



The University of Vermont

Rubenstein School of Environment and Natural Resources

July 21, 2020

Dear President Garimella and Provost Prelock,

As faculty in the Rubenstein School of Environment and Natural Resources, we 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 also write in support of non-tenure track faculty who have been targeted with reductions in teaching assignments.

We strongly agree with the Staff Council request that if any salary reductions resulting from the extraordinary conditions brought about by COVID-19 are necessary, such reductions should be more progressive and focus on those who earn the highest salaries at the university. While some UVM personnel in this category are taking limited reductions in salary, these have been accompanied by reductions for staff with salaries at the other end of the compensation and benefits scale. While the reductions appear on the surface to be progressive, we believe they are very likely to have a much greater relative impact on individuals at the low end of the salary scale. As a result, we support the call from the Staff Council for the university to revisit the current plan for reductions and focus on how to meet budgetary needs with reductions in those with the highest compensation packages, rather than those at the low end of the wage scale.

We also support the Staff Council's request that salary reductions be arrived at with meaningful input from the staff.

Finally, the regressive impacts and structural inequity inherent in actions to reduce teaching assignments of non-tenure track faculty are unacceptable. Non-tenure track faculty are critical members of our academic community and deliver high quality teaching, advising, and mentorship to our students. Recent actions taken to reduce their teaching assignments violate our core principles and educational mission as a university including the Our Common Ground Principles of justice, respect, and integrity. Thus, we are firmly against the reductions that have been announced.

Sincerely,

Anthony D'Amato, Professor

Brendan Fisher, Professor

William Keeton, Professor

J. Ellen Marsden, Professor

Patricia Stokowski, Professor

Donna Parrish, Research Professor

Carol Adair, Associate Professor

Clare Ginger, Associate Professor

James Murdoch, Associate Professor

Jarlath O'Neil-Dunne, Research Associate

Matthew Kolan, Senior Lecturer

Mike Blouin, Lecturer

Jon Erickson, Professor

Adrian Ivakhiv, Professor

Walter Kuentzel, Professor

Jason Stockwell, Professor

Allan Strong, Professor

Lini Wollenberg, Research Professor

Cecilia Danks, Associate Professor

Jeffrey Hughes, Associate Professor

Gillian Galford, Research Associate Professor

Luben Dimov, Senior Lecturer

Amy Seidl, Senior Lecturer

Trish O'Kane, Lecturer