

January 28, 2021

To: All School of Medicine Faculty and Staff

From: Dean David Perlmutter

Re: Salary Planning

While nothing is normal, your hard work has enabled our institution to ‘live’ with COVID, to continue to safely treat patients and serve our community. As a result, our operations and finances are in much better shape than we could have predicted last spring. As the most recent wave of the pandemic recedes, let me again express on behalf of myself and the Executive Faculty our deep appreciation for all you have done. It has been a year since the first COVID cases were identified in the United States and in that time you have pushed past uncertainty, disruption, stress, and fear. Throughout this past year, your dedication to our missions has been unyielding and awe-inspiring.

Over the past several months we have recalled staff from furlough, restored frozen performance payments to faculty, reversed salary reductions, restarted retirement contributions, and provided \$750 additional compensation in December as a small expression of institutional thanks.

Today, the Chancellor announced that we can move ahead with salary planning so that increases can happen in April paychecks rather than wait until July.

We very much appreciate Chancellor Martin’s leadership in taking this important step which recognizes your immense efforts and success, and helps us move back towards a more normal financial rhythm.

The salary plans will vary across the University’s schools and departments, and your department heads and managers will be working with Human Resources in the weeks ahead on the specifics. We expect them to begin communicating with you on your individual increases in late March and early April after everything has been reviewed and approved.

With everyone on our campus now eligible to receive the COVID vaccine, there is hope that this is another step on the path of our return to normalcy.

Once again, thank you for all that you are doing.