

Resolution: An Ethical Response to The Budget Crisis

To: Academic Senate, Santa Cruz Division

Whereas: the state of California has deemed teachers and those employed in the educational sector to be essential workers amid the COVID-19 pandemic;

Whereas: lecturers teach over 30% of undergraduate student credit hours across the UC system;

Whereas: UCSC has a vital role to play in the COVID-19 recovery and in stabilizing our local community, in particular through teaching our students, conducting research, offering community and campus testing, and providing stable employment for campus employees;

Whereas: UCSC's responses to COVID-19's economic consequences cannot be primarily managerial but first and foremost must be guided by the progressive values UCSC proudly proclaims;

Whereas: UCSC cannot function without the labor of its teachers, teaching assistants, represented and non-represented staff, dining hall workers, researchers, librarians, bus drivers, grounds crew, custodians, and other workers;

Whereas: Santa Cruz is [one of the top-five least affordable cities for renters in the United States](#) and is in the least affordable county for renters in the state of California;

Whereas: top administrators at [Harvard](#), [Stanford](#), the [University of Kansas](#), and elsewhere have taken large salary cuts in response to the COVID crisis;

Be it resolved that:

1. UCSC's budget must be transparent, clearly describing all revenues and expenditures;
2. During the coming budget crisis, staff and faculty—both Senate and Unit 18 lecturers—shall be consulted regularly about proposals for layoffs and salary cuts;
3. A moratorium should be placed on creating new upper administrative positions (e.g. Vice Chancellors);
4. If cuts are deemed necessary by UCSC, they should not come at the expense of UCSC's existing workforce but should start with temporary cuts to UCSC's highest salaries, and should be steeply progressive;
5. UCSC must commit to preserving job continuity. This year's lecturers

should be offered reappointment no later than June 30, 2020 (with additional hirings through Fall, as necessary) and ensured continuity of benefits during summer months.

Respectfully submitted;
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