

# UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

Henry C. Powell  
Telephone: (510) 987-0711  
Fax: (510) 763-0309  
Email: [henry.powell@ucop.edu](mailto:henry.powell@ucop.edu)

*Chair of the Assembly and the Academic Council  
Faculty Representative to the Board of Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200*

December 7, 2009

**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,

A handwritten signature in black ink, appearing to read "Henry C. Powell", with a long horizontal flourish extending to the right.

Henry C. Powell, Chair  
Academic Council

Copy: Academic Council  
Martha Winnacker, Academic Senate Executive Director



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Shane White, Chair  
[snwhite@dentistry.ucla.edu](mailto:snwhite@dentistry.ucla.edu)

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup>  
Oakland, CA 94607-5200  
Phone: (510) 987-9466  
Fax: (510) 763-0309

October 30, 2009

**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,

A handwritten signature in black ink, appearing to read "Shane White", enclosed within a horizontal oval shape.

Shane White, UCFW Chair

Copy: UCFW

Martha Winnacker, Executive Director, Academic Senate