



*Shane N. White*  
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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*

May 9, 2018

**SUSAN CARLSON, VICE PROVOST**  
**ACADEMIC PERSONNEL**

**Re: Draft Revised Presidential Policy on Supplement to Military Pay – Four-Year Renewal**

Dear Susan:

As you requested, I distributed the draft revised Presidential Policy on Supplement to Military Pay for systemwide Senate review. Nine Academic Senate divisions (UCD, UCI, UCLA, UCM, UCR, UCSD, UCSB, UCSC, and UCFW) and one systemwide committee (UCFW) submitted comments. These comments were discussed at Academic Council's April 25, 2018 meeting and are attached for your reference.

We understand that the revision would extend for four years, to June 30, 2022, the current policy of supplementing military pay for eligible UC employees on an active overseas military mobilization campaign if the military pay is less than the employee's University salary. In addition, employees receiving supplements are eligible to receive University contributions for health and welfare benefits, subject to a two-year lifetime limit. In addition to extending the policy, the revisions update and clarify existing policy language and definitions.

The Academic Council is generally supportive of the proposed modifications and the four-year renewal of the policy; however, the Senate seeks clarification of several points. These include:

- Why does UC provide a supplement for overseas deployments only? A domestic disaster relief effort (for example) might also entail an active duty recall. (UCM, UCFW)
- Does the language in III(B)(3)(c) concerning adjustments to the base pay rate that would have been granted had the employee not been ordered to active military duty, limit the adjustments to actions that are approved prior to deployment? And could there be adjustments that bypass the normal review process? (UCSC)
- What is the rationale for limiting UC health benefits to two years? Deployment may extend beyond two years and the faculty member's dependents, who may or may not be relocated, should not be disadvantaged. (UCSB)

- Why is active military service not included in APM 133 as a circumstance that would warrant “stopping the tenure clock”? It would be appropriate to include a specific clause about the tenure clock. (UCSC, UCSB)
- How many UC employees are eligible for the policy and how many have taken advantage of the policy in the past?
- Finally, Academic Personnel may want to consider a longer term for the policy renewal.

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

Sincerely,



Shane N. White, Chair  
Academic Council

Encl.

Cc: Academic Council  
Senate Director Baxter  
Senate Executive Directors



DAVIS DIVISION OF THE ACADEMIC SENATE  
ONE SHIELDS AVENUE  
DAVIS, CALIFORNIA 95616-8502  
(530) 752-2220  
academicsenate.ucdavis.edu

April 16, 2018

**Shane White**  
Chair, Academic Council

**RE:** Revised Presidential Policy on Supplement to Military Pay—Four-Year Renewal

Dear Shane:

The proposed revisions to the Presidential Policy on Supplement to Military Pay were forwarded to all standing committees of the Davis Division of the Academic Senate. Two committees responded: Academic Personnel Oversight (CAP) and Faculty Welfare.

Committees support the renewal. Faculty Welfare raised one question regarding the two-year time limit on health benefits: “If supplemental pay is extended indefinitely while on active duty, why do all other benefits last only two years?” CAP recommended clarifying section III.B.3.c., which states, “The base pay rate will be adjusted for range adjustments, merit increases, and promotion increases that would have been granted had the employee not been ordered to active military duty.” CAP thinks that “monetary adjustments should not be tied to the merit and promotion system, which requires peer review of the individual’s academic record. On the other hand, someone called up to active duty in the middle of an academic review period may have done enough research, teaching and service to warrant a merit advancement or promotion, even if they are not at the University at the time of review. Thus, clarification is needed with regard to merit and promotion advancement of military personnel.”

The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in cursive script that reads "Rachael E. Goodhue".

Rachael E. Goodhue  
Chair, Davis Division of the Academic Senate  
Professor and Chair, Agricultural and Resource Economics

Enclosed: Davis Division Committee Responses

c: Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate  
Hilary Baxter, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate

**Committee on Academic Personnel – Oversight Committee**  
**Request for Consultation Response:**  
**Revised Presidential Policy on Supplement to Military Pay – Four-Year Renewal**

The Committee on Academic Personnel (CAP) – Oversight Committee has reviewed the Proposed Revised Presidential Policy on Supplement to Military Pay – Four-Year Renewal. CAP agrees that the following text, which has been added to the policy, requires clarification:

Part III.B.3.c., “Range Adjustments, Merit Increases, and Promotion Increases: The base pay rate will be adjusted for range adjustments, merit increases, and promotion increases that would have been granted had the employee not been ordered to active military duty.”

