
From: UMSL Communications
Sent: Tuesday, April 28, 2020 4:03 PM
To: UMSL Faculty; UMSL Staff
Subject: Voluntary Pay Reductions

Sent on behalf of the Office of Finance and Administration

Dear Colleagues,

As you know, the immediate financial effects of COVID-19 on our university have brought challenges that require proper fiscal stewardship – now and well into the future. UMSL was already facing a budget deficit this year, which was amplified by an unexpected withhold by the state of \$4.7 million in March. While the CARES Act will bring some financial relief to the university, we still project an operating budget shortfall of approximately \$1 million for the fiscal year ending June 30.

After announcing the financial restrictions we are currently following, many of you have asked whether there is a way for others to join in volunteering for future pay reductions to help close the immediate funding gap. The University of Missouri System has developed a process for those who wish to participate in this effort to support the university's core missions of education, research and service to Missouri.

[This form](#) allows you to easily sign up for future pay reductions at 2%, 5% or 10% for up to three months. Already, the UMSL Chancellor, Council of Deans and members of the Executive Policy Group have taken voluntary 10 percent pay reductions from May 1 through at least July 31.

While we appreciate the generosity and dedication of those who choose to participate, please keep in mind that these actions will not eliminate the need for other steps to reduce payroll costs during this unprecedented pandemic and the related financial uncertainty. Those who volunteer may still be subject to other measures, which include furloughs, layoffs, salary reductions or other actions.

Another important way we can help plan for the future is to know which employees are considering retirement in the next 12 months. We encourage those individuals to have a non-binding conversation with their supervisor now to allow them to plan more effectively for FY21 and beyond.

No matter your decision, we appreciate your dedication and hard work for our students, our university community and all Missourians.

Sincerely,

Tanika Busch
Interim Vice Chancellor and Chief Financial Officer

James Hertel
Executive Director, Human Resources

Access the form via https://missouri.qualtrics.com/jfe/form/SV_eE4ONlwt0ZHjA1v