

Motion to Express the Sense of the Faculty on Furlough Policy

- The faculty recognize the wisdom of developing a university policy to guide the implementation of a furlough of faculty and staff, should such a contingency be required.
- A furlough process, if permitted by the state, should be employed only after all other remedies for addressing budget shortfalls have been exhausted.
- We support the \$32,000 threshold for exemptions from any furlough and recommend that this threshold be reviewed at least every five years.
- We recommend that any furlough apply to general funded employees only and not to salaries or portions of salaries derived from other funding sources such as grants.
- We recommend an across-the-board application of any furlough in terms of the number of days; we recommend against a tiered approach wherein employees at higher salary levels would be assessed a greater number of days (state-directed limit is five days in any fiscal year).
- To the extent practical and where necessary, health- and safety-related positions should be exempt from furlough.
- The plan should recognize the fact that faculty cannot realistically take days off at any point in their contract period. What the state calls a furlough is effectively a one-time pay cut for faculty, and language in the plan should acknowledge that. Faculty are willing to sacrifice as needed to help the state and the university weather fiscal difficulties, but state leadership must be aware that faculty responsibilities preclude any real gap in the discharge of our duties.
- Any furlough policy should ensure that retirement plans, whether the state or optional plan, are not affected.
- We recommend against “shutting down” the university on given days to implement the furlough. Doing so would not be conducive to our academic mission. For staff, flexibility should be accorded to employees and their supervisors to schedule furlough days, and those days should result in minimum impact to the academic mission. To the extent possible, furlough days should be distributed over a protracted period to diminish the financial impact on staff and faculty.