



Bill Jacob
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*Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200*

June 4, 2014

**SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL
UNIVERSITY OF CALIFORNIA**

Re: Proposed Revised UC Policy on Supplement to Military Pay – Four-Year Renewal

Dear Susan:

Academic Senate divisions and committees have reviewed the proposed revisions to and four-year renewal of the [UC Policy on Supplement to Military Pay](#) released by your office for systemwide review in early April. Six Senate divisions (UCI, UCM, UCR, UCSF, UCSB, and UCSD) and one systemwide committee (UCFW) submitted comments. Their memos are enclosed.

The Senate is pleased to support the proposed modifications and the four-year renewal of this policy. We also have a few clarifying suggestions.

Two reviewers note that the policy should further address the resources to be committed to providing supplemental salary for faculty whose University pay is covered in part or in full by extramural or “soft-money” sources. UCR recommends language stating that the supplementary salary will be provided by the campus, and UCFW suggests that the policy clarify that supplemental pay should be covered by either the UC system or the campus, but not the department.

UCI raises several points of concern, including the use of the term “Overseas Contingency Operations Campaign.” Although the policy document specifies that the policy applies only to members of US military services and others designated by the U.S. President, the explicit reference to the “Overseas Contingency Operations Campaign” is somewhat confusing, since it implies that the policy will apply only so long as the United States uses that particular term to justify military activation. For the sake of clarity, we suggest “Overseas Contingency Operations’ campaign or any successor military mobilization.”

Council also questioned why the policy restricts the supplemental pay benefits to a two-year lifetime limit, noting that the call to active military duty is not under the control of the employee and may exceed two years.

Thank you for the opportunity to review and comment. Please do not hesitate to contact me if you have further questions.

Sincerely,

A handwritten signature in black ink that reads "Bill Jacob". The signature is written in a cursive, slightly slanted style.

Bill Jacob

Encl. (1)

Cc: Academic Council
Executive Director Winnacker
Divisional Senate Directors
Policy Manager Lockwood
Senate Analysts



Office of the Academic Senate
307 Aldrich Hall
Irvine, CA 92697-1325
(949) 824-2215 FAX

May 23, 2014

William Jacob, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

**RE: SYSTEMWIDE REVIEW OF THE PROPOSED REVISED UNIVERSITY CALIFORNIA
POLICY ON SUPPLEMENT TO MILITARY PAY – FOUR YEAR RENEWAL**

At its meeting of May 20, 2014, the Irvine Divisional Academic Senate reviewed the Proposed Revised UC Policy on Supplement to Military Pay – Four Year Renewal. The Council on Faculty Welfare, Diversity, and Academic Freedom comments as follows:

Council on Faculty Welfare, Diversity, and Academic Freedom (CFW)

CFW reviewed the revisions renewing the current UC Supplement to Military Policy for a four-year period, effective July 1, 2014 through June 30, 2018. The current policy, which ends June 30, 2014, provides eligible employees with supplemental payments equal to the difference between the employee's University base pay and their military pay and allowances until the end of an employee's active military duty, or until June 30, 2014. Employees receiving supplements to their military pay are considered on pay status and receive University contributions for certain benefits (including medical, dental, vision, and life insurance coverage). Benefits provided under this policy are subject to a two-year lifetime limit, retroactive to December 14, 2001.

The Council felt the proposed changes were minor and agreed with modifications and extension. However, members noted the change in terminology from "War on Terror" to the "Overseas Contingency Operations Campaign" and urged that the term be defined within the document to provide clarity on who will or will not be covered by the policy. They also ask why the Policy should be restricted to overseas deployment.

In addition, the Senate Cabinet noted that the Policy should clearly state that it only pertains to US military personnel, as the University has employees who are members of military personnel from foreign nations. The Irvine Division appreciates the opportunity to comment.

A handwritten signature in black ink that reads "Peter Krapp".

Peter Krapp, Senate Chair

C: Martha Kendall Winnacker, Executive Director, Academic Senate

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SANTA BARBARA • SANTA CRUZ

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5200 NORTH LAKE ROAD
MERCED, CA 95343
(209) 228-7954; fax (209) 228-7955

May 23, 2014

William Jacob, Chair, Academic Council

RE: Merced Division Comments on Proposed Renewal of Military Pay Supplement

Thank you for the opportunity to review the proposed revision to the University's personnel policies that would extend the current policy of supplementing military pay for eligible University employees on military service if the military pay is less than the employee's University salary. The Merced Division Council, Standing Senate Committees and School Executive Committees reviewed the policy and provided the following feedback.