While there was consensus among CAP members that employees serving in active military duty should receive COLA or equity adjustments that would have been granted had they not been ordered to active duty, there was agreement that monetary adjustments should not be tied to the merit and promotion system, which requires peer review of the individual’s academic record. On the other hand, someone called up to active duty in the middle of an academic review period may have done enough research, teaching and service to warrant a merit advancement or promotion, even if they are not at the University at the time of review. Thus, clarification is needed with regard to merit and promotion advancement of military personnel.

# Faculty Welfare

**March 28, 2018 3:16 PM**

## **RFC: Revised Presidential Policy on Supplement to Military Pay—Four-Year Renewal**

The Committee on Faculty Welfare has reviewed the following RFC: Revised Presidential Policy on Supplement to Military Pay—Four-Year Renewal and has reached consensus that this revision to Presidential Policy does not have any clear impact on faculty welfare and are supportive of the revisions.

There was one question raised by the committee, regarding the rationale for the two year time limit on health benefits. If supplemental pay is extended indefinitely while on active duty, why do all other benefits last only two years?

April 20, 2018

Shane White, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

**RE: Systemwide Review of Proposed Presidential Policy on Supplement to Military Pay- Four Year Renewal**

Dear Shane,

At its meeting of April 17, 2018, the Cabinet of the Irvine Division reviewed the proposed Presidential Policy on Supplement to Military Pay. The existing policy currently provides all eligible employees with supplemental payments equal to the difference between the employees' University pay and their active military duty pay for a period not to exceed the employee's tour of active military duty, until June 30, 2018, or until the separation date of an employee's University appointment, whichever comes first. The proposal would renew the policy for four more years (effective July 1st, 2018 through June 30th, 2022). Based on discussions within the Council on Faculty Welfare and the Senate Cabinet, the Irvine Division supports the renewal of the Presidential Policy on Supplement to Military Pay.

The Irvine Division would appreciate confirmation that this Presidential policy applies to all forms of military service, and learning both how many UC employees are eligible for the policy and how many have taken advantage of the policy in the past.

The Irvine Division appreciates the opportunity to comment.

Sincerely,



Maria Pantelia, Chair  
Academic Senate, Irvine Division

C: Linda Cohen, Chair-Elect, Academic Senate, Irvine Division  
Hilary Baxter, Executive Director, Academic Senate  
Natalie Schonfeld, Executive Director, Academic Senate, Irvine  
Division  
Laura Gnesda, Analyst, Academic Senate, Irvine Division



April 6 2018

Shane White  
Chair, Academic Council

**RE: Systemwide Senate Review: Presidential Policy on Supplement to Military Pay – Four-Year Renewal**

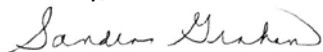
Dear Shane,

The Executive Board of the UCLA Academic Senate discussed the draft revised Presidential Policy on Supplement to Military Pay – Four-Year Renewal at its meeting on April 5, 2018. The Executive Board solicited comments from standing committees of the Senate, as well.

The Executive Board members expressed support for the proposed revisions and had no additional comment.

As always, the Executive Board appreciates the opportunity to opine. Please feel free to contact me should have any questions.

