

**Subject:** FY21 Temporary Measures

**Date:** Monday, May 4, 2020 at 2:45:22 PM Central Daylight Time

**From:** UMKC Announcements

**To:** UMKC-MCOM-UMKC Faculty (fac, regardless of rank or status), UMKC-MCOM-UMKC Staff (all staff, including UMKC Foundation)



May 4, 2020

Dear UMKC colleagues:

We know that much difficult work is underway across UMKC to revise FY21 budgets as we deal with challenging financial impacts from COVID-19. We thank you for your forbearance as we work through this time of uncertainty and anxiety.

Today, we write to share a decision that creates a common tool that all units will apply as they complete their FY21 budget proposals. UMKC will enact a temporary, across-the-board salary reduction for all faculty and staff, including grant-funded positions. The reductions will be as follows:

- Employees who make less than \$50,000 and student employees, including GTAs/GRAs and medical residents, are excluded from this action.
- Employees who make between \$50,000 and \$100,000 will take a 7.5 percent pay reduction.
- Employees who make \$100,000 or more will have a 10 percent pay reduction.

The Chancellor proposed this plan to create an equitable baseline for employees across campus. This new approach means we'll be sharing the pain of pay reductions similarly across all units.

A few important takeaways:

The reductions will be planned for all of FY21, but will be activated for only 3 months at this time. Final decisions regarding renewal for the remaining quarters will be made at a later time, and employees will be notified in advance. As we noted in earlier guidance, we will be reassessing each unit's budget on a quarterly basis and it is expected that units will find alternative ways to meet their financial targets in later quarters.

However, this move allows us to create a buffer of time to consider and execute on the more complicated, longer-term decisions that still face us. For one, our UMKC Forward committees can finish their work and make their recommendations on how we reimagine, restructure, trim and invest. Our unit leaders then can more strategically assess their organizations and make changes to meet our FY21 fiscal goals and beyond.

It is important to note that pay reductions alone will not achieve the steep cuts that are needed. Many units will still need to enact other trims in expenses. Those plans will vary from unit to unit and include options outlined in this [April 20 communication](#) to campus.

We know that many of you will have questions about how these pay reductions will affect you personally. Please review these FAQs. Any remaining questions may be addressed to your unit's HR business partner.

- [HR-710 Payroll Reduction Measures for Administrative, Service and Support Employees](#)
- [HR-720 Payroll Reduction Measures for Faculty and Other Academic Appointees](#)
- [UMKC Mandatory Pay Reduction Q & A](#)

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. UMKC has always had a strong

sense of community and a culture of care. That is why we are confident that working together we will not only overcome the current crisis but re-emerge as a dynamic, flourishing university.

Sincerely,

C. Mauli Agrawal, Ph.D.  
Chancellor

Jenny Lundgren, Ph.D.  
Provost

Sharon Lindenbaum  
Vice Chancellor of Finance and Administration

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