

# Town Hall Budget Forum

**August 14, 2009**

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# Pay Reduction Program

- On July 16, Regents decided to implement a furlough plan for faculty and staff, for one year from September 1, 2009 to August 30, 2010:

Annual Compensation	Staff & NFA Furlough Days	Faculty Furlough Days
< \$40k	11	7
\$40-\$46k	13	9
\$46k-\$60k	16	10
\$60k-\$90k	18	12
\$90k-\$180k	21	14
\$180k-\$240k	24	15
>\$240k	26	17

# Furloughs

- While being responsive to much feedback, the furlough plans were left unresolved and raised many questions
- Various contradictory and complementary proposals and suggestions have been raised by
  - Faculty groups
  - Academic Senate
  - Staff

# Forum

- Purpose of the forum today is to:
  - List inventory of questions
  - Report some answers and outstanding issues
  - Promote discussion
  - Provide feedback to OP in preparation of UC guidelines
  - Help formulate a campus plan within these guidelines

# Questions on Furloughs

- Common to staff and faculty:
  - Will there be “mandatory” furlough days for the whole system/campus?
  - Does the furlough plan apply only to state-funded employees? Full or partial funding?
  - Can furlough days be “pooled” and distributed equally among employees?

# Questions on Furloughs

- Common to staff:
  - Can employees coordinate furlough days to effect office closures?
  - Can employees use furlough time for other employment? If so, can days be grouped to facilitate this?
  - How will furlough days coordinate with vacation and sick leave accrual?

# Questions on Furloughs

- Common to Faculty
  - Can Furlough days be applied to teaching days?
  - Can Furlough days be added to 39 consulting day maximum
  - Can faculty buy-out Furlough days on contracts and grants?

# Some Suggested Answers

- Will there be “mandatory” furlough days for the whole system/campus?
  - Total days limited by minimums (11 staff, 7-9 faculty)
  - Possibilities:

A	B	C	D	E
Dec 21 (Mon) <sup>+</sup>	Dec 28 (Mon) <sup>+</sup>	Mar 23 (Tues) <sup>+</sup>	Nov. 25 (Wed) <sup>*</sup>	Nov 23 (Mon) <sup>*</sup>
Dec 22 (Tues) <sup>+</sup>	Dec 29 (Tues) <sup>+</sup>	Mar 24 (Wed) <sup>+</sup>	Feb 16 (Tues) <sup>*</sup>	Nov 24 (Tues) <sup>*</sup>
Dec 23 (Wed) <sup>+</sup>	Dec 30 (Wed) <sup>+</sup>	Mar 25 (Thurs) <sup>+</sup>	Mar 29 (Mon) <sup>*</sup>	Nov 25 (Wed) <sup>*</sup>

\*Instructional Days

<sup>+</sup> non-service days for faculty

# Some Answers

- Does the furlough plan apply only to state-funded employees? Full or partial funding?
  - Employees on some restricted funds will be exempt:
    - Contract and Grant portions of salary
    - Gifts?
    - Recharge?

# Some Answers

- Can employees coordinate furlough days to effect office closures?
  - We anticipate the flexibility to give offices this opportunity
  - It will be voluntary
  - Campus oversight will be required to ensure closure coordination
- Can employees use furlough time for other employment?
  - Yes, to the same extent they can use vacation days or weekend days
- If so can days be grouped to facilitate this?
  - Depends on campus/local office plans

# Some Answers

- How will furlough days coordinate with vacation and sick leave accrual?
  - For employees accruing vacation and sick leave, furlough days will be another category to accrue and use like vacation days
  - Ability to use furlough in advance of accrual will be permitted if the campus decides on “mandatory” furlough days in excess of employee accruals

# Some Answers

- Can furlough days be “pooled” and distributed equally among employees
  - Probably not:
    - The furlough plan was designed as a “reduction in time” instead of a pay cut to preserve base pay for benefits and contract and grant purposes
    - The furlough plan was graduated with salary in response to campus feedback

# Some Answers

- Can Furlough days be added to 39 consulting day maximum?
  - No ruling on this yet, but likely to be permitted
- Can faculty buy-out Furlough days on contracts and grants?
  - No ruling on this yet, but likely to be permitted, providing contract/grant permits this and effort reporting can be accommodated

# Some Answers

- Can Furlough days be applied to teaching days?
  - (At least) three schools of thought on this:
    - Absolutely not: students should not suffer reduced teaching when fees are going up
    - Absolutely: make pain visible to public
    - Some reduced “lectern time” in combination with academic engagement of students
      - Coordinated across campus
      - Individual faculty choices – but syllabus approved by department chair

# Academic Senate Survey of Faculty Furlough Preferences

Aug. 6, 2009 – Aug. 12, 2009

# Furloughs on Instructional Days

- Academic Council recommendation to President Yudof
  - Mandate furloughs on six instructional days
  - Direct campuses to submit implementation plans for approval
  - Don't know final decision yet, but assume he accepts recommendations and gives campuses flexibility on implementation

# Implementation Options

- Faculty asked to register preference between two possible implementation plans
  - Option A: Faculty choose when to schedule instructional furlough days
    - Gives faculty maximum flexibility, but limits visibility of furlough impacts
  - Option B: Common set of instructional furlough days established campuswide
    - Potential to highlight furlough impacts, but limits faculty choice
- Also asked to provide comments

# Survey Results

- High response rate
  - 477/843 Non-emeriti Senate faculty = 56.2%
  - 30 pages of comments
- Preference evenly divided
  - Option A: 228/477 = 47.8%
  - Option B: 215/477 = 45.1%
  - No preference: 34/477 = 7.1%
- Working on evaluating and summarizing comments

# Discussion