# ERAC Knowledge @ Noon

Reopening of Campus and University Finances

Submitted Questions

1. Will the university be conducting furloughs or layoffs over the winter break period since students are not on campus after Nov 20?

There are no immediate plans for furloughs or layoffs at this time. The status of the Spring semester will determine whether further cost reduction measures will need to be taken.

1. When do you anticipate that matching of retirement contributions will resume? How is this being prioritized, and what metrics will be used to determine when matching can resume?

The matching of retirement contributions will likely be suspended for the remainder of the fiscal year, based upon our anticipated revenue shortfalls. We will re-evaluate all cost reduction efforts as the fiscal situation of the university becomes clearer. The metric we are using is enrollments and housing occupancy.

1. What is the timeline for salary increases to be reinstated?

The status of salary increases for next fiscal year will depend upon the status of the Spring Semester and the expectations for the next fiscal year, which hinges upon enrollments, the number of students able to be housed on campus, and the success of other cost reduction measures.

1. When will the hiring freeze end, and what is the criteria used to evaluate exception requests?

Based upon our current financial projections, we anticipate the hiring freeze to remain in effect for the rest of the fiscal year. It will be re-evaluated as we have further clarity regarding the Spring Semester and the next fiscal year. All exception requests will be considered by the Provost and VP of Finance and be evaluated on the basis of university need and strategic necessity.

1. Why was the parking fee reinstated especially since raises and retirement contributions have not been reinstated and there are very few people coming to campus?

For those who are mostly working remotely, the Founders Way or Goodman commuter permit is $0. For those on campus more frequently, the parking fee has been reduced by approximately 50%. The $250 permanent adjustment to salaries last year is equal to the annual cost of the permit, at this time.

1. Are there plans to provide hazard pay or other perks for those working full time hours totally on campus?

There are no plans at this time to provide hazard pay or other perks for those working on-campus. The university has prepared the campus for the safe return of students and staff, following all safety measures recommended by the CDC. If students and staff follow proper masking and social distancing guidelines, we feel their safety and the safety of others will be ensured.