



Davis Division Academic Senate

Request for Consultation Responses

Benefits Decentralization Issues Whitepaper

May 1, 2012

The campus issued a Benefits Decentralization Issues whitepaper in January 2012.

College Committee: College of Agricultural and Environmental Sciences

May 3, 2012 10:32 AM

No response at this time.

Council of School & College Faculty Chairs (AGRICULTURE)

May 3, 2012 10:31 AM

No response at this time.

Elections, Rules & Jurisdiction

April 23, 2012 9:50 AM

No response at this time.

Planning & Budget

April 23, 2012 9:49 AM

CPB has reviewed the Benefits Decentralization Issues Whitepaper. First, this represents a major change to the operation of departments. Given this shift, there must be a simple and quick way to address problems that can and will arise. CPB suggests that this mechanism be set up at the Provost's level in order to allow problems to be rapidly solved. In addition, this will lead to uncertainty at the department level. For example, how will departments handle increases due to merits and promotions, inflation, additional benefit costs...? If the Dean negotiates a retention offer, how will the department cover the additional costs? CPB recommends therefore that there be a written MOU for the department budget negotiated between the department chair and Dean that addresses this and other budget issues. Finally, CPB has concerns that this benefits model, in fact the new budget model itself, introduces problems with non-college or school units. For example, since the indirect costs for some grants flows to the VC for Research or an ORU, whereas personnel and associated expenses are taken at the college, actually the department level.

Research

April 27, 2012 3:07 PM

COR reviewed the Benefits Decentralization Issues Whitepaper. The committee notes that this will be a major change in the way benefits are managed in departments and will have a major impact on faculty grants. In addition, the committee feels that this proposal is a done deal and that the decisions have already been made. Furthermore, there is a general feeling that Senate committee comments will have no impact on the final outcome.

In the future, a proposal like this that has significant impact on the faculty should be more transparent, and the Senate should be involved and consulted earlier in the process.