



Office of the Dean • Faculty of Social Science

Tuesday, March 31, 2009

Faculty Members
Faculty of Social Science

Dear Colleagues:

As all of you are aware, the Faculty is facing very severe financial constraints that are likely to continue for at least the next two years. Although there are many contributing factors, including the economic downturn, our current difficulties are primarily a result of the fact that the costs of all the hires we made in the last few years have not been offset by retirements, as they would have prior to the abolition of mandatory retirement. These problems will resolve themselves once we reach a new equilibrium, but in the meantime we have to deal with the current shortfall. Under the current budget model we anticipate that we will have to reduce the base operating budget by approximately \$3.0 M over the next two years.

In cooperation with the Chairs and Directors we have been exploring all possible avenues for cost reductions and increased revenues. I have asked all of the Chairs and Directors to look for ways in which they can increase the effective use of resources in their units and I'm gratified by the overall response. Nevertheless, even though we have found a number of areas for savings, it is inevitable that we will have to reduce the salary budget, either by scaling back the number of hours worked or through layoffs.

Under the current *Collective Agreements* I have few options for adjusting the salary budget for faculty members directly, and the only alternatives open to me will affect our support staff. For that reason I would like to make a proposal that would share the financial burden across the Faculty, and I hope, provide some recognition that the Faculty of Social Science is a truly a community.

I am proposing that all full-time faculty members consider making a charitable donation of some fraction of their salary increase (3.5% plus PLCP) back to the Faculty or to their department for each of the next two years. I suggest a donation of 50% of your increase. The direct impact to you would be a reduced salary increase, but it would have no impact on your future salary or benefits, and it would be compensated for in part by a tax credit for the donation.

Funds generated from this initiative cannot be targeted to saving individual staff positions, and it will not mean that we will avoid layoffs, but they will provide the Faculty with a cushion to soften the impact on all of our operations. I have no authority to impose any requirements on faculty members with respect to their employment conditions. I am simply asking each of you to consider your commitment to the Faculty during these difficult times.

I have arranged for a website, linked from the Social Science home page, that will allow those of us who wish to make a donation or a pledge to do so:


<http://deansoffice.ssc.uwo.ca/deansRequest.htm>

Your donation will be kept confidential and may be directed either to the Faculty of Social Science or to your home unit. To comply with Canada Revenue Agency regulations all donations will be designated as non-restricted funds for the use of the Faculty or Department. Donations may be made as a lump sum, through payroll deduction, one-time or monthly credit card payments, or through gifts of securities.

I know that each of you already contributes a great deal to the well-being of the Faculty in the form of your Teaching, Service and Research. Now I am asking that you go further to help maintain the community that we have developed over the last several years. Your Chairs, Associate Deans, and I will be making some very difficult decisions over the next several weeks, and I will continue to look for ways to minimise the impact of the budget cuts we will have to make. Any assistance that you can provide will make this task easier for us.

I would be happy to answer any questions you may have about this proposal. Please contact me if you would like to meet with me individually, or I would be pleased to attend a departmental meeting.

Sincerely,

A handwritten signature in black ink that reads "Brian Timney". The signature is written in a cursive style with a long, sweeping underline.

Brian Timney
Dean
Faculty of Social Science