

Essential information about faculty furloughs and their implications

Blue Underlined words link to archived policy and process documents.

Following extensive [consultation](#) with the Academic Senate and administrations on all ten UC campuses, President Yudof [announced](#) in June 2009 a Furlough/Salary Reduction Plan, which was approved by the Regents and went into effect on Sept. 1. Faculty and staff covered by this Plan will have their salaries reduced from 4 to 10% and will be provided a specific number of furlough days, commensurate with their salary reduction, to be taken throughout the Plan term.

The table at right shows how the salary cut maps to the number of furlough days to be taken by faculty on 9-month (academic year) appointments. [See the [announcement](#) for other types of appointments.] The salary reduction will be distributed uniformly over twelve months, beginning in September, and so will first appear on paychecks issued October 1, 2009. Unlike a direct salary cut, the furlough plan leaves pensions and benefits intact.

| Salary band | Annual compensation | Furlough (days off) | Total equivalent salary reduction (approximate) |
|-------------|----------------------|---------------------|---|
| 1 | <\$40,000 | 7 | 4% |
| 2 | \$40,001 – \$46,000 | 9 | 5% |
| 3 | \$46,001– \$60,000 | 10 | 6% |
| 4 | \$60,001 – \$90,000 | 12 | 7% |
| 5 | \$90,001 – \$180,000 | 24 | 8% |
| 6 | \$180,001– \$240,000 | 15 | 9% |
| 7 | >\$240,000 | 17 | 10% |

A follow-up [message](#) from Interim Provost Pitts provided specifics about the implications of faculty furloughs for instruction, outside activities, and the use of grants and other funds to pay salary on furlough days. Here are the key points.

Instruction: Faculty should fulfill all of their teaching commitments, just as they would if furloughs were not in effect. Faculty should not take furlough days on the same days that they are committed to lecture, hold office hours, engage in clinical teaching, meet with students to guide independent study, etc.

Academic calendar: The academic calendar at UCLA remains unchanged.

Engaging in compensated outside activity on furlough days: Faculty who are not members of the Health Sciences Compensation Plan may use furlough days for outside [compensated activity](#). These would be additional days beyond the 39-day maximum that is currently allowed.

Use of grants, endowments and other funds to replace salary lost on furlough days: The UCOP-approved [Furlough Exchange Program \(FEP\)](#) enables eligible faculty to use extramural and certain gift funds to support additional efforts on those projects. The use of funds must be allowable by the fund source. Participants can enroll for a full calendar year or on a quarterly basis. Additional information is available on the websites of the [EVC/Provost](#) and the [Academic Personnel Office \(APO\)](#). Participants in the FEP should apply immediately, so that their enrollment can be approved and entered in the payroll database by September 23, 2009.

Summer ninths: Summer ninths will continue to be calculated on the base salary rate (i.e., the pre-furlough salary), irrespective of their source: grants, administrative stipends, endowments, etc.

Sabbatical pay: Compensation during sabbaticals is calculated based on the academic year salary. In 2009-10, the reduced (furlough) salary rate applies.

Merits: Merit raises effective July 1, 2009 will be provided intact, and will *not* be reduced 4-10%. Faculty will continue to be eligible for merit raises in 2009-10, to go into effect July 1, 2010.

What about next year? President Yudof has expressed his determination to ensure that faculty furloughs will be in place for a maximum of one year; his success in this effort will necessarily depend on California's fiscal climate.

How were these decisions reached? An account of the [consulting process](#), written by Mary Croughan, Past-Chair of the Academic Council, and open letters to faculty from [Academic Council Chair Powell and Vice-Chair Simmons](#) and from [Interim Provost Lawrence Pitts](#) describe shared governance process through which the furlough-related decisions were reached.

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