
From: UMSL Communications
Sent: Tuesday, May 19, 2020 3:30 PM
To: UMSL Faculty; UMSL Staff
Subject: Temporary Pay Reductions

Sent on behalf of the Office of Finance and Administration

Dear Colleagues,

Our university community has worked diligently to ensure a sustainable approach to financial planning – an approach that has realized a balanced budget for the last three consecutive years. Now, in this time of crisis, our university must again take bold actions to sustain its critical mission to transform lives through education, research, service and economic development.

Today, we write to share a decision to enact a temporary, university-wide salary reduction that will affect just over half of our faculty and staff, including those in grant-funded positions. Effective June 1, 2020:

- Employees who earn less than \$50,000 – 48 percent of our workforce – are excluded from this action.
- Employees who earn between \$50,000 and \$74,999 – 31 percent of our workforce – will take a 2.5 percent pay reduction.
- Employees who earn between \$75,000 and \$99,999 – 11 percent of our workforce – will take a 5 percent pay reduction.
- Employees who earn between \$100,000 and \$124,999 – 5 percent of our workforce – will take a 7.5 percent pay reduction.
- Employees who earn \$125,000 or more – 5 percent of our workforce – will take a 10 percent pay reduction.

The Executive Policy Group approved this plan with input from the University Assembly Budget and Planning Committee. It creates an equitable baseline for employees across campus – limiting the impact for 80 percent of our employees to 2.5 percent or less.

These reductions are planned for up to 12 months, but will be assessed every three months given evolving budgetary impacts. In total, this action could realize a savings of up to \$4.3 million which aligns with the current projected state withhold of \$4.7 million in FY21.

While this action is just one component of our larger sustainable budget planning efforts, it does give the university time to consider and execute more complicated, long-term decisions to support our future. Our college, school and division leaders are currently assessing their units to meet our FY21 fiscal goals and beyond. It is important to note that this pay reduction measure alone will not achieve the steep cuts necessary, and many units will enact additional measures to further reduce costs.

We know that many of you will have questions about how these pay reductions will affect you personally. Please reach out to Human Resources to address specific questions and refer to the follow resources for guidance.

- [HR-710 Payroll Reduction Measures for Administrative, Service and Support Employees](#)

- [HR-720 Payroll Reduction Measures for Faculty and Other Academic Appointees](#)

We understand that these necessary pay reductions are painful, and we appreciate how hard everyone is working to stay focused on our educational mission during this time. However, we take these steps to ensure that UMSL emerges from the financial stress of the pandemic as a stronger university focused on serving our students and community as an elite public metropolitan university.

Sincerely,

Tanika Busch
Interim Vice Chancellor and Chief Financial Officer

James Hertel
Executive Director, Human Resources