

September 21, 2009

To: The UMBC Community

Fr: Freeman Hrabowski and Elliot Hirshman

Re: Budget Update

This past Friday, the Board of Regents (BOR) authorized a furlough/temporary salary reduction plan for the University System of Maryland, with guidelines that give campuses the flexibility to tailor plans to their communities.

We have been preparing for the possibility of such a plan by working with the senates and the University Steering Committee (USC). These discussions generated principles that are guiding the design of UMBC's plan:

- Acknowledging the spirit of sacrifice being made by UMBC faculty and staff in order to protect the quality of education we provide our students.
- Creating a plan that is progressive, with those employees at lower salary levels taking fewer days than those with higher salaries.
- Spreading these temporary salary reductions as evenly as possible over the course of the year.
- Minimizing the impact on students and their academic programs.
- Minimizing the impact on research productivity.
- Maintaining consistency with the principles enunciated in the BOR's resolution on furloughs, as well as all applicable state and federal laws and regulations.
- Communicating and explaining the final plan thoroughly and widely.
- Continuing to plan responsibly for likely additional budget cuts over the course of this year and next.

We are finalizing our plan in consultation with the senates and collective bargaining groups, and will release it to the UMBC community by week's end. We will hold an open meeting for the campus community within the next week to talk through the plan, answer questions, and talk as a community about how we can support one another through these difficult times.

We know that these discussions are difficult for the campus and on a personal level, but we are encouraged by the commitment and positive approach of our colleagues and students. We will update you as soon as our plan is approved.