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**Sent:** Friday, January 8, 2021 4:27 PM

**To:** Laura Clayton <[Laura.Clayton@uvm.edu](mailto:Laura.Clayton@uvm.edu)>; Caleb Gilbert <[Caleb.D.Gilbert@uvm.edu](mailto:Caleb.D.Gilbert@uvm.edu)>

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**Subject:** FY22 Salary Recommendation Letter

Dear Caleb and Laura,

Thank you for your letter of December 16<sup>th</sup> regarding compensation for non-represented staff. I know that the actions we had to take last year to respond to the university's structural budget deficit imposed financial challenges and came at a time when many of you were assisting with or impacted by the university's pandemic response.

We wish we could indeed restore everyone's salary to their original levels. Unfortunately, the university's structural budget problem creates a challenge we cannot ignore. As Provost Prelock explained when she met with Staff Council toward the end of last semester, 68% of the university's general fund expenses are wage and benefit expenses for our employees. In terms of revenue to pay those expenses, 76% comes from tuition. Because the university has the fourth-highest public university tuition in the country, there is no way we can increase tuition at the present time. If we do, we will lose students.

It is premature at this time to make decisions regarding compensation for FY 22. We do, however, want to support staff in a meaningful way, and would like now to begin to consider options. I have asked Richard Cate to work with you to explore further the ideas you raised during our earlier discussion regarding enhancement of professional development options. I also have asked Richard and Provost Prelock to remain engaged with Staff Council regarding the university's financial position and budget.

This has been a challenging year, and staff have stepped up to the plate. I agree that staff have continued to demonstrate their dedication and have been integral to UVM's success. I have been pleased to publicly and frequently acknowledge your contributions and partnership to our board, alumni, students, and community. UVM is a great place to work, and I will do my best to keep it that way.

Sincere best wishes for the new year, Suresh