Sincerely,



Sandra Graham  
Chair, UCLA Academic Senate

cc: Hilary Baxter, Executive Director, Systemwide Academic Senate  
Susan Cochran, Immediate Past Chair, UCLA Academic Senate  
Joseph Bristow, Vice Chair/Chair-Elect, UCLA Academic Senate  
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate  
Linda Mohr, Chief Administrative Officer, UCLA Academic Senate

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OFFICE OF THE ACADEMIC SENATE  
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SUSAN AMUSSEN, CHAIR  
[senatechair@ucmerced.edu](mailto:senatechair@ucmerced.edu)

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

**APRIL 13, 2018**

**SHANE WHITE, CHAIR, ACADEMIC COUNCIL**

**RE: PRESIDENTIAL POLICY ON SUPPLEMENT TO MILITARY PAY**

The proposed renewal of the *Presidential Policy on Supplement to Military Pay* was distributed to the standing committees of the Merced Division of the Academic Senate and the school executive committees. Comments were received from the Committee on Faculty Welfare and Academic Freedom (FWAF). These are enclosed. The remaining committees appreciated the opportunity to opine, but had no comment.

At its April 10, 2018 meeting, Divisional Council discussed FWAF's comments. Ultimately, members unanimously endorsed their transmittal to you in full on behalf to the Division.

We thank you for the opportunity to opine.

Sincerely,

A handwritten signature in cursive script, appearing to read "Susan Amussen".

Susan Amussen, Chair  
Division Council

CC: Divisional Council  
Hilary Baxter, Executive Director, Systemwide Academic Senate  
Laura Martin, Executive Director, Merced Senate Office  
Senate Office

Encl (4)



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ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON FACULTY WELFARE AND ACADEMIC FREEDOM  
SEAN MALLOY, CHAIR  
smalloy@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343  
(209) 228-4369

**April 2, 2018**

**To:** Susan Amussen, Chair, Division Council

**From:** Sean Malloy, Chair, Committee on Faculty Welfare and Academic Freedom (FWAF)

**Re:** Revised Presidential Policy on Supplement to Military Pay

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Per your request, FWAF has reviewed the revised Presidential Policy on Supplement to Military Pay. While we generally view the policy favorably, we offer the following comments on the rationale and the time frame of the policy:

According to the red-lined version, this policy was originally intended to apply to UC employees recalled to active duty in "the Overseas Contingency Operations campaign (formerly the War on Terror campaign) or any successor military mobilization campaign." In the new version, this has been changed to read "in support of an ongoing overseas military mobilization campaign." FWAF questions whether this policy should be tied to specific military campaigns or mobilizations and whether the policy should have time constraints. By tying this policy to a specific military effort, the UC places itself in a position of determining which mobilizations and recalls are deemed appropriate to offer this pay supplement and implicitly endorses certain campaigns over other efforts (e.g. disaster relief in the United States or elsewhere) that might entail a UC employee being recalled to active duty.

We recommend that this policy apply to *all* UC employees who are recalled to active duty for *any* reason. Moreover, we urge that the policy be made permanent and not one that must be renewed every four years.

We appreciate the opportunity to provide comments.

cc: Senate office



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

DYLAN RODRIGUEZ  
PROFESSOR OF MEDIA & CULTURAL STUDIES  
RIVERSIDE, CA 92521-0217  
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EMAIL: DYLAN.RODRIGUEZ@UCR.EDU

April 10, 2018

Shane White, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

**RE: Systemwide Senate Review of Draft Revised Presidential Policy on Supplement to Military Pay – Four-Year Renewal**

Dear Shane,

The UCR Division of the Academic Senate is pleased to provide the attached committee response to the Draft Revised Presidential Policy on Supplement to Military Pay. The Committee on Faculty Welfare voted unanimously on the proposal with no additional substantive comment.

The UCR Division appreciates the opportunity to comment on this matter.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Dylan Rodríguez".

Dylan Rodríguez  
Professor of Media & Cultural Studies and Chair of the Riverside Division


CC: Hilary Baxter, Executive Director of the Academic Senate  
Cherysa Cortez, Executive Director of UCR Academic Senate Office



**COMMITTEE ON FACULTY WELFARE**

February 20, 2018

To: Dylan Rodriguez  
Riverside Division Academic Senate

From: Daniel Jeske, Chair   
Committee on Faculty Welfare

Re: Draft Revised Presidential Policy on Supplement to Military Pay Four-  
Year-Renewal

The Committee on Faculty Welfare considered the revised Presidential Policy on Supplement to Military Pay Four-Year-Renewal. Finding the wording to be reasonable the Committee voted in unanimous support of the revised policy.

