



May 19, 2009

Dear Colleagues,

Soon after deciding to use furloughs to produce some salary savings in FY2010 (thus reducing the number of layoffs caused by our budget cut situation), we began hearing questions and concerns about the application of furloughs to employees funded on external sponsored projects or grants. Human Resources, University Counsel, the Office of the Provost, and the Vice President for Research have all been working steadily to understand the many facets of this issue since the possibility of furloughs first arose. We also have been listening to many of you who took the time to express your concerns, and appreciate the thoughtful and well-considered feedback.

After consulting with the Provost's Academic Leadership Council, the Academic Chairs' Council, and representatives of the Faculty Senate, we have decided that a modification to the original furlough policy and implementation is warranted. **Faculty and staff whose compensation is 90% or greater from sponsored project funds (other than TRIF) will not be required to take furlough days in FY2010.** This exclusion from furloughs acknowledges that the university's state budget would not realize any substantive savings through including these individuals in furloughs. Although the change affects a relatively small number of people (fewer than 150), it reduces the impact of state-budget-driven decisions on those who are most subject to externally-imposed deadlines and the uncertain nature of employment on external funds.

The discussion and decisions have been difficult. Other research universities across the nation imposing furloughs are split between those including, and those excluding, grant-funded employees. Our university has invested great energy and, on occasion, internal funding to ensure equitable and consistent treatment of employees (e.g., to ensure that grant-funded employees have access to all benefits and leave options, and to cover salary increases for a current year when a particular project would not be able to match state increases). So the consistency argument, used by some research universities to justify including grant-funded employees in furloughs, was a strong influence in our initial decision. However, in the end, the fact that furloughs for these employees would not yield any savings toward our budget reduction took precedence for us.

We regret the impact that furloughs will inevitably have on most of the university's employees and on our activities, and appreciate the sacrifices and efforts that the campus community is making in these difficult times. Thank you for the thoughtful feedback on this issue and for your support and dedication as we implement this and other difficult decisions.

Sincerely,

John D. Haeger  
President

Liz Grobsmith  
Provost and Vice President  
for Academic Affairs

Laura F. Huenneke  
Vice President for Research