

University of California  
San Francisco



**Academic Senate**  
senate.ucsf.edu

**Office of the Academic Senate**  
500 Parnassus Ave, MUE 230  
San Francisco, CA 94143-0764  
Campus Box 0764  
tel: 415/514-2696  
fax: 415/514-3844

David Gardner, MD, Chair  
Elena Fuentes-Afflick, MD, MPH, Vice Chair  
Mary J. Malloy, MD, Secretary  
Jean Olson, MD, Parliamentarian

July 7, 2009

Mark G. Yudof, JD  
President, University of California  
University of California Office of the President  
1111 Franklin Street, 12th Floor  
Oakland, CA 94106

**Re: UCSF Academic Senate Resolution Protesting Uniform Cuts  
for University of California Faculty and Staff**

Dear President Yudof:

In accordance with [UCSF Academic Senate Bylaw II. 5. A. 2.](#) permitting the UCSF Academic Senate to *transmit resolutions directly to the President on any matter of University concern* please find herein a resolution supported by Academic Senate and non-Academic Senate faculty at UCSF (voting details presented below).

**EXPLANATION FOR THE RESOLUTION**

The University of California faces severe budget cuts to its 19900 funds from the State. On June 18, 2009, you distributed a proposal to request authority from the Regents to reduce the compensation of all UC staff and faculty by 8% to address the reduction in 19900 funds. At UCSF, 19900 funds pay only a small percentage of campus salaries (approximately 7%). Most of the salaries for faculty and staff are derived from clinical income, grants and other auxiliary sources. The cuts described in your proposal are not limited to salaries paid by 19900 funds, but include cuts to all salaries regardless of their source. Cuts to non-19900 fund sources will not alleviate the budget reductions facing UC and for several reasons may aggravate the financial difficulties of the University.

**UCSF FACULTY RESOLUTION PROTESTING UNIFORM CUTS FOR  
UNIVERSITY OF CALIFORNIA FACULTY AND STAFF**

WHEREAS President Yudof proposed an 8% reduction in salary and/or time for all University of California faculty and staff, regardless of the source(s) of their salary;

WHEREAS University of California faculty and staff receive their salary support from a variety of sources, including State and non-State sources, and reducing compensation for faculty and staff who receive salary support from non-State sources will not address the University's financial problems;

WHEREAS to the extent that reductions in compensation for University of California faculty and staff result in reduced work hours, these reductions in compensation may have an adverse impact on essential services that require full time staffing such as patient care;

WHEREAS reductions in compensation for University of California faculty and staff will have a deleterious effect on the financial well being of the University of California by reducing contributions to the University of California Retirement Plan (UCRP) when such contributions are initiated and by reducing indirect cost recoveries if salary reductions on extramural grants are redirected to equipment purchases, and;

WHEREAS the 10 campuses of the University of California have varied responsibilities for assuring and sustaining specific services to the public (e.g. health care) as well as diverse academic programs, scientific commitments and related personnel;

THEREFORE, BE IT RESOLVED that reductions in funding for UC faculty and staff be distributed to each campus in proportion to the state (19900) funds that each campus receives, and that the individual campuses determine how such reductions should be distributed among faculty and staff.

### RESULTS OF THE FACULTY VOTE TO SUPPORT THE RESOLUTION

UCSF includes 1,157 active Academic Senate faculty, 311 Academic Senate Emeritus faculty, 549 Clinical faculty at 50% time or greater and 276 Adjunct faculty at 50% time or greater, totaling 2,293 faculty members. Of these 2,293 faculty members, 939 participated in this vote.

#### UCSF Faculty (of 2,293 as described above)

939 votes (41% participation)

**Yes 864 (92% of 939)**

No 64 (7% of 939)

Abstain 11 (1% of 939)

#### Academic Senate Faculty

610 votes

**Yes 568 (93% of 610)**

No 37 (6% of 610)

Abstain 5 (1% of 610)

#### Clinical Faculty

186 votes

**Yes 161 (87% of 186)**

No 20 (11% of 186)

Abstain 5 (3% of 186)

#### Adjunct Faculty

143 votes

**Yes 135 (94% of 143)**

No 7 (5% of 143)

Abstain 1 (1% of 143)

Should you have questions or need more information, please contact me at [dgardner@diabetes.ucsf.edu](mailto:dgardner@diabetes.ucsf.edu) or (415) 476-2729.

Sincerely,



David Gardner, MD  
Chair, UCSF Academic Senate