



**COMMITTEE ON PREPARATORY EDUCATION**

October 23, 2020

To: Jason Stajich, Chair  
Riverside Division

From: Jingsong Zhang, Chair  
Committee on Preparatory Education

A handwritten signature in black ink, enclosed in a thin black rectangular box. The signature appears to read "Jingsong Zhang".

Re: Systemwide Review: Proposal 2020-21 Curtailment Program

The Committee on Preparatory Education reviewed the amended Proposal 2020-21 Curtailment Program. Members responded with the following:

The committee notes that in order to "curtail" staff wages and workdays it requests a commensurate adjustment to deadlines, paperwork, and all the other support that will impact students, especially to all the procedures for preparing and admitting students. If staff take five unpaid days without some leniency given to the deadlines and amounts of work they will actually administer, then the curtailment will negatively affect students and prospective students. The curtailments need a supporting context.

The committee also notes that any forthcoming curtailments for faculty be similarly contextualized. If waged staff are being asked to stop working for five days, then the same principle should be applied to faculty. Since faculty are not typically able to simply stop ongoing research, teaching, and service obligations, those who propose these curtailments should lessen faculty responsibilities, the expectations for their productivity, and so on, commensurate with any proposed curtailments. Curtailment implies that there will be a reduction in responsibilities or workload. It is unclear how that will work for faculty. The proposal does not seem open to a curtailment of teaching responsibilities or even University service, so it seems that the faculty can only curtail their research. Yet, that could have negative consequences to faculty's career progress. This proposal needs further development.

The proposal is vague. Its aim is to allow campuses to save money through salary savings, but significant details are lacking. Will 11-month faculty be permitted to use their vacation days while 9-month faculty, with no vacation, have no option but unpaid days? How would the accounting be handled? What would the estimated savings be? Would this impact quarter system campuses differently than the semester system campus, with our shorter winter break?

“For academic-year faculty, the program would be implemented as an equivalent reduction in salary (based on the salary tiers established under the program) but would not result in additional paid or unpaid time off.” Can academic-year faculty use their research grants to pay the 5-day curtailment or compensate the portion of salary loss/reduction? Please consider that academic faculty’s job function in research/teaching/service never stops with or without curtailment. If the curtailment does not reduce faculty teaching/service, it essentially asks to jeopardize faculty research programs and student training/mentoring or keep working without pay.

What does it mean “based on salary tiers”? The same percentage of cut for everyone or different percentage for each person? How is that determined to ensure transparency, fairness, and accommodation of family needs of disadvantaged/vulnerable faculty groups?

The committee is also concerned that a fundamental reason underlying the financial distress of UCR is the inequitable distribution of money to campuses by UCOP. Our campus would be more likely than other campuses to need to recoup salary savings from personnel. One of the impacts will be to further exacerbate the salary inequities between our campus and others, not to mention the impact on our students.