# UNIVERSITY OF CALIFORNIA, SANTA BARBARA

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

(805) 893-4511  
<http://www.senate.ucsb.edu>  
Henning Bohn, Chair

April 18, 2018

To: Shane White, Chair  
Academic Council

From: Henning Bohn, Chair  
Santa Barbara Division

Re: Draft Revised Presidential Policy on Supplement to Military Pay – Four-Year Renewal

The Committee on Academic Personnel responded to this issue by saying that it “is in favor of the proposed revisions to the Presidential Policy on Supplement to Military Pay.”

While the Committee on Diversity & Equity (CDE) found the proposed changes to be beneficial to those it covers, members wondered why active military service is not a reason to “stop the tenure clock.” Per APM -133- 17-G, active military service is not a period of leave that can postpone review. CDE wonders what the rationale is for not including active military service as a “stop the clock” leave.

The Committee on Faculty Welfare, Academic Freedom and Awards also found the policy reasonable but was unclear as to why UC health benefits stopped after 2 years of the employee returning or being called up for military service. Members asked the following questions: “why 2 years; is the health care provided by the military of the same quality of that of UC; and, if not, is it fair to limit the coverage to just 2 years?”



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SANTA CRUZ DIVISION  
125 CLARK KERR HALL  
(831) 459 - 2086

April 18, 2018

SHANE N. WHITE  
Chair, UC Academic Council

**Re: Draft Revised Presidential Policy on Supplement to Military Pay - Four-Year Renewal**

Dear Shane,

The Santa Cruz Division has reviewed and discussed proposed revisions to the Presidential Policy on Supplement to Military Pay, which was amended in anticipation of its four year renewal. Responses were received from the Committees on Affirmative Action and Diversity (CAAD), Faculty Welfare (CFW), and Rules, Jurisdiction & Elections (RJ&E). The reviewing committees did not find any issues of note in the Draft Revised Presidential Policy on Supplement to Military Pay.

That being said, RJ&E did have two questions related to the revised policy. The first concerns the language in III(B)(3)(c) Range Adjustments, Merit Increases, and Promotion Increases, which reads "The base pay rate will be adjusted for range adjustments, merit increases, and promotion increases that would have been granted had the employee not been ordered to active military duty." RJ&E members were curious to know if the adjustments were limited to actions that are approved *prior* to the deployment of the employee. Further, they wondered if there could be adjustments that *bypass* the normal review process. The committee's second question is whether the policy allows faculty to stop the clock on promotion deadlines and limited terms of service in certain appointments.

The Santa Cruz Division appreciates the opportunity to comment on this draft and hopes that the Academic Council will find its feedback helpful.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ólóf Einarsdóttir".

Ólóf Einarsdóttir, Chair  
Academic Senate  
Santa Cruz Division

cc: Miriam Greenberg, Committee on Affirmative Action & Diversity  
Stefano Profumo, Chair, Committee on Faculty Welfare  
Jason Nielsen, Chair, Committee on Rules, Jurisdiction, & Elections



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April 17, 2018

Professor Shane White  
Chair, Academic Senate  
University of California  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, California 94607-5200

SUBJECT: Review of Proposed Revisions to UC Presidential Policy – Supplement to Military Pay

Dear Shane:

The proposed revisions and renewal of the UC Presidential Policy on Supplement to Military Pay was circulated to the San Diego Divisional Academic Senate standing committees for review, and was discussed at the San Diego Divisional Senate Council meeting on April 16, 2018. The San Diego Divisional Senate Council endorses the proposed revisions and the renewal of the policy for a four year period effective July 1, 2018 through June 30, 2022.

Sincerely,

A handwritten signature in black ink, appearing to read "Farrell Ackerman".

