

UC San Diego, 16th November 2022

Dear President Drake and Provost Brown,

We are writing as UCSD Senate Faculty members at SIO and other academic (non-Researcher) staff of **Scripps Institution of Oceanography, UC San Diego**. We are dismayed at the situation unfolding in contract negotiations with Academic Student Employees, Student Researchers, Postdoctoral Researchers, and Academic Researchers. The University's delay in coming to resolution of contract negotiations is preventing these academic workers from focusing on the research and teaching they are here to do. We recognize that to allow this to continue is simply unacceptable.

Over the past few years, we have all witnessed academic workers struggle with issues that seriously affect their quality of life, which make it hard for them to focus on their work. For example, the high cost of rent in San Diego, long commutes to work from affordable neighborhoods, lack of job security, and lack of support for working parents and international workers. The immeasurable time spent looking for apartments or figuring out how to make ends meet could be spent much more usefully on research and teaching. These workers deserve compensation that matches their vital contributions to the university.

All of us have chosen to make the University of California our intellectual home, and so we have a vested interest in its future and mission to educate and train tomorrow's leaders. Cutting edge research, insightful teaching, and career development is and always should be the primary focus of UC. We fear that without increasing compensation and benefits, UC will not be able to continue to compete with other universities for a diverse workforce of top scholars. In the short term, we are concerned that the delay to reach a bargain threatens to deeply disrupt our colleagues and our ability to continue our shared mission.

We urge the Office of the President to carry out bargaining in good faith with the Academic Student Employees, Student Researchers, Postdocs, and Academic Researchers and expeditiously arrive at a fair and lasting outcome that honors their vital roles. This way, we can all move forward and refocus on the academic excellence of the University of California.

Respectfully,

1. Professor Helen Amanda Fricker
2. Professor Isabel Rivera-Collazo
3. Professor Richard Norris
4. Professor Fiamma Straneo
5. Professor Florian Meyer
6. Professor Mark Merrifield
7. Teaching Professor Dovi Kacev
8. Professor Terry Gaasterland
9. Professor Jennifer Haase
10. Professor Jennifer MacKinnon
11. Professor Matthew Alford
12. Professor William Gerwick
13. Professor Lynn Russell
14. Professor Dave Stegman
15. Professor Dave May
16. Professor Jeffrey Gee
17. Professor Jade d'Alpoim Guedes
18. Professor Emeritus Bob Guza
19. Professor Xuanting Hao
20. Professor Eric Archer
21. Professor James Day
22. Professor Simone Baumann-Pickering
23. Professor Morgan Levy
24. Professor Martin Tresguerres
25. Professor Drew Lucas
26. Professor Greg Rouse
27. Professor Katherine Barbeau
28. Professor Jeff Severinghaus
29. Professor Jennifer Taylor
30. Professor Peter Gerstoft

31. Professor Mark D. Ohman
32. Professor Nick Lutsko
33. Professor Amato Evan
34. Professor Amina Schartup
35. Professor David Sandwell
36. Professor Moira Decima
37. Distinguished Professor Peter J.S. Franks
38. Professor Alice-Agnes Gabriel
39. Professor Jeff Bowman
40. Professor Julia Diaz
41. Professor Anela Choy
42. Professor Andreas Andersson
43. Professor Emily Chin
44. Professor Kate Ricke
45. Professor Tarik Benmarhnia
46. Professor Sarah Aarons
47. Professor Jennifer E. Smith
48. Professor Ryan Hechinger
49. Professor Sarah N Giddings
50. Professor Matthias Morzfeld
51. Professor Octavio Aburto-Oropeza
52. Professor Sarah Purkey
53. Professor Ian Eisenman
54. Professor Colleen Petrik
55. Professor Wenyuan Fan
56. Professor Lynne Talley
57. Professor Shang-Ping Xie
58. Professor Andrew Barton
59. Professor Andrew E. Allen
60. Professor Brice X.Semmens
61. Professor Emeritus Richard Somerville
62. MAS CSP Executive Director and Unit 18 Lecturer Corey Gabriel
63. CDIP Program Manager James Behrens
64. Scripps Educational Alliances Director Cheryl Peach
65. GDC Director Karen Stocks
66. MAS MBC Executive Director and Unit-18 Lecturer Samantha Murray
67. Extension Specialist Jessica Rudnick
68. Professor Yuri Fialko

69. Emeritus Professor Farooq Azam

70. Professor Tadeusz F. Molinski

71. Emeritus Professor Lisa Levin

72. Professor Gabi Laske