

December 23, 2008

TO: The UMBC Community

FR: Freeman Hrabowski

RE: UMBC Furlough Plan and Budget Update

In response to the Board of Regents' resolution authorizing employee furloughs as a necessary step to achieve budget savings mandated by the Governor, UMBC has developed a furlough plan in consultation with campus senates and unions.

The plan is consistent with our guiding principles of protecting the academic core of the University and supporting students, faculty, and staff. To avoid disrupting classes, furlough days will be scheduled on holidays and days following the spring semester. The number of furlough days an employee is assigned will range from none to five, determined by the employee's employment status and salary level. I plan to take six furlough days.

Employee Status/Salary	Furlough Days	Furlough Dates	Affected Pay Dates
H-1B Visa Holders	0		
Graduate Assistants	0		
Student Employees	0		
Hourly Contingent 1	0		
100% Grant-Funded	0		
Below \$40,000	1	May 22	June 12
\$40,000-59,999	3	March 17, May 22, May 25	April 17, June 12, June 26
\$60,000-79,999	4	Jan. 19, March 17, May 22, May 25	Feb. 20, April 17, June 12, June 26
Above \$80,000	5	Jan. 2, Jan. 19, March 17, May 22, May 25	Jan 23, Feb. 20, April 17, June 12, June 26

Valerie Thomas, Associate Vice President for Human Resources, has prepared a document that addresses in detail questions faculty and staff are likely to have about implementation of the furlough plan. The document follows this message.

While we have worked to reduce the impact furloughs will have on faculty, staff, and students, I recognize that this measure represents a very significant sacrifice for members of our community. Provost Hirshman and I deeply appreciate your support as we continue to work with the Chancellor, the Board of Regents, and the Governor to serve students well during these very difficult times. The State fiscal news continues to be negative, and we anticipate announcing additional reductions to our FY 2009 budget very soon. You should know that the Provost, Vice Presidents, Deans, and I have been planning for additional reductions for some time. We are as prepared as we can be to manage the challenge while continuing to focus on the strength of our academic program and supporting students, faculty, and staff.

Provost Hirshman and I will continue to keep the campus informed about budget developments as they occur.