

UCR
SENATE

July 4, 2009

TO: Mary Croughan, Chair
UC System-wide Academic Senate

FR: Anthony W. Norman, Chair
UCR Academic Senate



RE: UCR opinions on President Yudof's 3 salary reduction options

I am writing to forward to you the advice and opinions of four UCR Senate Committees with regard to President Yudof's 3 salary reduction options as well as the results of a UCR faculty-wide poll. The attached PDF file (UCR 4 Senate comms...) contains letters from our P&B, CAP, Faculty Welfare and P&T committees; they were all submitted to me last week.

First I want to update you about our just completed poll¹ of UCR faculty concerning their preference for the three options proposed by President Yudof as to how to impose an 8% salary cut for faculty and staff. The results were as follows: option 1 (salary cuts) = 29 votes; option 2 (furloughs) 172 votes; and option 3 (a combination of options 1 & 2) = 17 votes. The total of 218 votes is approx 30% of our line faculty.

Many of the faculty that participated in the poll also sent me messages varying from one paragraph to several pages. It is my observation that our faculty are aware of the enormity of the budget crisis facing UC in this current 2009-2010 fiscal year (~ \$600 million), but that they have difficulty getting their arms around all the details, options and consequences they may have on UCR and particularly the UC System. Approximately one half of the messages endorsed the concept that some furloughs must occur on dates that indicate to the public and students that there are adverse consequences on the faculty's ability to deliver to the student the education that they have paid for.

I will briefly summarize the major points made by the four committees.

P&B: They "do not favor an across the board percentage cut, not even a cut that is stratified on two levels. " they "further suggest that these salary cuts be levied on the

¹ Procedures for the Poll: An email was sent to all active UCR faculty describing the need for a UCR poll on President Yudof's three salary cut options; also President Yudof's recent communication on the 'option' had been sent to each person. The faculty preferences were recorded on our UCR Academic Senate web used for our senate elections; this site is password protected. The three options described above and faculty could make one choice. There was no abstention 'option' or 'none of the above'.

highest wage earners first and then be stopped once the target goal (\$195 million) is reached". "If furlough days are part of the salary reduction plan, ... we prefer that these days be a mix of paid holidays and days that affect the delivery of campus services". Finally, P&B "think it is vital that Regental action be taken to ensure that employee UCRP service credit and retirement plan benefits will not be impacted by the furlough and salary reduction plan.

CAP: They "unanimously support Option II" (furlough days). CAP also believes that some of the furlough days must demonstrate to "faculty members, the staff, the students, the legislature and the general public, what is being left undone or lost." CAP also identifies a series of suggestions regarding the adverse effects of salary reduction on faculty morale.

Faculty Welfare: They are "unanimously of the opinion that if salary reductions are implemented they be done.... [via] furloughs, only". The committee also "was unanimous "that regardless of the option chosen for salary reductions, that all employees be subject to the reduction regardless of funding source. There is an issue of equity here".

P&T: This committee identified a number of Principles. Two of note are as follows. (a) "A *clear justification* is required of how the proposed cut figure was derived. If the current 8% figure cannot be fully justified a revised figure must be provided." (b) "In any measures that are taken, the pain inflicted on the faculty *must be shared by other members of the UC community* (administration, students). This is to ensure that the extraordinary measures remain extraordinary."

It is my personal observation that many UCR faculty have difficulty understanding the recently introduced concern of *equity* amongst all faculty. Some of our faculty will support 8% salary cuts on faculty supported by non-state funded funds (e.g. grants, contracts, etc). UCR is one of the five UC campuses that does not have (yet) a medical school. It is hard to understand how or why the most highly remunerated clinical faculty should be totally exempt from sharing the pain and burden of this unprecedented budgetary calamity that has descended on all ten of the University of California campuses. If there is an exception made for this cohort of clinical faculty, it will clearly send a message to the other UC faculty that they are privileged and are above being considered the equals of I&R and OR faculty.

I hope that this UCR Summary will be helpful to you and the higher administration in addressing this budgetary calamity.

CC: Sellyna Ehlers, Director
UCR Senate