

# UVM United Against the Cuts Briefing

Report to the Vermont State Senate Education Committee  
May 21, 2020

# The Ask:

Prior to giving further state monies to UVM:

1. Compel the UVM Administration to **open the books** as a public land-grant university
2. Find out, **what is the bottom-line number** they seek in savings and why?
3. Require that UVM sustain Vermont's values by only **executing cuts that are progressive**, that preserve the core academic mission, and protect the vulnerable.

# Testimonials...

“All I can say is that **after all the faculty did** in the last half of this semester to work faster, longer, harder, and smarter than ever before to support our students and their learning, **the administration’s actions feel like a kick in the teeth.**”

Arts and Sciences Associate Professor

“**My base salary for the year will be reduced to \$38,700** and I will need to find additional work.”

Natural Resources Lecturer

# #CHOPFROMTHETOPUM



**PAULA HIGA,  
LECTURER THEATER AND  
DANCE DEPARTEMENT**

**"WITHIN A FEW WEEKS TIME,  
I EARNED THE HIGHEST  
POSSIBLE RATING ON MY  
ANNUAL EVALUATION... AND  
ONE MASS EMAIL TELLING  
ME THAT MY POSITION AND  
SALARY WOULD BE CUT BY  
25%. LECTURERS BORE THE  
BRUNT OF THIS CRISIS, AND  
THIS HOW THE UNIVERSITY  
REPAID US."**



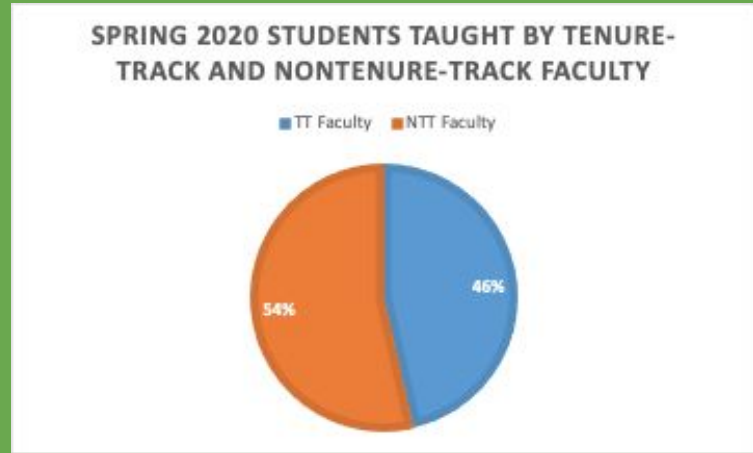
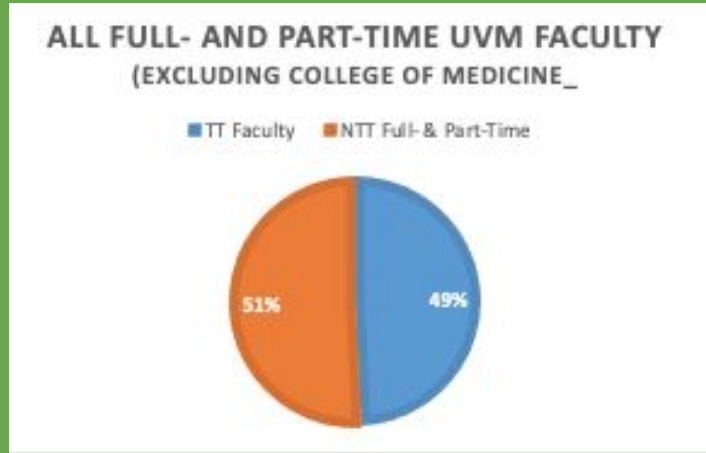
**“This 25% cut in my salary** means that as I sit around the dinner table with my family after working at one full-time job, I will be worried about how to find an additional job during a pandemic. I will be **worried about having enough money to buy food. I will be worried about paying for housing.** I will be worried about paying for heat, electricity, and water. I will be worried about my children not having enough time with me.

“I wonder what your dinner table will be like next year? .... If you and other administrators were to take a 25% cut in your salaries, would it affect you as much as a 25% cut to my salary? The numbers tell me clearly it would not.”

