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Chair of the Assembly and the Academic Council  
Faculty Representative to the Board of Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200

August 5, 2009

**LAWRENCE PITTS  
INTERIM PROVOST AND EXECUTIVE VICE PRESIDENT – ACADEMIC AFFAIRS**

**Re: Implementation of Furlough Days on Instructional Days**

Dear Larry:

At the July 29, 2009 meeting of the Academic Council, members discussed the issue of the implementation of furlough days pursuant to the recently approved Regents' Item [J1](#). Council weighed the benefits and limitations of using and not using instructional days as furlough days, as well as the appropriate level of campus flexibility in making these decisions. While Council members acknowledge that students are already being negatively impacted through increased fees, staff reductions, and loss of services on furlough days, the Academic Council unanimously supported the concept that furloughs should affect instructional days. In particular, Council members noted that faculty members perform the following three activities—teaching, research, and service, and that all three should be affected by the furlough program. It also is important to acknowledge that faculty are evaluated in terms of their performance in their teaching, research, and service; excluding furlough days from any one of these areas may unfairly hurt the faculty in merit and promotion reviews. Finally, the Academic Council felt it was important to send a message that budget cuts do in fact negatively impact the University's instructional mission.

Thus, following a lengthy debate, the Academic Council makes the following request and recommendation: (1) that the Executive Vice President for Academic Affairs institute a systemwide standard of six furlough days assigned to days of instruction over the nine month academic calendar; and (2) that he approve campus requests for changes to their academic calendars that place furloughs on specified instructional days for up to ten days pursuant to his authority under [delegation of authority 0556](#) and [SOR 100.4\(h\)](#). In making this recommendation, the Academic Council recognizes the faculty's obligation to provide high quality instruction to students. As a governing body, we strongly recommend that the learning objectives remain relatively constant in the face of these reductions and that faculty be permitted to design alternative curricula to promote this end. The Academic Council also recommends that no faculty member be allowed to take furlough days that affect instructional days beyond the approved campus academic calendar.

Academic Council members also discussed the character, definition, and amount of instructional days, which has traditionally been set at 146 days. The definition and character of instructional days becomes especially important if faculty are allowed to design alternatives to lost instructional days (e.g., reading days, alternative assignments, etc). Towards the goal of clarifying the instructional days' policy, Academic Council also proposes that the Senate, in tandem with the administration, commit to reexamining the definition, character, and number of days of instruction. We believe this may be accomplished through a short-term task force or through the work of the UC Commission on the Future.

Please do not hesitate to contact me if you have any questions regarding Council's requests.

Sincerely,

A handwritten signature in cursive script that reads "Mary Croughan".

Mary Croughan  
Chair, Academic Council

Copy: Mark G. Yudof, President  
John Sandbrook, Interim Chief of Staff  
Academic Council  
Martha Winnacker, Academic Senate Executive Director