

Jeff Morgan

February 8, 2024

President Staff Welfare Committee

Last week we informed faculty of a likely budgetary shortfall for the 2024-25 budget year. We asked them to prioritize ways to help reduce faculty compensation. We would like staff to consider ways to reduce and/or reallocate staff salaries and benefits. We understand the staff has already made great sacrifices within departments that have experienced departures resulting in the freezing of vacant positions. We are not asking the staff to take on additional responsibilities through further reductions of existing positions at this time.

We ask the staff to prioritize and consider the following items that could help the overall budget for next year:

- Continue freeze of current vacant positions (We will continue to approve a few essential positions for rehiring)
- Reduction of Retirement Contributions (reduce retirement contributions for next year)
- Offset possible future Health Insurance premium increases by increases in co-pays, deductibles, other cost-saving ways.

We also encourage staff to consider ways to help us identify ways to save money next year.

You, the staff, are a major part of our community and you continue to excel at serving our students. We will this Spring seek ways to better enhance student belonging (retention) and your efforts to help our students be successful is an essential part of our recovery. This opportunity to build a stronger community and help our students will depend on all of us working to achieve these common goals.

We are happy to meet with you at your request. The University Council and the Budget Committee will have representatives from the staff and a minimum of 3 meetings each will be held in this month of February.

Thank you, always!

Fr. Kilian Malvey

Co-Interim President

Dr. Roy F Heynderickx

Co-Interim President