




Academic Senate

COMMITTEE ON EDUCATIONAL POLICY

October 23, 2020

To: Jason Stajich, Chair
Riverside Division

From: Stefano Vidussi, Chair 
Committee on Educational Policy

RE: Proposed Curtailment Program

The Committee on Educational Policy reviewed the proposal for a curtailment program and the general sentiment of the Committee is that the proposal provides insufficient details on how the proposed program will in fact be implemented so as to guarantee the proposed goal of a reduction in salary so that the highest paid faculty receive the largest percentwise reduction in salary. Members support the idea that the proposed reductions are temporary; permanent reductions would have a very negative effect on retirement income, although it has been observed that a timeframe in the proposal for the implementation of these measures would be useful. Concern is noted that if salary cuts are enforced, they should be distributed along the Academic year so that not to cause a sudden significant drop in monthly income, which would disproportionately affect employees with lowest salaries. Members support the idea that curtailment days should be chosen strategically so that they do not adversely affect instruction; for instance, in order to avoid excessive workload for the staff during the regular terms, curtailment in mid-summer may minimize negative impact. Some members recommended that changes to the academic calendar should not reduce the length of instruction. Additionally, some members observed that the curtailment of any administrative activities that support education and student services must be specified and is likely to have some negative effects. In general, the expectation is that any curtailment is likely to directly or indirectly cause a negative impact to the quality of instruction and scholarly activity, especially keeping in mind that the passage to distance instruction is extremely time consuming.