

Enactment of Temporary Emergency Policy

Pursuant to FSH 1460 C-3, I enact the following temporary emergency policy to implement furloughs for fiscal year 2010 as a means of meeting budgetary challenges caused by holdbacks of state appropriated funds.

There shall be added to FSH section 3710 a new subsection R. to read as follows:

R. FURLOUGH – Fiscal Year 2010

R-1. Furlough is a mechanism used to create salary/benefit savings, which can be applied across an organization to alleviate budget shortfalls. Furlough is leave without pay, but with all benefits other than leave accrual and retirement contributions.

R-2. The general delegation of authority granted the President by the Regents includes the discretion to institute furloughs to respond to financial challenges. The President has consulted with and received input from faculty and staff representatives regarding the need for furloughs as well as the mechanism for implementing furloughs for fiscal year 2010. The President has determined that furloughs are necessary to assist the institution in addressing the funding shortfalls caused by the holdbacks in its appropriated funds for fiscal year 2010.

R-3. Furloughs implemented by the President for fiscal year 2010 will comply with Regents' policies under Section II.B.2, including uniform application of the furlough across the University, 30 days notice to affected employees and an opportunity for affected employees to be heard regarding application of the furlough to the affected employee.

R-4. This temporary emergency policy shall be effective immediately and remain in effect through the end of fiscal year 2010.



March 1, 2010

M. Duane Nellis, President

Date