



Academic Senate

COMMITTEE ON FACULTY WELFARE

December 17, 2020

To: Jason Stajich
Riverside Division Academic Senate

From: Patricia Morton, Chair
Committee on Faculty Welfare

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

The Committee on Faculty Welfare met on December 15, 2020 to consider the proposed President's Job Protection Program. While the committee understands the urgent need to find ways to meet the budget savings target issued by UCOP, we find this program has serious defects and is not a good means for closing the budget gap. Many questions remain unanswered regarding its implementation (such the number of days under consideration), making it more difficult to gauge its potential impact on faculty and staff. We believe the modest savings that might accrue from this program do not justify the time and effort (especially staff time) it would take to administer it. We are not confident that UC PATH will be able to implement this program without causing disruptive problems. If the program is implemented, the committee is concerned about the degree that it may impact junior faculty negatively. Finally, we believe it sets a dangerous precedent if a Chancellor is allowed to reduce faculty salaries within this program, which is intended to end on June 30, 2021 but could be extended beyond this fiscal year.