**From:** Toole, Mike <Michael.Toole@UToledo.Edu>   
**Sent:** Wednesday, April 22, 2020 2:01 PM  
**To:** Toole, Mike <Michael.Toole@UToledo.Edu>  
**Subject:** FW: Seeking input to address financial impact of COVID-19 pandemic

Dear Engineering Staff and Faculty,

There seems to be no doubt that the COVID 19 pandemic will prove to be a life-altering event that we can only hope is once-in-a-lifetime.  Between the necessity to first move to remote instruction then to remote work, the last five weeks have been challenging and stressful to all of us.  I am guessing that Dr. Gaber’s email to the campus community last week (below) may have heightened your concern.

I am writing to you not to downplay the university’s financial situation or to eliminate your sense of uncertainty, because I cannot.  There is still too much about the university’s operations over the coming fiscal year (July 1, 2020-June 30, 2021) that we cannot predict.  But I do want to share information I know and to tell you the process ahead for managing our budget challenges.

Dr. Gaber stated that UToledo’s potential loss of state share of instruction due to Ohio’s budget shortfall could be as high as $23 million.  Additional revenue losses are almost certain to result from decreased enrollment, which has been forecasted by some to average 15% across the U.S.  Auxiliary revenue from room and board, concessions, etc. may fall short of past years’ levels if effects of COVID 19 linger on in the fall.  For these reasons, UToledo’s Chief Financial Officer has directed all operating units, including the College of Engineering (COE), to plan for cuts in base budget (which is primarily faculty and staff payroll) of 5%, 10%, and 20%, with the expected final number to likely be closer to 20%.

Because the Collective Bargaining Agreement with the AAUP does not allow faculty compensation to be decreased, faculty payroll can only be reduced by decreasing the number of faculty.  (Let me mention that senior leadership is expected to meet with AAUP leaders soon to discuss other options outside of the current CBA.)  The hiring freeze that Dr. Gaber implemented last month makes it extremely unlikely that we will be able to fill the eight replacement faculty positions that were previously approved by the Provost.  The University has appointed a committee to investigate whether an early retirement program can be offered, but there is no guarantee that one will be offered, or if it is, that it will result in enough retirements to reduce the projected budget shortfall.  Regardless of how many, if any, faculty retire this year, all faculty will be called upon to increase their teaching workload over the coming year.

Unless a significant number of faculty depart this year, the majority of payroll reduction at UToledo will have to be through reduction in staff and leadership compensation.  All college deans and the entire senior leadership team volunteered to have our own compensation reduced by 20%, and this has already occurred.  I have discussed with the Chairs and Associate Deans the possibility of a one-time reduction in their compensation, but I do not want to pursue this mechanism unless it is implemented across the university.  I have identified a number of COE staff positions that can have a portion of their compensation appropriately transferred to a designated account and thus off base budget.

But these potential reductions are almost certain to fall short of the actual budget reduction percentage that the COE is expected to receive from the Provost in 1-2 weeks.  (And yes, I am trying to convince her that our budget cut should be less than for other colleges due to the excessive student-faculty ratios within the COE and the argument that the COE has the best opportunity at UToledo to increase enrollment and research expenditures.)  As such, I have discussed with COE leadership which of various scenarios—all painful—would be the best way to reduce staff payroll, including reduced hours and terminations.  The decisions will appropriately prioritize our core operations—what we must be able to do to teach and graduate our students.  Other activities—even those that are exciting new initiatives or longstanding traditions that set our college apart—may have to be suspended or eliminated to get us through this unprecedented crisis.

Let me repeat what President Gaber stated in her email:  the UToledo leadership wants to hear your suggestions for how to get through this financial crisis.  Please feel free to share your ideas and suggestions as they relate to the COE through a confidential email or phone call to me.  (My cell phone is 570-490-5490.)  As soon as we have a better idea what the COE budget cut will be, I will share the plans for meeting the cut through an all-college WebEx or Blackboard Collaborate meeting.  While I favor full-transparency whenever possible, we must recognize that individuals who will be affected by the cut should be informed and listened to before plans are made public.

Let me remind you of something you already know:  Because the UToledo budget is so driven by enrollment, anything faculty and staff can do to increase enrollment for summer and fall will help improve the situation for the COE and UToledo.  All colleges are working closely with UT Admissions to admit and enroll additional students.  Within the COE, Jon Pawlecki, Ryan Crudder, Kevin Brooks, Matt Franchetti, Lesley Berhan, and Bryan Bosch have been working with UT Admissions and our department chairs to admit applicants who do not meet our published admissions standards but appear to have the math and chemistry background to succeed in our engineering programs.

As I stated at the beginning of this email, I cannot eliminate the uncertainty you likely feel now.  But I am confident that the incredible level of talent, commitment to our mission, and commitment to each other within the College of Engineering will help us get through this challenging period.  Thank you for all the good work you continue to do to help our students and to help one another.

Appreciatively,

mike

**From:** Furey, Joseph Patrick <Joseph.Furey@rockets.utoledo.edu>   
**Sent:** Saturday, April 25, 2020 12:17 PM  
**To:** Evans, William T. <WILLIAM.EVANS@utoledo.edu>  
**Subject:** Re: Joseph Furey and Zachary Buchman EECS 4220 4/18/2020

I’ve still got another year before I graduate so fortunately I have some time to get the job stuff sorted out over these next 6-8 months! The important part was I wanted to gain enough knowledge to put plc programming experience on my resume and I feel like I’ve gotten the basic grasp where I can do that! All the help has been much appreciate Ted.

**Joseph Furey**

*University of Toledo*| Electrical Engineering

*Roy & Marcia Armes Engineering*