

UNIVERSITY OF CALIFORNIA, SANTA CRUZ



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STAFF HUMAN RESOURCES – EMPLOYEE & LABOR RELATIONS

SANTA CRUZ, CALIFORNIA 95064

Sent Via Electronic Mail Only

August 30, 2017

Deborah Gould
Chris Connery
Co-Chairs, Santa Cruz Faculty Association
dbgould@ucsc.edu
cconnery@ucsc.edu

RE: University Response to SCFA August 3, 2017 Letter Concerning Summer Session Salary

Dear Professors Gould and Connery,

This letter serves to provide you with the University of California, Santa Cruz's (the "University") response to the Santa Cruz Faculty Association's ("SCFA") bargaining position on July 19, 2017, and subsequent letter on August 3, 2017. The University remains committed as ever to maintaining and growing a quality Summer Session for students, which provides access to critical classes, unparalleled educational quality, and is financially sustainable in the years to come. As discussed in more detail below, the University will accept your proposal submitted on August 3, 2017, to move forward with the increase to Graduate Student Instructor ("GSI") salaries and prorating the payment for courses based on academic credits without instituting a cap for Summer Session 2018. However, the University underscores that its acceptance of your proposal is not the end of our conversation on this topic. While Summer Session evaluates its budget practices with the help of our Planning & Budget office, the University will reissue a notice to bargain Summer Session salary caps within six months to one year.

During our July 19, 2017, bargaining session, SCFA's position on instituting the salary cap was clear. The University understood your position to note, in sum, that faculty salaries should not be impacted to relieve a University deficit because that interferes with the quality of education and fairness to faculty who teach in summer for economic benefit. SCFA also discussed the long-standing practice of compensating up to the 3/9ths level and that any changes to Summer Session salary should have "budget logic." With your proposal, SCFA previously agreed to increase GSI salaries, which were implemented for Summer Session 2017, and agreed to prorate payment for courses with less than five (5) credits.

The University has thoroughly reviewed your proposal. As we have already increased GSI salaries for 2017, the University agrees that it will pro-rate courses with less than five (5) credits beginning Summer Session 2018. To confirm for Summer Session 2018, should Senate Faculty teach one, two, three, or four-credit courses, compensation will be prorated proportionately by the number of academic credits associated with the course/lab/section as follows:

- 1-credit 2.222%
- 2-credit 4.444%

- 3-credit 6.666%
- 4-credit 8.888%

The University also accepts the proration with the potential exception that the Director of Summer Session shall upon, approval of the Vice Provost and Dean of Undergraduate Education, offer a higher prorated salary after an individualized assessment is requested by the instructor of record.

Regarding the Summer Session salary cap, the University feels strongly that it needs to balance Summer Session's growth with educational quality and financial stability. The University understands your position and is amenable to undertaking an internal review of its Summer Session budget to align it with best campus practices. In the interim, this means that the University will withdraw its current request to bargain and implement a \$10,375 summer salary cap. The University will work next with Planning & Budget to review Summer Session's revenue streams, recharge practices, etc. to implement and streamline processes where possible.

After the University initiates this review and understands its results, the University will revisit instituting a cap on Summer Session salaries in an amount that meets our joint goals to support Summer Session in the years to come. During the University's internal budget review process, I encourage you to continue your work with the Academic Senate to understand their recommendations in the February 6, 2017 letter to VPDUE Hughey. I anticipate a future notice to bargain a summer session salary cap will be issued in late 2017 or early 2018 for a proposed Summer Session 2019 implementation.

Should you have any questions, please do not hesitate to contact me. I can be reached at 831-459-1930 or at jschiffn@ucsc.edu.

Sincerely,



Jennifer Schiffner, Esq.
Manager, Employee & Labor Relations

cc: Richard Hughey, Vice Provost and Dean, Undergraduate Education
Grace McClintock, Associate Vice Provost for Academic Personnel
David Abercia, Assistant Vice Provost and Chief of Staff, Undergraduate Education
Steven Stein, Associate Vice Chancellor, Staff Human Resources
Monica Parikh, Director, Summer Session
Deborah Rosenberg, SCFA Staff
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