

Dear Faculty and Staff,

This week marks a milestone in the University's process to advance UW-Parkside's financial sustainability by contracting our institutional expenses in alignment with our resources.

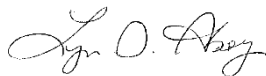
As I mentioned at the University Budget Town Hall held last week, reducing our workforce through layoffs is not the type of decision anyone wants to make. These actions are, however, necessary to secure the University's financial future. I appreciate the steps taken during the Fall term to pull back vacant positions and the offering of a Voluntary Separation Incentive Program to reduce the number of anticipated necessary layoffs. This does not diminish the disappointment of the notice of layoff provided to 12 employees earlier this week.

As we react to the loss of colleagues through voluntary and layoff separation occurring over the next year, we must simultaneously commit ourselves to planning for the future. This Spring we will identify and move forward on critical opportunities to expand enrollment, advance student success, and generate sustainable resources. We will undertake a focused planning effort with broad campus engagement in the weeks ahead. I look forward to discussing this work and opportunities to participate at our next University Town Hall to be held in early March.

For now, I ask that you show compassion for your fellow Rangers who may be struggling. Please remember that the Employee Assistance Program, Acentra Health, is available for support at 833-539-7285 or via their website at <https://sowi.mylifeexpert.com> (passcode: SOWI).

We will rise above this challenge. Our campus culture and commitment to transforming lives is strong. We will work together to uphold UW-Parkside's foundation of outstanding academics, student achievement, inclusive campus culture, and community and regional partnerships. From this period of change, we will become a stronger university.

Sincerely,



Dr. Lynn Akey
Chancellor