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**From:** Thomas Macias <[Thomas.Macias@uvm.edu](mailto:Thomas.Macias@uvm.edu)>  
**Sent:** Thursday, July 16, 2020 10:45 AM  
**To:** Suresh V. Garimella <[President@uvm.edu](mailto:President@uvm.edu)>; Patricia Prelock <[pprelock@med.uvm.edu](mailto:pprelock@med.uvm.edu)>  
**Cc:** Dale Jaffe <[Dale.Jaffe@uvm.edu](mailto:Dale.Jaffe@uvm.edu)>; Alice Fothergill <[Alice.Fothergill@uvm.edu](mailto:Alice.Fothergill@uvm.edu)>; Jennifer Strickler <[Jennifer.Strickler@uvm.edu](mailto:Jennifer.Strickler@uvm.edu)>; Eleanor Miller <[Eleanor.Miller@uvm.edu](mailto:Eleanor.Miller@uvm.edu)>; Lutz Kaelber <[lkaelber@uvm.edu](mailto:lkaelber@uvm.edu)>; Nikki Khanna <[nkhanna@uvm.edu](mailto:nkhanna@uvm.edu)>; Noriko Matsumoto <[Noriko.Matsumoto@uvm.edu](mailto:Noriko.Matsumoto@uvm.edu)>; Mary Burke <[Mary.Burke@uvm.edu](mailto:Mary.Burke@uvm.edu)>; Daniel Krymkowski <[Daniel.Krymkowski@uvm.edu](mailto:Daniel.Krymkowski@uvm.edu)>  
**Subject:** RE Staff Council Memo, June 30th

Dear President Garimella and Provost Prelock,

We, the undersigned faculty of the Department of Sociology, write in support of the Staff Council and the Compensation, Benefits, & Budget Committee's memo of June 30, 2020 addressing 1) the administration's salary reduction plan; and 2) inclusion of staff input. We strongly agree that if any salary reductions resulting from the extraordinary conditions brought about by COVID-19 are necessary, any cuts should be highly progressive, and arrived at with meaningful input from the staff. Moreover, we believe that any salary reductions should be temporary, as needed to survive the current crisis.

In addition, we believe that cuts in the teaching assignments of non-tenure track faculty fly in the face of progressivity and, thus, we are firmly against the reductions that have been announced.

Sincerely,

Mary Burke, Lecturer  
Alice Fothergill, Professor  
Dale Jaffe, Professor  
Lutz Kaelber, Associate Professor  
Nikki Khanna, Associate Professor  
Dan Krymkowski, Professor  
Thomas Macias, Professor and Chair  
Noriko Matsumoto, Lecturer  
Ellie Miller, Professor  
Jenn Strickler, Associate Professor

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