Rachael Montesano, Romance Languages Senior Lecturer, “Letter to President Garimella”



In March 2020, UVM faculty, including **402 non-tenure track (“NTT”) faculty**, ferried their courses and students through a **rapid shift to remote pandemic teaching**.



Source: United Academics and UVM Registrar, Spring 2020

Full- and part-time non-tenure track faculty make up more than half of all faculty, and they taught and supported **23,144 students** across 1,606 course sections during the Spring 2020 pandemic semester.

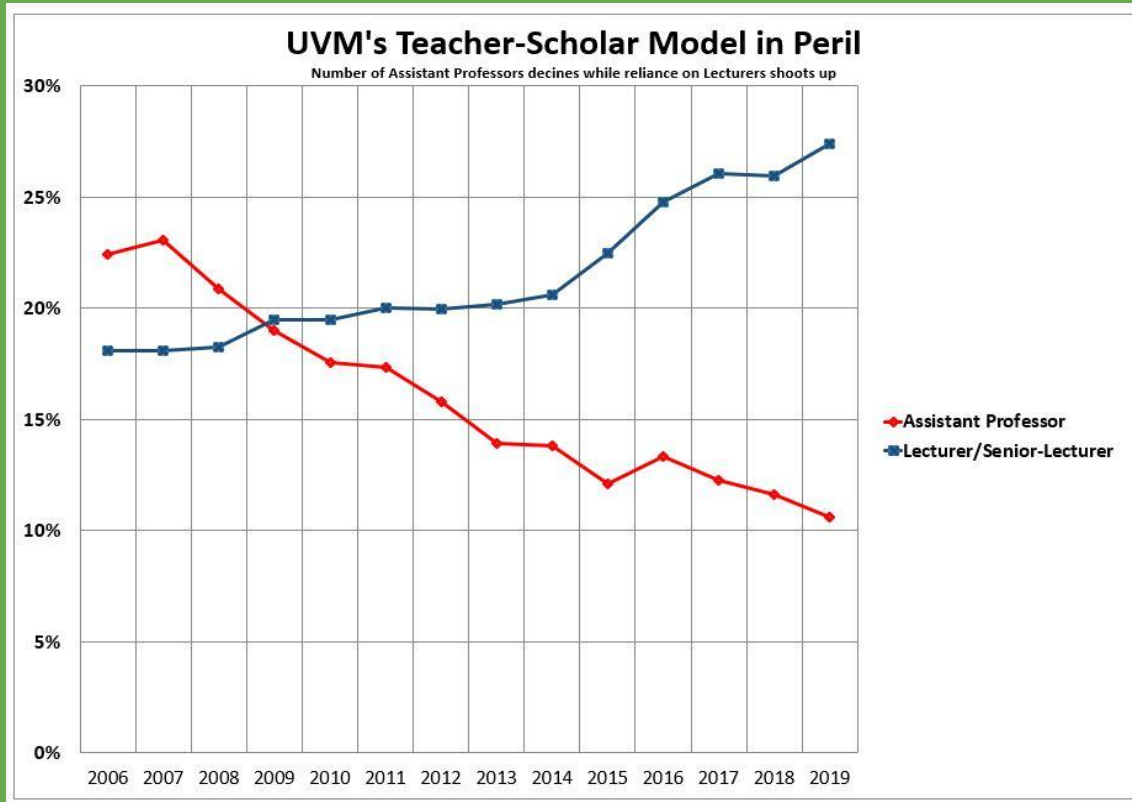
One month later the UVM Administration notified **72 lecturers that their positions and pay will be cut next year by 25%.**

- Reduction in teaching will not start until Spring 2021
- Reduction in **pay** starts Fall 2020
- **More** lecturer cuts are emerging across UVM

- Part-time faculty have been notified they are being cut altogether. Their 2020-2021 courses are still being offered, but have been changed to generic “staff” assignments.
- These course will be reassigned to full-time faculty by increasing section sizes, expanding workloads, and suspending scheduled research leaves.



