



COMMITTEE ON FACULTY WELFARE

October 20, 2020

To: Jason Stajich
Riverside Division Academic Senate

From: Patricia Morton, Chair
Committee on Faculty Welfare

Re: [Systemwide Review] Proposed 2020-2021 Curtailment Program

The Committee on Faculty Welfare met on October 13, 2020 to consider the proposed campus Curtailment Program for 2020-2021 as outlined in the letter and document from President Michael Drake, dated 10/10/20.

The Committee has many questions prompted by the incomplete and vague nature of the proposal. The proposal lacks details about crucial elements of the plan that have the potential to impact faculty severely. FWC views this plan as a poorly-conceived program to cut faculty salaries without corresponding reduction in duties. We wonder why the University is not using its \$10 billion short-term investments pool to address unquantified economic challenges, instead of reducing faculty salaries and imposing curtailment days.

We object to the lack of transparency regarding the details and pose the following questions, which we believe must be answered and conveyed to University's stakeholders before any such plan is implemented.

What is the target dollar amount expected to be saved by the proposed curtailment program? Will the target vary by individual campuses and units? How are the targets set?

How will the income tiers be determined? Who will set the income tiers? Will they apply to all employees, including staff and faculty, or will they be specific to the type of employment status?

How will the reduction in academic-year faculty salaries be determined? On a per diem basis? As a percentage of salary? Another method?

How will the reduction in salary or increase in curtailment days impact retirement benefits? What types of changes would be made to the University of California Retirement Plan and other policies? Is a Capital Accumulation Provision such as was implemented in the 1990s one of the options?

Is it possible to modify UCPATH adequately and in a timely manner to ensure there will be no payroll disruptions?

What is the total number of vacation hours held by fiscal-year academic faculty? Can they be voluntarily redistributed?

How will this program affect undergraduate and graduate student employees, teaching assistants, postdoctoral fellows, and other non-faculty academic employees, including those belonging to unions?