

October 23, 2020

**HOWARD GILLMAN, CHANCELLOR
HAL STERN, INTERIM PROVOST AND EXECUTIVE VICE CHANCELLOR**

RE: PROPOSED CURTAILMENT PROGRAM

The Council on Faculty Welfare, Diversity, and Academic Freedom, Council on Planning and Budget, and Senate Cabinet have discussed the proposed curtailment program for 2020-21.

The Irvine Division of the Academic Senate is strongly opposed to a mandatory systemwide curtailment program for the following reasons:

- The campuses are in very different financial circumstances, as they were before the pandemic. Campuses should be provided with flexibility to manage resources based on their local context and the particular challenges they face.
- While auxiliary and medical center revenues across the system were lower than originally projected due to the pandemic, many campuses, including Irvine, had net positive balance sheets for the 2019-20 fiscal year.
- We anticipate that any extension of the winter administrative recess would be disruptive to instruction, research, and clinical operations at UC Irvine.
- Imposing an extended curtailment period will negatively impact faculty and staff morale. A staff position management program is already in effect, and faculty and staff are taking on additional duties to assist the university in managing various aspects of the pandemic while also managing increased dependent care responsibilities. Further, faculty and staff have supported the campus' rapid transition to remote instruction and operations, and non-represented staff merits were cancelled.
- While few details about the proposed curtailment plan have been provided, it is unclear whether campuses would be given flexibility to allow faculty and staff to stagger "curtailment days" (furlough days) over time. Without this flexibility, employees will be forced to take a significant pay cut in the months of December and/or January with very little notice; this could lead to serious financial hardship.
- It is unclear whether staff, or which tiers of staff, would be permitted to use vacation time to continue being paid during the extended curtailment period. If so, it is unclear whether staff would be permitted to use vacation time not yet accrued as is currently permitted for the three-day annual curtailment period during winter break.

Sincerely,



Jeffrey Barrett, Chair
Academic Senate, Irvine Division

Cc: Joanna Ho, Chair Elect
Lars Walton, Associate Chancellor and Chief of Staff
Dave Leinen, Interim Associate Provost and EVC
Kate Brigman, Executive Director
Gina Anzivino, Assistant Director