Farrell Ackerman, Chair  
Academic Senate, San Diego Division

cc: H. Baxter R. Horwitz R. Rodriguez

**Office of the Academic Senate**

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David Teitel, MD, Chair  
Sharmila Majumdar, PhD, Vice Chair  
Vineeta Singh, MD, Secretary  
Jae Woo Lee, MD, Parliamentarian

April 19, 2018

Shane White, PhD  
Chair, Academic Council  
Systemwide Academic Senate  
University of California Office of the President  
1111 Franklin St., 12th Floor  
Oakland, CA 94607-5200

Re: Draft Revised Presidential Policy on the Supplement to Military  
Pay - Four-Year Renewal

Dear Shane,

The San Francisco Division of the Academic Senate recently reviewed the draft Revised Presidential Policy on the Supplement to Military Pay, along with the proposed four-year renewal. Under the current Policy, the University provides eligible employees with supplemental payments equal to the difference between the employees' University base pay and their military pay and allowances until the end of the employees' active military duty, or until June 30, 2018, while on active military duty in support of an ongoing overseas military campaign. It is also our understanding that UC continues to contribute to such employees' health plan premiums and certain UC sponsored health and welfare benefits. For employees who are not eligible for the Supplement to Military Pay because their military pay exceeds their University wages, and who elect to continue their University plan coverage, the University pays the UC contribution to health plan premiums and certain UC sponsored health and welfare benefits.,

Although our Division's Committee on Faculty Welfare did not have any comments on the revised Presidential Policy, we feel that it is important to support UC employees on active military duty – both in terms of salary and benefits. Therefore, the San Francisco Division agrees to the four-year renewal of the supplement, which would continue to make it effective from July 1, 2018 through June 30, 2022. If you have any questions, please let me know.

Sincerely,



David Teitel, MD, 2017-19 Chair  
UCSF Academic Senate

Encl. (1)

CC: Sharmila Majumdar, Vice Chair, UCSF Academic Senate  
Margot Kushel, Chair, UCSF CFW  
Hilary Baxter, Executive Director, UC Academic Senate

**Communication from the Committee on Faculty Welfare**  
**Margot Kushel, MD, Chair**

April 18, 2018

TO: David Teitel, MD, Chair, UCSF Academic Senate Division  
FROM: Margot Kushel, Chair of the Committee on Faculty Welfare  
RE: Systemwide/Formal Review of Draft Revised Presidential Policy on the Supplement to Military Pay - Four-Year Renewal

Dear David:

The Committee on Faculty Welfare (CFW) has reviewed the draft revised Presidential Policy on the Supplement to Military Pay, along with the proposed four-year renewal. Under the current Policy, the University provides eligible employees with supplemental payments equal to the difference between the employees' University base pay and their military pay and allowances until the end of an employee's active military duty, or until June 30, 2018, while on active military duty in support of an ongoing overseas military campaign. In addition, under current Policy, while employees receive the Supplement to Military Pay, the University continues to pay the UC contribution to their health plan premiums and certain UC sponsored health and welfare benefits, provided that the employee elects to continue those coverages. For employees who are not eligible for the Supplement to Military Pay because their military pay exceeds their University wages, and who elect to continue their University plan coverage, the University pays the UC contribution to health plan premiums and certain UC sponsored health and welfare benefits.

Although CFW does not have any suggested revisions to the Policy itself, we do support the four-year renewal of the supplement, which would continue to make it effective from July 1, 2018 through June 30, 2022. On the whole, CFW feels that it is important to properly support UCSF employees on active military duty – both in terms of salary and benefits. If you have any questions, please let me know.

Sincerely,

Margot Kushel, MD, Chair  
Chair of the UCSF Committee on Faculty Welfare





UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Roberta Rehm, Chair  
[roberta.rehm@ucsf.edu](mailto:roberta.rehm@ucsf.edu)

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup>  
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April 18, 2018

**SHANE WHITE, CHAIR  
ACADEMIC COUNCIL**

**RE: [Proposed Revisions to Presidential Policy on Supplement to Military Pay - Four-Year Renewal](#)**

Dear Shane,

The University Committee on Faculty Welfare (UCFW) has discussed the Proposed Revisions to Presidential Policy on Supplement to Military Pay – Four-Year Renewal, and we support the renewal. We wonder, though, why the supplement is only for overseas deployments, not domestic ones. We encourage broad applicability of the policy.

Sincerely,

Roberta Rehm, UCFW Chair

Copy: UCFW  
Hilary Baxter, Executive Director, Academic Senate