Dear Campus Community,

It’s hard to believe we are about to complete the semester, with final exams starting next week. Thank you again for working so hard to get our students through the semester and across the finish line!! It has been a huge lift and I am deeply appreciative.

Furlough Information
I promised that further information would be coming with regard to furloughs on campus occurring after June 30. As you may have gathered from my last email, we are in the “Bad Scenario” as outlined by the Vice Chancellor of Administration and Finance in the Town Hall meetings. On April 28th, the state announced that all executive branch agencies, including UW System, will be asked to cut five percent of its state tax dollar funding yet this fiscal year (which ends on June 30). For our campus, this would be over $800,000 that we need to return to the state. This situation is extremely challenging. We are closely tracking enrollment data on retention and incoming recruitment and it appears that we may be dealing with potential losses that range from $250,000 to $4 million depending on what happens this summer. That is a wide range and we need to continue to do all we can to build our enrollment in all ways. We appreciate all the efforts made to date. We do know that we are already lagging behind in both retention and recruitment at this time (as are many higher education institutions) and our various teams are working hard to stem this tide in all ways that we can. In addition, there is high likelihood that there may be another lapse coming from the state---something that we cannot control, but must respond to if it comes.

Starting on July 1, a campus-wide furlough of 9.8% will be implemented to provide savings. If the furlough were to extend over all three periods listed below, it would save the university approximately $1.8 M. We may need to do additional furloughs outside these campus-wide furloughs if the situation worsens.

- The initial furlough **will** begin on July 1, 2020 and run through December 31, 2020.
- A second furlough period **could** begin on January 1, 2021 and run through May 31, 2021.
- A third furlough period **could** begin on June 1, 2021 and run through June 30, 2021.
• The imposition of the second and third furlough will be reassessed after the 10-day count of student enrollments in each semester. However, should the worst case materialize, then this plan will need to be reassessed before those dates and additional measures may be necessary.
• There are no particular mandatory furlough days—we tried to identify some but in the end, nearly every unit had one conflict or another, and thus it seemed best to leave them open to provide greater flexibility.

Furlough days starting on July 1, 2020 – December 31, 2020
12-month employees: 13 days
9-month employees: 9 days

I have included a document which explains more about the furloughs and the UW System policy on furloughs. Your supervisor and cabinet officer will be working with units on planning when those days will be taken.

As Chancellor, I am voluntarily taking a 15% reduction in pay over the same period. It will be approximately the equivalent of the furlough period of 13 days, plus an additional seven days.

All of our Vice Chancellors are taking a 10% pay reduction over the same period. Please note that when a person experiences pay reduction, they do not get days off as in furlough—they are expected to continue their existing work with less pay. I’m very proud to tell you that all of our Vice Chancellors were willing to support my request for these temporary pay reductions as a sign of respect and commitment to the campus. All other members of the Chancellor’s Staff will receive furlough consistent with the rest of the campus. We will all experience loss as a result of the COVID-19 pandemic fiscal realities and we will do this together with you.

You may wonder how this equates to what is happening on other campuses. Sadly, we are not alone. Many, including Madison, Milwaukee, Stevens Point, Oshkosh, Stout, Eau Claire and others have already instituted widespread continuous and intermittent furloughs of employees yet this fiscal year. Others will be making announcements soon.

May Board of Regents Meeting
There is a special May Board of Regents Meeting on Thursday from 3 p.m. – 7 p.m. During the meeting there will be a presentation by President Cross on his strategic vision of addressing the COVID-19 pandemic. The live audio webcast will be available at: https://www.wisconsin.edu/regents/board-of-regents-live-streaming/. You are welcome to tune in if you have time.

Planning
Scenario planning continues. UW System has instituted a planning team that is looking at possibilities for the fall. In the meantime, we have our own internal teams looking at various aspects of campus and planning for multiple scenarios. We are constructing a large jigsaw puzzle right now of different pieces related to safety to the highest degree possible while ensuring our flexibilities and options in instruction and working toward preserving our important services to students. We are coordinating all the pieces together into reasoned and clear options, so we are ready to act when the time is right, whatever the scenario, as UW System develops their thinking about fall.

**Moment of Gratitude**
I just sat in on the virtual Student Involvement Awards Ceremony. I was also able to announce the awards for the Chancellor’s Leadership Award. Thank you to everyone who took the time to nominate a student. It was yet again one amazing group of student leaders who are going to go out and take the world by storm! The awards ceremony as a whole, though, made me appreciate what super students we have, the very different walks of life from whence they came, and it always deepens my appreciation for YOU, all those mentors and guides who helped shape their path and provide the opportunities. It was heartwarming to see all the zoom chats from faculty and staff cheering on our amazing students. Thank YOU for your time and energy and devotion to them.

Finals week is next week. Take a deep breath. Be safe, and kind.

#WeStandTogether

Renée