

**From:** Anna Billingsley (abilling)  
**Sent:** Friday, November 6, 2020 1:37 PM  
**To:** Anna Billingsley (abilling) <[abilling@umw.edu](mailto:abilling@umw.edu)>  
**Subject:** A message from President Paino  
**Importance:** High

Dear Colleagues,

I am pleased to share some good news amid this difficult year. Governor Northam and the legislature restored a portion of the state funding that was held back until the financial impact of COVID-19 could be better projected. As a result, this puts Mary Washington in a stronger financial position, positively impacting each of you.

Specifically, the University can implement a 50% restoration of the faculty salary reduction and a 50% reduction in the furlough day requirements for classified staff and AP faculty. This means the pay rate for teaching faculty will be fully restored effective January 1, 2021. For classified and AP faculty, the required number of furlough days will be reduced by half. While there are many budgetary issues and constraints that remain, it is important to prioritize those who work each and every day to serve our students.

I ask for your patience as we work through this process. It is more complicated than it may appear, because the amount of furlough and cuts taken thus far vary from employee to employee. If you have already taken more than 50% of your furlough days, Human Resources will provide details on what options are available to receive your adjustment in pay. The Finance and Human Resources offices have worked hard to offer maximum flexibility and give you several options in how you will be compensated if you have already taken more time or a larger cut than will be required. *Please do not take any action related to your furlough days before you hear from Human Resources.*

I ask that you continue to approach University expenditures and decisions with austerity to ensure that we remain within budget. In order to return salary and wages to current employees, we will continue to make difficult decisions in our operations.

While I wish we could have avoided furloughs and cuts altogether, I am grateful we can demonstrate our appreciation and commitment to you in this small way. Thank you for your dedication to UMW and our students during this challenging time.

Sincerely,

Troy