

Date: March 29, 2018

To: Deans and Department Chairs

From: Ameae Walker, Vice Provost for Academic Personnel



Cc: Cynthia K. Larive, Provost and Executive Vice Chancellor
Academic Personnel Directors
Academic Personnel Office
Academic Senate Office

Re: Negotiated Salary Plan

I am delighted to announce that we have received the go ahead to implement the negotiated salary trial plan (NSTP) on our campus. The NSTP allows ladder rank faculty to utilize external sources to augment their total compensation. Please find attached the approved implementation procedures of the negotiated salary program, a step by step how to apply, the faculty requestor form (these three items have already been sent to faculty), the fund manager form (we are using this generic term since the actual title varies with unit), and the Chair/Dean form. There are important conditions to be met in order to be eligible, including, but not limited to

- 1) Each participating faculty member is required to generate the additional negotiated income.
- 2) Each participating faculty member maintains teaching and service activities commensurate with rank and department (no course buyouts allowed).
- 3) Additional compensation for a faculty member may not be at the expense of support of graduate students and postdocs. Rather, additional external funding must be obtained to support participation.

Because of the length of the approval process, there is now only a short time frame to prepare all of the necessary forms for this year. The forms need to reach our office by May 15th. The procedures have been written with dates for a normal year. It is not likely that many faculty members will be in a position to participate this first year and so I hope this will not cause undue burden on chairs, deans and associated staff. All deans were informed ahead of time and have seen a draft version of the implementation procedures prior to formal approval. Likewise, chairs who have attended various chair forums have been informed of the upcoming implementation.

The implementation procedures give the conditions of participation, which are required to be the same as the UC-wide conditions of participation (which have been tightened up for some early-adopting campuses this year). The forms are ELECTRONIC form and can be saved as a completed form if you open in Adobe Acrobat.

For questions or more information, please send an email to academicpersonnel@ucr.edu.

Attachments:

1. NSTP Implementation Procedures
2. Submission Instructions
3. UCR NSTP Requestor Form
4. UCR NSTP Dean/Chair Form
5. UCR NSTP Fund Manager Form