LARRY PITTS, INTERIM PROVOST
UNIVERSITY OF CALIFORNIA

Re: Furlough exception for faculty on reduced pay sabbaticals

Dear Larry:

At its meeting on November 23, the Academic Council endorsed (13 in favor, 2 opposed, 2 abstentions) UCFW’s proposal that an exception in the furlough policy be made for faculty who had already elected to take a reduced pay sabbatical prior to the implementation of the furlough program. Council requests that the exception be made if the planned reduction in salary is equal to or greater than the furlough reduction. This is an issue of equity; staff members who voluntarily reduced their hours through the START program are exempt if the reduction is equal to or exceeds the reduction due to the furlough program.

Please do not hesitate to contact me if you have any questions regarding this request.

Sincerely,

Henry C. Powell, Chair
Academic Council

Copy: Academic Council
Martha Winnacker, Academic Senate Executive Director
HARRY POWELL, CHAIR
ACADEMIC COUNCIL

RE: Furlough Exception for Faculty on Reduced Pay Sabbaticals

Dear Harry,

At its meeting of October 9, 2009, the University Committee on Faculty Welfare (UCFW) learned of an apparent inequity in the implementation of the furlough plan which disadvantages faculty who had previously arranged to take sabbatical at a reduced rate of compensation. APM 740 (Charts I and IV) allows faculty members to take sabbaticals at partial pay. The reasons that faculty members may choose to take such sabbaticals are numerous and largely irrelevant to the issue of equity that we have encountered.

Those individuals who submitted timely applications in good faith for such sabbaticals at partial pay now find themselves in the position that their total salary is being reduced not only by what they voluntarily gave up, but also by 8% on the remainder because of the furloughs. It was suggested that faculty who are scheduled for sabbaticals at partial pay be exempt from the furloughs if their voluntary salary reduction exceeds that calculated due to the furloughs alone.

Further, it was noted that there is a precedent for such a furlough exemption within UC: For staff members who voluntarily reduce their hours through the START program, they are exempt from furloughs "if their voluntary reduction is already equal to or exceeds the percent reduction for their respective pay band." To many, it therefore seems reasonable and equitable that faculty who also voluntarily reduce their salaries from 199XX funds by an amount greater than the anticipated furlough reductions via sabbatical leave at partial pay also be exempt from further salary reductions.

Not only could this provide equity, but it also could avoid putting faculty members in a difficult situation of trying to pay themselves more than they had budgeted from their extramural grants for furlough days in addition to the unpaid sabbatical time.

We ask that you transmit this request for clarification and remediation, if appropriate, to the President and Provost.
Sincerely,

Shane White, UCFW Chair

Copy: UCFW
    Martha Winnacker, Executive Director, Academic Senate