The Faculty Welfare, Diversity and Academic Freedom Committee (FWDAF) endorsed the proposed revisions all other committees had no objections or comments.

We thank you for the opportunity to opine.

Sincerely,

Ignacio López-Calvo, Chair
Division Council

CC: Division Council
Senate Office

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ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON ACADEMIC PERSONNEL (CAP)
RAYMOND GIBBS, CHAIR
gibbs@ucsc.edu

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5200 NORTH LAKE ROAD
MERCED, CA 95344
(209) 228-4369; fax (209) 228-7955

April 17, 2014

To: Ignacio López-Calvo, Chair, Division Council

From: Raymond Gibbs, Chair, Committee on Academic Personnel (CAP) *Raymond Gibbs*

Re: Request to Review UC Policy Renewal of Military Pay Supplements

CAP appreciates the opportunity to opine on the proposed four-year renewal of military pay supplements for University employees, but has no comments.

cc: CAP Members
DivCo Members
Senate Office

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ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON ACADEMIC PLANNING AND RESOURCE ALLOCATION
ANNE KELLEY, CHAIR
amkelley@ucmerced.edu

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5200 NORTH LAKE ROAD
MERCED, CA 95344
(209) 228-4369; fax (209) 228-7955

April 17, 2014

To: Ignacio López-Calvo, Chair, Division Council

From: Anne Kelley, Chair, Committee on Academic Planning and Resource Allocation *Anne Kelley*
(CAPRA)

Re: Request to Review Proposed Renewal of Military Pay Supplement

CAPRA appreciates the opportunity to opine on the proposed four-year renewal of the supplement to military pay for University employees, but has no comments.

cc: CAPRA Members
DivCo Members
Senate Office

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ACADEMIC SENATE, MERCED DIVISION
GRADUATE COUNCIL (GC)
VALERIE LEPPERT, CHAIR

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5200 NORTH LAKE ROAD
MERCED, CA 95343
(209) 228-6312

May 2, 2014

To: Ignacio López-Calvo, Senate Chair

From: Valerie Leppert, Chair, Graduate Council (GC)

Re: GC Response- Proposed revised UC Policy on Supplement to Military Pay Four-Year Renewal

In response to DivCo's request, the Graduate Council reviewed the documents related to the proposed extension (from June 30, 2014, to June 30, 2018) and revisions to the University of California Policy on Supplement to Military Pay. Members had no objections to the proposed extension and revisions.

We appreciate the opportunity to opine.

Cc: Graduate Council
Division Council
Academic Senate Office

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ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON FACULTY WELFARE, DIVERSITY & ACADEMIC FREEDOM
RUDY ORTIZ, CHAIR
rortiz@ucmerced.edu

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5200 NORTH LAKE ROAD
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May 7, 2014

To: Ignacio López-Calvo, Chair, Division Council

From: Rudy Ortiz, Chair, Committee on Faculty Welfare, Diversity, and Academic Freedom (FWDAF)

A handwritten signature in black ink, appearing to read "R. Ortiz", is placed below the "From:" line.

Re: Request to Review Proposed Renewal of UC Policy on Supplement to Military Pay

Per Division Council's request, FWDAF reviewed the proposed revisions to renew the UC policy on supplement to military pay. The committee endorses the proposed revisions.

cc: FWDAF members
DivCo members
Senate office

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ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON RESEARCH
RUTH MOSTERN, CHAIR
rmostern@ucmerced.edu

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MERCED, CA 95344
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May 7, 2014

To: Ignacio López-Calvo, Chair, Division Council

From: Ruth Mostern, Chair, Committee on Research (COR)

A handwritten signature in black ink, appearing to read "Ruth Mostern", is written over the "From:" line.

Re: Request to Review Proposed Renewal of UC Policy on Supplement to Military Pay

COR appreciates the opportunity to review the proposed revisions to renew the UC policy on supplement to military pay but has no comments.

cc: COR members
DivCo members
Senate office



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

JOSE WUDKA
PROFESSOR OF PHYSICS AND ASTRONOMY
RIVERSIDE, CA 92521-0217
TEL: (951) 827-5538
E-MAIL: JOSE.WUDKA@UCR.EDU

May 13, 2014

William Jacob, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Revision to UC Policy on Supplement to Military Pay

Dear Bill:

During its May 12 meeting the UCR Executive council discussed the proposed changes in the policy for providing salary supplements to UC staff and employees serving on active military duty. There was general agreement that this is a policy that should be continued.

