

From: All Current UWRF Employees <ALL-EMPLOYEES@LISTS.UWRF.EDU> **On Behalf Of** UW-River Falls Chancellor

Sent: Thursday, November 30, 2023 1:35 PM

To: ALL-EMPLOYEES@LISTS.UWRF.EDU

Subject: Message from Chancellor Gallo in Response to Yesterday's Article in The Daily Cardinal

Dear UWRF employees,

An article in yesterday's issue of one of the UW-Madison student newspapers, [The Daily Cardinal](#), has generated robust conversation on our campus and across the Universities of Wisconsin. I would like to take this opportunity to address a statement in the article and offer some additional thoughts.

The statement that the external consulting firm, Deloitte, will provide "methodology for layoffs" is simply not correct as it relates to UW-River Falls' experience. Deloitte is partnering with us in defining our operating performance. They are helping to review our budgets, revenues and spending, as well as other indicators of a high-performing higher education institution, then they will be providing us with data analysis and opportunities to consider. Data-driven decision making has been identified as a priority by UW-River Falls as stated in my Listening and Learning Report and woven into our Strategic Plan. Data-driven decision making remains a commitment.

It was mentioned in the article that UW-River Falls has not announced deficit reduction measures. However, we have not been idle. What we have done this semester is implemented a pause on hiring a number of open positions as a mechanism in this near-term to relieve pressure on long-term budget commitments, as we await Deloitte's final data report. As stated publicly in several venues, the university will then use the information provided by Deloitte to discuss and gather input from across campus, including through the University Budget Advisory committee (UBAC), the academic deans and the shared governance groups. This participatory approach is meant to guide us on the path forward in a manner that will allow for investments as well as efficiencies to be utilized for future stability and growth.

Let me be clear: I have been unwavering in my desire for UW-River Falls to be a vibrant and thriving institution, and that includes offering a strong liberal arts education in fulfillment of our mission to educate the citizens and leaders of tomorrow. I said that in my interview in 2021 and I remain steadfast in that desire since having been given the privilege to serve UW-River Falls.

I thank you for your current and future participation in finding solutions.

With gratitude,
Maria

The logo for the University of Wisconsin-River Falls (UWRF) features the letters "UWRF" in a bold, red, sans-serif font. A small blue diamond is positioned above the letter "W".

Maria Gallo, Ph.D.

Chancellor

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