



Academic Senate

EXECUTIVE COUNCIL

June 25, 2020

To: Kim A. Wilcox, Chancellor
Thomas M. Smith, Interim Provost & Executive Vice Chancellor
Gerry Bomotti, Vice Chancellor, Planning, Budget & Administration

CC: Executive Council
Academic Senate Analysts

From: Dylan Rodríguez, Division Chair and Chair of Executive Council

Re: Academic Senate Executive Council Working Principles and Recommendations on Budget Cuts

Dear Kim, Tom, and Gerry:

I write on behalf of the UCR Academic Senate Executive Council to offer its Working Principles and Recommendations on Budget Cuts (below). We are attentive to the fact that our budget reality remains a changing scenario, so please accept this document as a “living” one, subject to revisions as more definitive information becomes available about the financial circumstances, we face at UCR. We look forward to continued discussion of these shared challenges.

Peace

dylan

UCR Academic Senate Executive Council

Working Principles and Recommendations on Budget Cuts

June 2020

- The Academic Senate Executive Council does not support further salary reduction (or furloughs) on top of the already announced salary freeze, which is equivalent to at least a 3% permanent pay cut. After all options are exhausted, if it is still absolutely necessary to further reduce faculty salary, it should be done in a progressive, equitable manner protecting the most vulnerable part of the campus community, and in consultation with the Academic Senate.
- The campus should consider strategically reducing administrative positions and/or temporarily reducing the highest administrative salaries by a substantial amount. Some members of Executive Council support the notion of the highest paid stratum of administrators accepting a faculty salary for at least one year.
- Executive Council consensus is that department chairs and program directors should retain the existing forms of modest compensation provided by Colleges/Schools to support their leadership and service to departments/programs.
- Preservation of graduate student support (TA and GSR) should be considered one of the highest campus budgetary priorities.
- There should not be any reduced support for improving the campus culture, nor reduction of funding for campus efforts that seek to impact equality and justice for community members of all identities. In this current (I hope) increased awareness and appreciation for the ways in which structures in the campus have enabled inequities to persist, we need to maintain and expand the ways in which campus members are educated and can contribute to an inclusive and respectful culture.
- Any cuts to athletics must honor existing scholarship commitments to student-athletes. Such cuts must not result in effective dismissal of students who are attending UCR on the basis of athletic scholarships.
- Executive Council agrees with the Chancellor and Provost/EVC that the priority must be to preserve the university's core values of research and teaching.
- We also urge the administration to focus on supporting existing research and teaching priorities rather than growing new initiatives.
- The merit and promotion process must not be disrupted by budgetary constraints; such disruption is likely to create multiple adverse effects for retention, promotion, and hiring of faculty at UCR.
- The campus should consider freezing all recalls of retired faculty/staff and use the money saved to support TA, GSR, and postdoctoral scholars. Some members of Council emphasize that support of graduate students should be prioritized, since the campus has a fundamental obligation to support them in completion of their degrees. At least one member of Council, on the other hand, suggests that there should be support to provide postdocs with an extra year of funding (even if not at current salary levels), including housing.