

Dear Colleagues,

As you know, units on the Oxford campus have spent the past few months creating plans to reduce our permanent budget by \$22 million. This planning is nearly complete and the impact on our workforce has been thoroughly assessed. There are 216 positions that have been identified for elimination of which 92 are unclassified, 61 are SATSS, and 63 are AFSCME. As a result of the hiring freeze and the retirement incentive option that has been elected by more than 70 individuals, 143 of the positions identified for elimination are vacant. The actual number of people whose positions will be eliminated in Oxford has been reduced to 64, including 10 WMUB employees, who have already received notification. The Middletown campus has undergone a similar process and has identified nine positions to be eliminated, including one vacant position. No position eliminations will occur on the Hamilton campus. These plans will be finalized by the end of this week.

Next week will be an especially difficult one for the Miami community when 54 unclassified and classified employees in Oxford, and eight employees in Middletown, will be notified that their positions are being eliminated. Meetings with affected employees will begin next Tuesday morning, and the notifications should be completed by next Friday. Classified staff members whose positions are being eliminated may have displacement rights so it may take up to two weeks to determine which classified employees will actually be laid off. Although these cuts affect everyone, it is our colleagues whose positions are being eliminated or who will be laid off who most need and deserve our compassion and support.

These budget reductions are necessarily long-term because of the challenging economic situation the nation, the state, and Miami face. We are reducing our workforce in a strategic way in order to minimize the impact on Miami's future. In some cases, the elimination of positions will be part of a re-organization, in other cases a refocusing of priorities, and in others, a reduction in service. Details of the full scope of budget cuts, and their implications, will be provided by each appropriate Vice President, Dean, or Director in the near future.

Layoffs and position eliminations are difficult in any organization but are especially painful for a close community like Miami. Employees whose positions are being eliminated have provided valuable service to Miami. Their collective contributions and commitment to Miami and its students represent far more than just a job.

We are providing our colleagues whose positions are being eliminated with extended advance notice and with support during the transition, including counseling, outplacement assistance, and extended tuition waivers. By Monday afternoon, information about these services can be found at <http://www.muohio.edu/transitioninfo>. Just as important, though, our colleagues also need our personal understanding and support.

These are very difficult times. Together we will find the way to meet the challenges we face, and, in so doing, contribute to a more secure future for those we serve.

Sincerely,

David Hodge
President