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SUBJECT: Cessation of Faculty and Staff Recruitments in Academic Affairs

Dear Colleagues:

The rapidly growing budget crisis of the State, the University of California, and UC San Diego requires bold, swift, and decisive actions. Unfortunately, that downward spiral means that all faculty and staff recruitment activity reliant on core University funds must be canceled immediately. This freeze applies to all academic divisions and professional schools within Academic Affairs. It will last for an indefinite period of time. Resources withdrawn from the faculty salary budgets will include positions that are carried forward from 2008/09, newly separated positions, and the final year of Charting the Course IV. The suspended faculty recruitment budgets will generate a vital component for paying the looming cuts that will be assigned to Academic Affairs in 2009/10 and 2010/11. Associated startup funding will provide an important bridge between the present fiscal emergency and an improved budget picture. Savings generated from frozen staff positions will become important opportunity funds for Departments and Divisions to meet assigned budget targets.

I realize this freeze will impose hardships on our departments and programs. Nevertheless, we cannot afford to bring in new professors and staff at the expense of the outstanding faculty, staff, and students already here. Our highest priority is to protect our existing strengths from further sacrifice and erosion. To this end, the process and protocols for handling faculty retentions will not change in 2009/10.

The imploding budget compounds the severe problems we already faced. In the last few weeks, I have presented to several groups of campus leaders the deteriorating financial situation of Academic Affairs. That analysis focused on known shortfalls primarily stemming from the loss of core funding through cumulative decisions made by the Office of the President (OP) and the Campus. Since those presentations, the recent defeat of the Propositions submitted to the voters of California and the ballooning of the State deficit have suddenly enlarged the existing holes forecast in our budget. The problem will grow by a significant yet currently unknown amount over a multi-year period. It now appears that UC San Diego's share of the escalating 2009/10 cuts may total in the neighborhood of \$89 - \$120M. Although system-wide decisions about faculty and staff salaries as well as student fees could reduce that figure, the final number will still be devastating. Moreover, recent news from

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President Yudof suggests that the 2010/11 year will present even greater financial challenges than the 2009/10 year. In response, we have no choice but to stop hiring faculty and staff paid from core funding sources.

2008/09 Faculty Recruitment

As of the close of business on Monday, June 8, 2009, only faculty recruitments for which an appointment file has already been submitted to Academic Personnel will be allowed to proceed through the remainder of the review process with the identified candidate. If a selected candidate is not approved by the SVCAA or turns down an offer of appointment, the recruitment will be off the table. All other searches must be suspended at once. This applies to all Ladder Rank and LSOE positions. Academic recruitments on soft funding may proceed.

2009/10 Faculty Recruitment

Faculty recruitments will also be shelved for 2009/10. My office will not request any plans for Ladder Rank or LSOE searches in 2009/10. Assistant Vice Chancellor Debbie McGraw will work with all of the Deans to clarify their faculty hiring budgets as of the time of this suspension.

Suspension of Staff Recruitments

Effective immediately, the recruitment of career and limited staff on core University funds is suspended. This includes positions presently posted but as of yet unfilled. Student recruitments and other staff recruitments on soft funding may continue subject to the availability of funding. Director Bobb Barile will contact departments that have existing posted recruitments to confirm which will be suspended and to clarify the process for requesting exceptions from my office.

When we have more definitive information regarding the impending 2009/10 budget cuts and the approach of OP and the Campus to covering them, we will determine the full depth and length of this freeze into 2010/11. In rare and compelling cases, Deans may request very limited exceptions from me, but I will only be able to consider extraordinarily essential and urgent recruitments.

I deeply regret the necessity to take this action. However, the mounting threats and uncertainties of mushrooming budget cuts in the next two years and the dire warnings coming from the State and OP make this decision imperative. Although this freeze puts many of our aspirations for the University on hold, I am confident that we can still move forward with important initiatives. During this painful hiring hiatus, we must all strive to maintain and enhance the core excellence of UC San Diego in preparation for a brighter future.

Best regards,



Paul W. Drake
Senior Vice Chancellor

cc: Chancellor Fox
Vice Chancellor Brenner
Vice Chancellor Haymet