There was, however, one point that should be addressed; it concerns personnel whose salary, fully or partially, is covered by an extramural source. In this case the policy should clarify that the supplementary salary will be provided by the campus.

In addition there were two questions that merit clarification: wherefore the time limit of 2 years on the supplementary salary? Also, what is the rationale for including a limiting date of June 30, 2018? Neither of these limitations has an obvious justification, and may be interpreted as a lack of full support for the affected personnel.

We appreciate the opportunity to comment.

Sincerely yours,
Jose Wudka
Professor of Physics & Astronomy and Chair of the Riverside Division

CC: Martha Kendall Winnacker, Executive Director of the Academic Senate
Cynthia Palmer, Director of UCR Academic Senate office



OFFICE OF THE ACADEMIC SENATE

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LA JOLLA, CALIFORNIA 92093-0002
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May 19, 2014

Professor William Jacob
Chair, Academic Council
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

Subject: Proposed Revisions to Military Pay Policy

Dear Professor Jacob,

The proposed revisions to the University of California Policy – Supplement to Military Pay were sent to the appropriate Divisional committees for review and comment and were discussed at the May 5, 2014 Senate Council meeting. The San Diego Division supported the renewal of the policy.

Thank you for the opportunity to provide comments.

Sincerely,

A handwritten signature in blue ink that reads "Kit Pogliano".

Kit Pogliano, Chair
Academic Senate, San Diego Division

cc: Divisional Vice Chair Boss
Executive Director Winnacker



Academic Senate
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May 22, 2014

William Jacob, Chair
Academic Senate
University of California
Office of the President
1111 Franklin Street
Oakland, CA 94607

Re: Systemwide Review of Proposed Revised University of California Policy on Supplement to Military Pay – Four-Year Renewal

Dear Chair Jacob:

The members of the San Francisco Division of the University of California Academic Senate appreciate the opportunity to opine on the proposed renewal of UC's Supplemental Military Pay Policy.

Our members have reviewed the proposed policy renewal and they have no issues with the extension.

Sincerely,

Farid Chehab, PhD
Chair, UCSF Academic Senate

CC:
Martha Kendall Winnacker, Executive Director, Academic Senate



ACADEMIC SENATE
Santa Barbara Division
1233 Girvetz Hall
Santa Barbara, CA 93106-3050

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<http://www.senate.ucsb.edu>

Kum-Kum Bhavnani, Chair
Deborah Karoff, Executive Director

April 18, 2014

Bill Jacob, Chair
Academic Senate

RE: Revised UC Policy on Supplement to Military Pay-Four Year Renewal

Dear Bill,

The Executive Council of the Santa Barbara Division discussed the Revised Policy on Supplement to Military Pay as presented by Vice Provost Carlson. The Santa Barbara Division supports the renewal and the policy revisions as presented.

Thank you for the opportunity to comment.

Sincerely,

A handwritten signature in cursive script that reads "Kum-Kum Bhavnani".

Kum-Kum Bhavnani, Chair
Santa Barbara Division



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
J. Daniel Hare, Chair
daniel.hare@ucr.edu

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May 27, 2014

**WILLIAM JACOB, CHAIR
ACADEMIC COUNCIL**

RE: Proposed Revised Policy on Supplement to Military Pay – Four Year Renewal

Dear Bill,

The University Committee on Faculty Welfare (UCFW) has discussed the proposed revised policy on supplement to military pay (four year renewal). The committee supports the renewal. The committee notes, however, that the policy could be enhanced by noting explicitly that supplemental pay for faculty in “soft-money” positions should be paid either by the system or by the campus, not by the department. The committee feels requiring or defaulting to departments to pay the supplement could be onerous, even though such situations are expected to be infrequent.

Please let us know if you have any questions or concerns.

Sincerely,

A handwritten signature in blue ink that reads "J. Daniel Hare".

J. Daniel Hare, UCFW Chair

Copy: UCFW
Mary Gilly, Vice Chair, Academic Council
Martha Winnacker, Executive Director, Academic Senate