



Communication from the Committee on Academic Personnel

Stephen Kahl, PhD, Chair

May 15, 2009

David Gardner, MD
Chair, UCSF Academic Senate
500 Parnassus Avenue, Box 0764

Re: Review of the Proposed Policies Governing Furloughs or Salary Cuts

Dear Chair Gardner,

The UCSF Committee on Academic Personnel has met and thoroughly discussed the *Proposed Policies Governing Furloughs or Salary Cuts* submitted to the San Francisco Division for review and comment. After much discussion, the Committee reached a consensus on the following points:

1. Individual UC campuses must be given flexibility to deal with reductions in state funds caused by the President's declaration of a financial emergency. No "one size fits all" solution exists for all UC campuses. UCSF, in particular, is unique among the ten campuses for a variety of rather obvious reasons. This position is in accord with President Yudof's statements during his May 4th meeting with members of the Academic Senate Coordinating Committee.
2. The goal of any response to reductions in state funding is clearly to save resources equivalent to these cuts. Since more than 85% of the faculty on the UCSF campus receive their salaries from non-state funds, any salary cuts and/or furloughs that are not limited solely to state funds must not be made. It makes absolutely no sense to reduce salaries through direct cuts or furloughs if such reductions will not save anything in state funds. CAP believes very strongly that faculty in the Ladder Rank series at UCSF will support this position.
3. To the extent that faculty members in the In Residence, Clinical X and Health Sciences series draw a portion of their salaries from state funds, that fraction should be subject to appropriate reduction.
4. In addition to salaries, extramural funds pay for health insurance and other benefits. The consequences of furloughs and/or salary cuts that are not limited solely to state funds must also be considered with respect to benefits.
5. CAP believes that there is an emerging consensus among UCSF faculty that furloughs are preferable to salary cuts.
6. CAP is concerned about how merits and promotions of faculty will be handled in the event of a "financial emergency." If they will continue to be funded in a normal manner, there is no problem. If not, however, CAP must continue to perform its responsibilities in this regard and there must be written assurances that all merits and promotions made during the course of such an emergency declaration must be funded at its conclusion.

7. The circumstances under which the Academic Senate cannot be consulted in advance of furloughs and/or salary reductions are not defined in the proposed amendments, but clarification on this issue would be helpful .

Sincerely,

The Committee on Academic Personnel

Russell Pieper, PhD, School Medicine, Vice Chair

Claire Brett, MD, School of Medicine

Jeanette Brown, MD, School of Medicine

James Cleaver, PhD, School of Pharmacy

Pat Fox, PhD, School of Nursing

Nola Hylton, PhD, School of Medicine

Arthur Miller, PhD, School of Dentistry

William Shore, MD, School of Medicine