



June 30, 2009

Dear President Yudof,

Many faculty have written to you from the medical centers about the proposed cuts and impact on NIH funded activities. I feel that it is important that you understand the similar issues abound for faculty with regular academic appointments who are heavily involved in federally funded research from a broad spectrum of agencies.

I am writing to you as Director of Applied Mathematics at UCLA, a graduate program that has moved up to third-ranked in the nation (US News), tied with CalTech, through careful hiring and development of research activities including the NSF – funded Institute for Pure and Applied Mathematics. Faculty in our program are world renowned and work tirelessly to bring in substantial federal funding to maintain our top-ranked graduate and postdoctoral programs.

The cuts proposed are both demoralizing and dangerous for they will encourage our top people to go elsewhere. As one of a handful of women in Applied Mathematics at top research departments, I am especially sensitive to this devaluation. I understand your desire to show the state that the UC budget cuts cause substantial pain to the universities, however I believe it is most prudent to minimize harm to faculty research efforts and retention while making clear the inconvenience to the general fund activities. There is a clear way to do this:

- (a) Implement furloughs rather than pay cuts, in which the furloughs are meaningful, with options to take them during regular instructional periods rather than on holidays – the latter essentially being equivalent to a pay cut.
- (b) Give academic faculty the option to use furlough time in the same way that we use summer time – this would include (1) work on federal projects in lieu of general fund activities (2) additional consulting days off campus (3) travel to perform research activities and (4) personal time. Having a multitude of options that do not cost UC salaries yet address the diverse interests of the faculty will go a long way to restoring morale in this difficult time. Moreover it sends a clear message to Sacramento – that others value UC faculty time more than the State of CA.
- (c) Do not institute progressive cuts – the 8% proposed cut (which has escalated from 5% to 7% to 8% in a matter of two weeks) is already huge and progressive cuts would only serve to drive the most distinguished faculty elsewhere...in the sciences and engineering these are the very same faculty most likely to be bringing in large amounts of extramural funding. UCLA will be especially hard hit by such cuts given our extreme high cost of living and

consequently higher salaries (I have a sister at UC Berkeley and it is clear that real estate there is a fraction of the cost near UCLA).
(d) Do not enforce additional furloughs on summer salary earned by academic faculty on federal grants and contracts.

I have heard from the UCLA academic senate that your office views furloughs and pay cuts as essentially equivalent to faculty. I want to make adamantly clear that this is NOT the case. In particular, faculty in the sciences and engineering receive substantial pay during summer months from extramural sources – this pay would be cut under your option I but apparently not cut under option II. I find it odd that this issue, which affects so many of us in UC has not been discussed at all in your Q&As. Finally I believe that furloughs give the perception of maintaining the value of faculty time whereas pay cuts clearly do not.

Please do the right thing and institute furloughs rather than pay cuts and accompany the furlough plan with the same options for faculty that we have for summer months. Many of these points have been eloquently made in Al Courey's letter from Chemistry and Biochemistry, however I felt it important to reiterate this opinion from a different department in the Physical Sciences.

Sincerely,

Andrea Bertozzi
Professor of Mathematics
Director of Applied Mathematics
University of California, Los Angeles

Bertozzi@math.ucla.edu

Phone: 310-825-4340, fax: 310-206-2679

p.s. I was hired in 2003 from Duke University, with a competing offer from an Ivy League School. The choice was down to the wire and had I known that such cuts were imminent, it may have pushed me to stay on the east coast rather than moving to California.