



*Academic Senate*

**COMMITTEE ON ACADEMIC PERSONNEL**

January 7, 2021

To: Jason Stajich, Chair  
Riverside Division Academic Senate

From: Yinsheng Wang, Chair   
Committee on Academic Personnel

Re: Request for Recommendations: President's Job Protection Program

CAP discussed the UC President's Job Protection Plan on Jan. 4, 2021. CAP recognizes the current financial situation of our campus and the needs for cost saving. CAP, however, noted some concerns about the proposed program:

- (1) The information provided in the current proposal is still limited, rendering it difficult for CAP to determine the impact of this program on merit/promotion of faculty and CAP's evaluation of these files in the future.
- (2) We have not yet reached a full understanding about the impact of COVID-19 on faculty's productivity, and the resulting effect on their merit advancements and promotions. While the impact of COVID-19 has already been seen for some merit/promotion cases in this year, it is possible that it could have a more pronounced impact for cases in the coming year or two. The proposed salary reduction may confer additional financial burden on faculty, which may compromise faculty morale and, in some cases, affect retention of our best faculty.