

# COPPIN STATE UNIVERSITY

## MEMORANDUM

To: Coppin State University Campus Community

From: Reginald S. Avery, Ph.D. *Reginald S. Avery*  
President

Date: August 11, 2010

Subject: Temporary Salary Reduction Plan/Furlough

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In keeping with the mandates of the State of Maryland and the University System of Maryland (USM) Board of Regents, Coppin State University (CSU) is implementing a temporary salary reduction plan for 2010-2011. The details of CSU's plan are posted on our website at <http://www.coppin.edu/AdminFinance/Budget.aspx>.

The state of our economy for the past few years has been very challenging. As a result, Coppin has been required to make significant reductions, including:

- (1) permanent reductions in our operating budget,
- (2) reduction in our reserves, and
- (3) furloughs and temporary salary reductions in FY 2009 and FY 2010.

This year's plan was developed in consultation with the Faculty Senate, Staff Senate, the Executive Cabinet, Managers and Supervisors, and through collective bargaining with the American Federation of State, County and Municipal Employees (AFSCME). In response to feedback from our shared governance organizations, the current plan continues to follow a progressive approach based on pay levels.

Although communications regarding budget cuts are never pleasant, I understand and sincerely appreciate the sacrifices being made by CSU Faculty and Staff. Please know that my ultimate goal is to protect our academic programs and preserve jobs. Once again, thank you for your commitment and service to Coppin.

RSA  
cc: file

