want to express my sincere appreciation to the members of the Committee for dedicating their time, judgment, and service to this important endeavor. Their willingness to serve reflects a shared commitment to Bowie State University, our students, and the mission that has guided this institution for more than 160 years.

We recognize that this is a challenging moment for our campus community. Discussions about budgets, workforce reductions, program review, and retrenchment are difficult because they involve people, livelihoods, academic commitments, and the future direction of the University. We do not take this work lightly. Every step must be approached with seriousness, respect, and a commitment to fairness.

Bowie State's mission remains clear. We are here to provide access, opportunity, academic excellence, and transformative experiences for our students. Even as we navigate financial pressures caused by affordability challenges, enrollment shifts, rising costs, and changing federal and state policy conditions, we must remain focused on preserving the strength of the institution and positioning Bowie State for long-term success.

The Retrenchment Committee charge and a list of committee members are available through the links below. I encourage members of the university community to review these materials to better understand the committee's purpose, scope and responsibilities, as well as the parameters guiding its work.

- [Retrenchment Committee \(pdf\)](#)
- [The Charge of the Retrenchment Committee \(pdf\)](#)

Thank you for your continued patience, professionalism, and commitment to Bowie State University. This is a time that calls upon all of us to remain focused on our students, our mission, and the work necessary to move the University forward.

Sincerely,

A handwritten signature in black ink that reads "Amina H. Breaux". The signature is written in a cursive style with a large initial 'A' and 'B'.

**Aminta H. Breaux, Ph.D.**

President

Bowie State University

