Committee on Academic Planning and Budget
Kit Chesla, RN, DNSc, FAAN, Chair

MINUTES
Monday, August 10, 2009

PRESENT: K. Chesla (Chair), W. Gold (Vice Chair), E. Foster, N. Hessol, H. Lipton, N. Oppenheimer, K. Topp, C. Tsourounis, M. Wallhagen (SoN rep), D. Weiss

ABSENT: S. Cheung, L. Chafetz, R. Greenblatt, P. Leong, W. Max, I. Sims, L. Yamauchi

The Committee on Academic Planning and Budget (APB) Special Meeting was called to order by Chair Chesla on August 10, 2009 at 3:06 p.m. in room S 30. A quorum was present.

Chair’s Report
The purpose of the special meeting was to provide broader faculty input to how furlough days are to be implemented at UCSF.

Of the memos K. Chesla sent last Friday, the only update came from Randy Lopez and “Forced Furlough Day Exploration Group”. His committee met this morning and changed their recommendation for forced furlough days to include 3 days attached to 2 Christmas day holidays and 3 days attached to the 2 New Years day holidays. Spring break furlough days are no longer recommended because of academic program demand during the short break between quarters.

Discussion and recommendations of Furlough Implementation
The committee discussed issues broadly about furlough implementation. It was agreed that although many faculty member’s work commitments included all 4 mandated aspects of faculty role, (instruction, research, service and clinical practice) separate arrangements are being actively worked on to maintain safe clinical practice despite furlough days. Thus, the committee would focus its discussion and recommendation on non-clinical aspects of furlough day implementation.

Implementing furloughs on instructional days
Committee Recommendation:
Six furlough days should be implemented on instructional days (including clinical days involving instruction) and spread throughout the year, Fall, Winter and Spring Quarter.

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Pros/cons of the argument: Should furloughs affect instructional time?
PRO—
1. Cutting instructional days makes a visible and clear change in the workload of faculty whose state supported time has been decreased. A campus-wide closure on some instructional days takes the onus off of the individual faculty to make the cuts happen within their own workloads and schedules.
2. Class materials can that are not being taught can be assigned by student self-study or through class assignments.
3. A rolling-day assignment of furlough instructional days throughout the year (one Monday, one Tuesday, one Wednesday, etc.) may be more equitable, and is being used at UC Santa Cruz.

Another option, less easy to implement is to eliminate one lecture per course per unit

CON—

1. Concern that students are receiving the brunt of the cuts.
2. Concern that there may be a backlash from students and/or parents who are now paying higher fees for fewer instructional days.
3. Question about what comprises an “instructional day” since clinical teaching occurs whenever clinic is in operation. (We defined a furlough day as equivalent to a holiday, that is, no clinical teaching would occur.)
4. Cutting instructional class time with lectures could create the precedent that students can learn more from self-directed study and so perhaps lectures are not necessary. Don’t want to create the idea that down the road, instructional time can be cut further.

Irrespective of instructional days, how should designated furlough days be implemented?

Some on the committee questioned whether fixed furlough days were necessary or a good idea at all and argued for flexibility at the level of schools and departments.

If fixed furlough days are implemented, the Committee agreed it was important to spread days throughout the year and not have them fall on or around the Christmas holidays.

- The benefit is to make them more visible to the public.
- Members objected to the perceived religious discrimination of mandating furlough days around the “Christian” holidays. Questions of equity were raised for those who practice Jewish and Muslim or other non-Christian faiths.
- Serious concerns were raised about closing the clinical enterprise for 2 weeks over the holidays. One member (via email) suggested that the press for services in the ER might be tremendous. Also, faculty noted that staff who may be furloughed on an “academic” holiday handle essential services, such as processing medication refill requests. A two week hiatus in such services in not supportable.
- Closing essential services for 2 weeks, such as grants and contracts processing, may negatively and disproportionately affect those who have grant deadlines around the first of the year.

There was agreement that if the mandatory days are set and known ahead of time, single or double days off throughout each quarter will allow people to plan ahead (researchers and/or staff) so as to accommodate workload especially as pertains to grant application and deadlines.

What are appropriate ways for faculty to reduce effort?"

Committee recommends that to the degree faculty are state-funded, they should withdraw from all 4 activities expected within the faculty role and the University’s mission (instruction, research, service and clinical practice). As such, all non-contractual research and scholarly activity, university service and instruction should be decreased to the extent that the faculty is furloughed. The committee understands that clinical responsibilities may be exempt from furlough time; to the degree that they are non-exempt, clinical time should also be cut.

Also, since faculty time is being reduced by mandatory furloughs, it should not negatively impact their promotions. APB members ask that the Committee on Academic Personnel carefully consider this issue in future review cycles.

Chair Chesla adjourned the meeting at 4:35 p.m.