# How the UVM Administration spends:



Source: United Academics/UVM Human Resources

- For more than a decade **UVM administration has replaced higher-paid tenure-track assistant professors with lower-paid and less secure NTT lecturers.**
- **Lecturers do *double* the teaching at *half* the pay with no institutional support for their research, service, and advising.**

# How the UVM Administration spends:

## Instruction + Research Compensation and Benefits as a % of Total Expenses

Source: Audited Financial Statements

	Instruction Comp + Ben	Research Comp + Ben	Instruction + Research Comp and Ben	Total UVM Expenses	Instruction + Research Comp and Ben as a % of Total Expenses
2007	99,888	53,291	153,179	493,163	31.1%
2008	119,266	59,714	178,980	543,823	32.9%
2009	125,578	64,176	189,754	561,055	33.8%
2010	124,068	65,447	189,515	564,465	33.6%
2011	130,387	63,773	194,160	587,427	33.1%
2012	133,716	57,163	190,879	581,087	32.8%
2013	139,515	56,021	195,536	585,027	33.4%
2014	142,670	56,170	198,840	605,712	32.8%
2015	144,236	56,033	200,269	611,409	32.8%
2016	153,593	58,828	212,421	633,941	33.5%

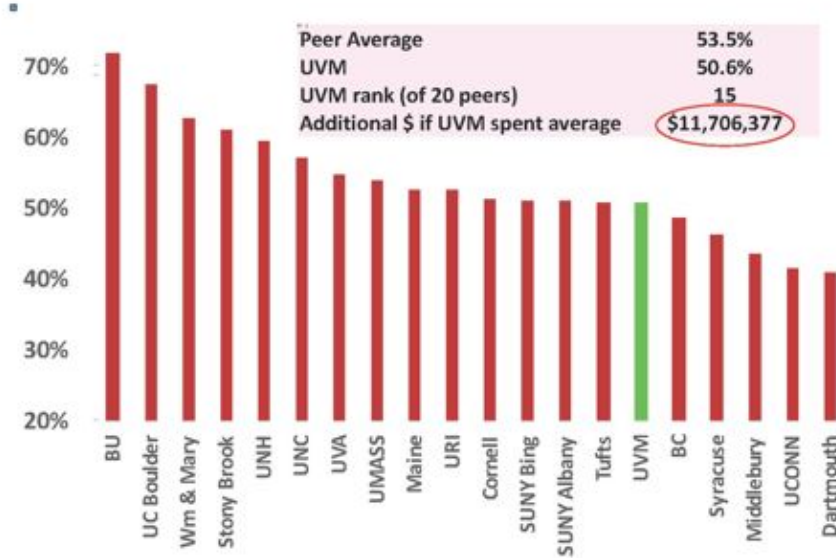
UVM has been cheapening the cost of faculty, spending only **\$1 out of \$3 spent on salary on faculty** engaged in instruction and research.

Source: American Association of University Professors, 2017

# How the UVM Administration spends:

## Instruction Salaries and Benefits as a % of Total Salaries + Benefits Compared to Peers

Source: IPEDS 2014 (latest year available)



- A 2017 AAUP analysis found **UVM devotes less of its total salary spending to faculty** than public university peers.
- The AAUP concluded that **if UVM trimmed 3% from spending on administration, buildings, and branding, \$11.7 million annually could be restored to academics with no layoffs and no tuition increases.**

# Savings Options:

## Cut from the Bottom *(the current plan)*

- Average salary of 72 lecturers facing cuts: **\$58,609**
- Pay cut needed to realize \$1.1 million savings: **25%**

## Cut from the Top

- Average salary of 72 top executives: **\$251,293**
- Pay cut needed to realize \$1.1 million savings: **6%**

Source: UVM base salary data, excluding College of Medicine.  
Executive salary does not include deferred compensation..

# What about COVID costs for UVM?

“Operational results through the 3rd quarter of FY 2020 indicate that **the University will meet its revenue budget.**”

Board of Trustees Budget, Finance, & Investment Committee Executive Summary, May 2020

“The College [of Arts and Sciences] ***exceeded* its target for [Fall 2020]** first-year deposits by 1.5%.”

William Falls, Dean, to Arts & Sciences Faculty, May 2020

# Comparative Models:

What Would a Progressive Model Look Like?

University of Wisconsin–Madison:

- **15% pay cut for chancellor, provost, and vice chancellors**
- 4.6% pay/workload cut for others earning over \$150,000
- 2.3% pay/workload cut for those earning under \$50,000

Longwood University:

- **25% pay cut for president**
- 15% pay cut for earners above \$140,000
- 4% pay/workload cut for faculty below \$66,847