

Resolution on the Covid-19 related Financial Situation, Spring 2020

The UWO Faculty Senate recognizes the compassion, creativity and commitment of UWO leadership, faculty, staff and students as we collectively tackle the extraordinarily difficult challenges facing our campuses related to the global pandemic.

As our university community develops and implements institutional actions to address the Covid-19-related financial shortfalls in the 2019-2020 and 2020-2021 budgets, the Faculty Senate affirms our commitment to the long-term health of the university and its mission.

In the spirit of confronting these challenges together, the UWO Faculty Senate calls on Chancellor Leavitt, Provost and Vice Chancellor for Academic Affairs Koker, and Vice Chancellor for Finance and Administration Fletcher to:

Continue to engage and consult with all shared governance bodies about how furloughs and other related emergency financial measures specifically affect employees represented by those bodies (university staff, academic staff, faculty, and students);

Facilitate efforts of faculty and staff to support each other and our students, through making voluntary additional efforts financially or otherwise;

Support faculty, staff and our students by implementing flexible and equitable approaches to furlough, pay reduction, FTE reduction, leave and other options;

Recognize the essential functions of support staff and student workers to the mission of the university;

Communicate broadly how employment-related actions, including furloughs, temporary reductions in pay, retirements, FTE reductions, and leaves without pay, specifically address the losses of revenue that are attributable to the global pandemic situation;

Be guided by our mission and core values when making short-term decisions that may have long-term implications for our ability to live up to our institutional ideals of a liberal education, inclusive excellence, shared governance and sustainability;

Carry on with strategic planning efforts to address long-term trends in enrollment and the needs of our students and our region.

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Furthermore, the UWO Faculty Senate calls on Wisconsin State Legislators and the UW System Board of Regents to

Recognize and affirm the vital role played by UW institutions of higher learning in creating an informed citizenry and a skilled workforce for our state;

Avoid short-term reductions in state support to those institutions beyond the point where they can recover in alignment with the state's economic recovery;

Increase state support to those institutions;

Return authority for setting tuition to the UW System and those institutions;

Enable UW institutions of higher learning to maintain appropriate cash reserves on hand such that they can respond effectively in the event that financial crises occur in the future.

Approved by the Faculty Senate (28-April-2020)

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