

UCSD Vice Chancellor Marjorie Caserio profiles VERIP-related faculty recruitment and retention issues

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UCSD VICE CHANCELLOR MARJORIE CASERIO PROFILES VERIP-RELATED FACULTY RECRUITMENT AND RETENTION ISSUES

In an October 20 presentation to the University of California Board of Regents, UCSD Vice Chancellor for Academic Affairs Marjorie C. Caserio outlined the impact of three Voluntary Early Retirement Programs (VERIP) on the campus' academic profile. She described VERIP's impact on the San Diego campus in these terms:

O The general campus had 640 tenure-track faculty in 1990; by 1994, fully 20% of these faculty had retired.

O To stabilize the situation, UCSD has initiated a three- year Transition Plan in which active recruitments are being launched to establish permanent faculty in high priority areas. At the same time, some retired faculty will return for temporary assignment to meet UCSD's current teaching load. Approximately 48% of the VERIP I and II retirees, and 72% of the VERIP III retirees are on or expected to be on temporary recall status.

O Subdisciplines which were decimated by faculty VERIP losses are viewing this as an opportunity to rebuild, foster new fields, and strengthen existing disciplines.

O Recruitment efforts are critical and encouraging: almost all of the junior faculty UCSD sought to recruit had competing offers from excellent universities, yet they chose UCSD. Overall, over 70% of all recruitment offers UCSD made in 1993-94 were accepted.

O UC's now lower-than-standard salaries combined with national skepticism about California's commitment to higher education have encouraged other universities to step up efforts to recruit UCSD faculty. Retention is a high and costly priority at present.

O Despite the challenges the campus faces, Vice Chancellor Caserio reported that at UCSD there is "a vitality in our faculty and an enthusiastic engagement with teaching and research that bodes well for the future." She concluded with the cautionary note, "Four years without a salary increase, reduction in support services, higher workloads and fewer faculty have dowsed but not quenched enthusiasm among our faculty. There is an expectation that a renewal phase will begin and the University will move to recapture its competitive edge. We cannot afford not to move in that direction."

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