

research scholarship as well as professional leadership. The current 2009-2010 California state budget is seriously damaging the ability of the UC faculty to fulfill this mission with the consequence that there is a significant reduction in our capacity to meet student needs and to contribute to California's economic, social, and cultural progress.

Whatever responses are made to the current fiscal crisis, the UCR-EC believes that two principles must be honored:

1. **We must make every effort to protect our students from being harmed by this crisis.** They will suffer from additional fee increases in the immediate future, and enrollment cutbacks will reduce opportunities to gain access to the University. It is imperative, however, that students who are enrolled continue to receive the world class educational preparation that this University is dedicated to provide.
2. **We must maintain our historic commitment to delivering the highest quality education, scholarship, and professional leadership in every University of California program.** The faculty of the University of California must not just *meet* global standards; rather it must *set* standards and serve as a model of excellence for the world.

UCR-EC Recommendations:

With these two principles in mind, the UCR-EC recommends for the 2009 -2010 academic year the following three proposals:

1. That the University should not allow faculty furloughs/salary cuts to force the closing of the University on any instructional days during our academic calendar year. Further, on six to ten 'teaching days', UCR faculty can individually choose to participate in the "UCR Faculty Teach On Our Time" program (see Recommendation #3, below).
2. That we expect that any individual faculty who chooses to cancel classes up to the allotted number of instructional days prescribed by the Office of the President and in accordance with the policies set forth by that office will not be penalized for this action.
3. That we make it clear to all stakeholders of the UC system, including legislators and the general public, that the present budget cuts, *if sustained*, make continuing this instructional commitment impossible.

education, graduate and professional education, research, and other kinds of public service, which are shaped and bounded by the central pervasive mission of discovering and advancing knowledge."— from the University of California Academic Plan, 1974-1978; see <http://www.universityofcalifornia.edu/>

- a. We faculty aim to make this predicament clear by showing that planned faculty furlough time is needed for instruction by asking faculty to volunteer to spend up to ten days of our assigned furlough teaching classes that would otherwise have to be cancelled for lack of fiscal support -- "UCR Faculty Teach On Our Time" program.
- b. We request the active support by our Chancellor and the Office of the President in making our faculty voluntary contributions in this time of need publically visible to the citizens, the state legislators, and the UC Regents. It is imperative that our University restore the public's support and confidence in the UC system and its multiple contributions to the state.

UCR-EC Justification for Proposed Position:

Over the last several years, the UC budget supported by the California State General Funds has left the University of California without critical resources needed to:

- Fund all of the qualified students who are admitted to UC
- Offer competitive salaries at a level needed to attract and retain the highest quality faculty and staff
- Make cost-of-living adjustments to staff and faculty salaries
- Provide adequate facilities for teaching and research

For the 10 campus UC System, the current budget for FY2009-10 (which was signed by the Governor) includes a reduction of \$637.1 million; this is a 20% reduction from the State General Funds as compared to FY 2007-08. In addition, there is a shortfall of ~ \$335 million needed to cover unfunded mandates (e.g. the costs of unfunded student enrollment increases, faculty merit increases, health benefits and utilities)². These enormous budget reductions require UC to take drastic and painful actions in order to keep the University viable, while preserving program quality and positioning the University to recover its full capacity as resources become available in the future. Thus, President Yudof determined that ~\$184 million of the \$600+ million of cuts must be generated by an ~ 8% faculty furlough/salary reduction plan for one emergency year.

² The budget numbers in this paragraph are taken from a document prepared by the Office of the President for the Board of Regents. It is titled "Recommendation for declaration of financial emergency and approval of budget reduction actions". It is available at the website of UCOP.

Given the targeted nature of the budget reductions on university activities supported by State General Funds, the Executive Council believes it is disingenuous to call the cuts imposed on the faculty a furlough³. We prefer to describe these cuts as what they are: temporary salary cuts to the faculty. Our reasoning is as follows: These cuts are aimed largely at the instructional mission of the campus, yet imposing the temporary furlough action either all or in part during instructional days for faculty who are engaged in the teaching mission presents serious problems. First and foremost, it directs a large share of the university's burden of this statewide crisis onto its students who are already experiencing their own burden through increased fees. Second, it forces faculty who have designed courses with the current academic schedule in mind to redesign these courses on short notice and on a temporary basis, which erodes the quality and integrity of the courses and increases faculty workload.

UCR-EC Final Comment:

We stress that the ability of the UC system to sustain such salary cuts, while maintaining programs of excellence in teaching and research, is not tenable beyond the 2009-10 academic year. The campuses are already stretched to the limit in their capacity to deliver the services that the state expects and the students, faculty, and staff deserve. Actions beyond the 2009-10 academic year cannot rely on a replay of the current response from the faculty. Our current response is based on a sincere and rational effort to contribute, on a temporary basis, to the common good of the campus, the system, and the state.

If severe budget shortfalls continue beyond this current academic year, different actions will be needed, including a reduction in student admissions and a revision of the academic calendar. However, the faculty fully expects that the hardships imposed by this temporary cut to their salaries are, as stated in the emergency declaration from the Office of the President, temporary, and that earned salary levels of the UC faculty will be restored by September 1, 2010.

The End.

³ President Yudof, via the UC Regents, implemented the furlough/salary reduction plan with an 8% salary reduction (on average) rather than a policy of salary cuts because at the end of the year, when the furlough expires, the faculty salary will automatically revert to the salary in place before the start of the furlough. Also President Yudof, via the Regents, authorized the UC-Retirement Plan (UCRP) to be amended to preserve UCRP members' calculation of covered compensation and the rate of accrual of service credit at their pre-furlough/salary reduction level for the duration of the emergency Plan.