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UA3/10/2 Budget Update

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PRESIDENT'S MESSAGE

Faculty and Staff:

Last week, after receiving feedback from the WKU community about a recommendation to implement a tiered salary reduction for faculty and staff, I removed the recommendation from consideration at the Board of Regents meeting.

During the course of this week, campus leadership, along with leadership from both Faculty and Staff Senates, worked to shape a plan that promotes shared sacrifice while addressing the concerns voiced last week.

Staff Senate voted to support an altered salary reduction strategy on Wednesday. The Faculty Senate Executive and the Finance and Budget committees yesterday voted to support the same revised strategy.

Both organizations also provided additional suggestions to the Budget Executive Committee (BEC) to consider as we work through the budget challenges caused by COVID-19.

This morning the BEC forwarded to me their revised recommendation incorporating the changes supported by both governance organizations, which now will be included in final budget recommendations the Board of Regents will consider in June. The revised recommendation, which achieves approximately \$2.4 million in savings, is as follows:

- Reduction tiers will be effective for the following salary brackets:
 - \$50,000 - \$100,000
 - \$100,000 - \$148,000
 - \$148,000 and above
- Rather than flat percentage reductions per tier, percentages will incrementally increase as total salary increases. This approach will prevent salary inversion while dispersing reductions in an equitable way.
 - For salaries \$50,000 - \$100,000
 - No reduction at \$50,000.
 - For every \$12,500 over \$50,000 a 1% reduction is applied
 - For salaries \$100,000 - \$148,000
 - Reduction percentage begins at 4%.
 - For every \$8,000 an additional 1% is applied
 - For salaries over \$148,00 a reduction of 10% is applied

During the next few weeks, WKU will create a website where you will be able to enter your salary to determine how this will affect your salary. We also will communicate directly with each faculty and staff member in June, detailing how individually this will affect pay.

I think the work we engaged in this week is a terrific example of how shared governance functions. At the end of these deliberations, and with some compromise, the BEC's recommendation is stronger and its implementation will be more preferable than the previous iteration.

Finally, as we continue to respond to the effects of the pandemic, our success depends upon our continued work together. I am proud of the shared sacrifices being made across our university and the way in which we come together to face and overcome challenges.

I hope you have a relaxing Memorial Day weekend.

Best,

A handwritten signature in black ink, appearing to read "Timothy C. Caboni". The signature is fluid and cursive, with a long horizontal stroke at the end.

Timothy C. Caboni