

December 3, 2025

Leslie Florio
Assistant Executive Director
National Education Association Rhode Island

Dear Ms. Florio:

I am writing in response to your November 26th correspondence addressed to President Miaoulis in which you, among other things, request information “pursuant to §8(a)(5) of the National Labor Relations Act.” Because your request seeks information that is principally financial in nature, President Miaoulis has asked me to respond on his behalf. It is important to first address the mistaken fundamental premise upon which your request for information (RFI) is based. In your letter, you incorrectly state that the information is being requested “[s]ince President Maioulis [sic] has stated his unilateral action was precipitated by fiscal exigencies.” The President has not made such a statement. And nothing in his November 13th campus communication so suggests. The furlough program announced on November 13 is not a response to financial exigency, nor is it an assertion that the institution is in crisis.

Rather, the President’s campus communication makes clear that the furlough measure is one that is grounded in an intent to *responsibly* address a portion of an approximately \$3.5 million remaining fiscal year budget deficient, and to do so without taking a supplemental endowment draw. Though a difficult one, the choice to pursue this cost-savings measure was made in the interest of promoting the University’s long-term financial stability and demonstrating responsible stewardship to our trustees, accreditors, donors, and rating agencies without continued reliance on the endowment. The University has not predicated the furlough actions you challenge on either an exigency (as you claim) or upon an inability to pay. Rather, the University choice is based upon the aforementioned considerations of strategic, responsible and prudent fiscal planning. At no point has the University invoked or suggested that the furlough measure is being taken because of any financial exigency.

With that clarification offered, supplied here you will find the following documents and records that are responsive to your request:

- Form 990s for tax years 2020, 2021, 2022, 2023, and 2024;
- Audited Financial Statements for the corresponding years; and
- The PowerPoint presentation used during the University-wide Town Hall held on October 29, which outlines the FY26 budget context, enrollment realities, and the financial drivers that informed the University’s decision to take this temporary measure.

As to the remaining materials listed in your RFI, the University does not believe that they are necessary and relevant to the Union’s representational function as the collective bargaining agent of its members. Should the Union, despite the factual clarification offered above, continue to maintain otherwise, we certainly would consider any explanation that you might offer as to why the subject information is relevant and

necessary for the Union to carry out its representational functions. Further, as to the materials that are being supplied with this correspondence, please be advised that University's agreement to provide any of the requested information does not constitute a concession on the part of the University that the supplied information is relevant to the Union's representational role, or that it relates to a mandatory subject of bargaining. RWU remains committed to engaging with all three unions respectfully, consistent with our contractual and statutory obligations, and in a manner that avoids unnecessary escalation or further mischaracterization of the University's financial position.

Sincerely,

A handwritten signature in blue ink that reads "Gloria M. Arcia". The signature is fluid and cursive, with the first name "Gloria" being more prominent.

Gloria M. Arcia, Ed.D.

Executive Vice President for Finance & Administration / Chief Financial Officer
Roger Williams University

cc: Ioannis N. Miaoulis, President