Furlough and financial mitigation plan Q&A with John Koprowski

April 17, 2020 3:30-4:00pm via zoom

John: President Robbins shared a furlough plan today and hosted a Q&A session for the university. Some information has been clarified but the details of the plan are still being put together. If you have questions please email them to bizsnre@cals.arizona.edu and they will submit your questions.

CALS Budget Retreat is May 8th, anticipate additional information and strategies from that meeting. Email John with any ideas or strategies for moving forward.

President Robbins Announcement
http://view.comms.arizona.edu/?qs=130f3d0c3ef56bf3525592bb58741aa2751d944b832f0562be2975a566f5111b1bddd6bc141773481bafe2f4e2c35977ef01772b3dae6bcee16223be898090b31583994e2f9ff89efc2686ce8412fb70

HR policy announcement https://hr.arizona.edu/FY-2020-2021-Furlough-Program

Information that has been clarified from President Robbins Q&A

- Employees funded 100% on sponsored funds will be excluded from the furlough plan
- Grad student (GA/TA) positions are excluded from the furlough plan
- H1B’s are excluded from the furlough plan
- Furlough time will be prorated by FTE

Additional questions that we will research

- How will this impact those on 9-month contracts, 12 month contracts and 9/12?
- Are personnel funded on RII monies treated the same as external grant funds?
  o Assuming these funds are considered internal funds but will get clarification
- How is supplemental compensation impacted?
  o If 100% grant funded sup comp should not be impacted
- How will the business office handle the additional workload?
  o Looking at strategies for getting extra help from the college or perhaps temp agency hires. We will continue to strategize.
- How to manage reporting furlough time when you are teaching in the classroom and/or online?
  o Assumption is you cannot report furlough time when you are teaching
  o Time can be reported in as little as one-hour increments
- Can merit increases be given if using sponsored funds?
  o If the raise is built into the budget it should still be okay but we will seek clarification
- Grad fellowships coming from the grad college, are they exempt?
  o GIDP funding?