July 8, 2009

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Dear Colleagues:

RE: Updated Academic Turnover Savings Policy

Consistent with our earlier discussion at the Deans Advisory Council, the academic turnover savings policy will be revised, effective with all separations back to July 1, 2009. The primary change is to lower the level at which divisions retain turnover savings for ladder faculty from Professor, step III to Professor, step I. This action is one part of the funding plan to help cover the costs of the enhanced faculty merit/promotion process through the recycling of existing faculty salary dollars into larger merit increases.

We will continue to track the flow of these funds and monitor the effect on divisions’ ability to fund upgrades. I intend to provide some support to the Baskin School of Engineering for faculty upgrades for the several years since, as a newer division, BSoE’s faculty profile is younger and therefore experiences lower rates of turnover. The need for this assistance will be reviewed each year.

Attached you will find a copy of the revised academic upgrade and turnover savings policy. If you have any questions, please contact Free Moini in the Planning and Budget Office (extension 9-4304, or e-mail fbmoini@ucsc.edu).

Separately, we are analyzing the funding issues surrounding the Unit 18 collective bargaining agreement for continuing lecturers, which was also discussed at DAC. The most recent contract included substantial cost increases for the continuing lecturers without regard to available funding. We are committed to solving the problem. You can expect further discussion on this matter in the near future.

Sincerely,

David S. Kliger
Campus Provost and
Executive Vice Chancellor

Attachment

cc: Assistant Deans
Assistant Vice Chancellor Eckert
Vice Provost Galloway
Vice Provost Ladusaw
Vice Chancellor Michaels