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Office of the Academic Senate
SANTA CRUZ DIVISION
125 CLARK KERR HALL
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April 14, 2022

Robert Horwitz, Chair
Academic Council

Re: Systemwide Review of Draft Presidential Policy – Supplement to Military Pay

Dear Robert,

The Santa Cruz Division has reviewed the proposed revisions to the Presidential Policy on Supplement to Military Pay. Our Committees on Affirmative Action and Diversity (CAAD), Faculty Welfare (CFW), Planning and Budget (CPB), and Privilege and Tenure (P&T), have responded. The Santa Cruz Division applauds the inclusion of gender-neutral language in the proposed revisions. However, committee responses noted a need for more context and clarity, and raised some questions and concerns about the health and welfare benefits opt out/change timeline.

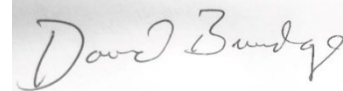
Our responding committees noted that it was difficult to opine on the proposed revisions without more contextual information. Questions were raised about the initial reasons for setting the policy up with a four-year renewal, and the reasons for now wanting to make the policy permanent. Additionally, the memo states that the supplement to military pay policy is “the only systemwide policy that currently has a four-year renewal provision”. It is not clear whether this means that there are no other systemwide policies with renewal provisions, or if there are other policies with renewal provisions, but with a different time cycle. Concerns were raised that making this policy permanent may lead to a situation where there is no review process. Further, one committee noted that the review materials did not shed light on roughly how many UC employees this policy applies to, which would have proven useful in terms of weighing the potential impact of the proposed revisions.

There is a need for further clarification in the draft policy on several points. With regards to who the policy applies to, the policy summary in Section I states that the policy applies to those on “active military duty in support of an ongoing overseas military mobilization campaign”. Committees questioned if this would include those in the Reserves who are deployed. Although there is usually a distinction between Active Duty and the Reserves, both may be mobilized overseas for long periods of time. More clarification regarding who this policy applies to is needed. Committees additionally noted that there is a lack of clarity about what is meant by “noncompliance” with the policy. We assume noncompliance to mean the failure of the administration to provide supplementary pay.

However, the intended meaning of this term should be clarified within the policy. Clarification is additionally needed with regards to health and welfare benefits. Although the policy states that, “Employees may enroll in, change, cancel or opt out of health and welfare benefits through UCPath”, more information on the timing of these options would be helpful. Although not directly applicable to the proposed revisions, the Santa Cruz Division would additionally like to note that this review raised questions as to why UC would supplement the salary of those serving in the military, but not other forms of service that might require short-term absences from the university, such as service with humanitarian organizations.

Other than claiming that the policy is “military-friendly” and “straightforward to administer”, the review materials did not provide a strong argument as to why the policy should now become permanent. Without this additional information, one of our committees did not see the rationale for changing the policy, and was unable to support the proposed revisions at this time. Other responding committees expressed general support for the proposed revisions with additional clarification, and with an expectation that the policy will continue to be routinely reviewed. In all, there was no consensus of support for the proposed revisions to this Presidential Policy.

Sincerely,

A handwritten signature in cursive script, appearing to read "David Brundage", is placed over a light gray rectangular background.

David Brundage, Chair
Academic Senate, Santa Cruz Division

cc: Kirsten Silva Guesz, Chair, Committee on Affirmative Action and Diversity
Nico Orlandi, Chair Committee on Faculty Welfare
Dard Neuman, Chair, Committee on Planning and Budget
Julie Guthman, Chair, Committee on Privilege and Tenure
Matthew Mednick, Executive Director, Academic Senate