



Davis Division Academic Senate

Request for Consultation Responses

Proposed Negotiated Salary Program Pilot - UC-wide Review

November 12, 2012

Provost Dorr is proposing a pilot of the Negotiated Salary Program for a four-year period following its inception. The pilot will be made available only at UC Irvine, UC Los Angeles, and UC San Diego. A decision whether to extend it to other locations is not anticipated prior to the end of the pilot. Nonetheless, the proposed pilot has systemwide implications, and a systemwide review is necessary.

Affirmative Action & Diversity

November 9, 2012 9:44 AM

The Affirmative Action & Diversity Committee has reviewed and discussed the Proposed Negotiated Salary Program Pilot. The committee is generally in favor of a plan that allows faculty to increase their salary to make UC more competitive with private and other institutions. This in itself may positively impact diversity on the campus, as many of the most excellent faculty members who are underrepresented minorities are often recruited away with more favorable salaries. Concerns were expressed that the plan was not explicit enough in specifying what the allowable sources of income are and that certain mentioned sources, such as professional degree and self-supporting degree fees, may drive up student costs due to increased pressure to increase faculty salary. Concern was also expressed that the Academic Federation faculty were not included in the pilot program.

CAP Oversight Committee

November 2, 2012 11:53 AM

CAP reiterates its concerns expressed in the discussion on 2 November 2011 about the then-proposed APM 668. In response to the current pilot program document, CAP affirms that it does not regard it as appropriate to become involved in annual actions or evaluations separate from the standard merit cycles it already reviews. Similarly, if CAP is to have a retrospective role in assessing the impact of a negotiated salary agreement, it prefers to do so as part of the next merit assessment and not before.

Council of School & College Faculty Chairs (LS: HACCS)

November 6, 2012 10:10 AM

Consultation from Faculty Executive Committee, College of Letters and Science

Proposed Negotiated Salary Program Pilot

November 5, 2012

The Faculty Executive Committee of the College of Letters and Science reiterates previously expressed concerns over the efforts to enable and encourage the shifting of faculty salaries to grants and other external sources. In particular, we raise the following issues:

1. Only certain faculty are eligible for the types of grants (mostly NIH) that enable portions of yearly salaries to be shifted. This situation is bound to create salary differentials and inequities.
2. The use of external funds to pay for faculty salaries often leads to the defunding of graduate students.
3. In a recent round of budget cuts, Colleges and Divisions were assessed budget cuts according to an assessment of their capacity to move salaries to grants. The committee feels that this was an unfair assumption based on data projected from the furlough experience.
4. Finally, UCOP proposed a negotiated salary program and received significant push-back from the campuses. Now a similar program is being proposed as a pilot on three campuses. The same objections still stand and we are concerned that this pilot program represents a “foot in the door” of a policy that was already heavily criticized.

Elections, Rules & Jurisdiction

November 14, 2012 11:00 AM

No response at this time.

Graduate Council

September 28, 2012 8:48 AM

No response at this time.

Planning & Budget

October 23, 2012 2:21 PM

No response at this time.

Research

November 14, 2012 11:00 AM

No response at this time.