



*Kum-Kum Bhavnani*  
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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*

July 6, 2020

**JANET NAPOLITANO, PRESIDENT  
UNIVERSITY OF CALIFORNIA**

**Re: Flexibility for Campus Re-opening**

Dear Janet,

The Academic Council has unanimously endorsed the attached letter from the University Committee on Faculty Welfare (UCFW) asking campuses to involve faculty and staff in planning for re-opening campuses and to provide flexible telecommuting and remote teaching options for staff and faculty during the fall quarter/semester.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

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

Kum-Kum Bhavnani, Chair  
Academic Council

cc: Provost Brown  
Academic Council  
Senate Directors



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Jean-Daniel Saphores, Chair  
[saphores@uci.edu](mailto:saphores@uci.edu)

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July 1, 2020

**KUM-KUM BHAVNANI, CHAIR  
ACADEMIC COUNCIL**

**RE: Request to give faculty and staff work flexibility during the pandemic**

Dear Kum-Kum,

UCFW is asking the Academic Council to urge the Chancellors to involve faculty and staff representatives in the planning process for “re-opening” the campuses.

As you know, even under the most ambitious timelines, the Covid-19 pandemic will probably remain a threat during the entire 2020-2021 academic year. Due to the closure of schools and daycare centers, many faculty and staff have had to homeschool their children. Many are also involved in the care of yet older and more-at-risk parents as well as others with compromised immune systems. In addition, many faculty and a large number of staff belong to higher-risk groups for Covid-19. Based on the roster of active faculty who participate in the UC Retirement Plan, almost half are 50 years or older (and almost a quarter are aged 60 or over). Based on UC’s staff workforce profile, more than a third of career employees are over 50 years old.

Increasing flexibility for faculty and staff to work remotely during the pandemic would help safeguard the health of our campus community and send a clear signal that UC cares for its students, staff, and faculty during these difficult times.

Sincerely,

Jean-Daniel Saphores  
UCFW Chair

Copy: UCFW  
Hilary Baxter, Executive Director, Academic Senate