

September 23, 2010

Dear Senate Colleagues,

As your new Senate chair, I welcome you to the start of a new academic year. There's little time for more than a perfunctory welcome now, because we are entering the final stages of decision-making on a critical issue, the proposed changes to the UC Post Employment (Retirement) Benefits. These changes in our pension and health care plan will directly affect the total compensation of UC faculty and staff and hence will have profound effects on our longtime ability to recruit and retain both groups.

The options for different pension plans are outlined in two key documents, the Post-Employment Benefits Report and the Dissenting Statement. Both reports are posted on the Senate website, where we have created a "PEB corner" to help you navigate the information relating to post-employment benefits, which can be a challenge. [See <http://senate.ucsc.edu/PEB/PostEmployeeBenefitsindex.html>.]

There is a useful glossary (provided by then Vice-Chair Daniel Simmons) and a set of slides prepared by our campus Committee on Faculty Welfare (CFW). The slides are prefaced with a short overview of the main factors that differentiate the plans. These include: (1) whether the plan is "flat," with uniform benefits and contributions to all employees, or "tiered," dividing employees into groups with different benefits and differential contributions depending upon their salaries; and (2) whether the plan is "integrated" or not with Social Security.

The Senate will hold a special PEB forum on Friday, October 1, 2-4 PM in the BayTree Conference Center. We urge you to come to the forum and provide your input, to help the Senate formulate a plan that will be advocated to the President and the Regents. The forum will start with a brief initial presentation of the options, using the CFW slides, to allow enough time for discussion. Your preparation will help us make the forum as useful as possible to you as an individual and to the campus as a whole.

The Santa Cruz Faculty Association (SCFA) will host a reception immediately following the forum.

Sincerely,

Susan Gillman
Professor of Literature
Chair, Academic Senate 2010-11