

Date: March 10, 2025

To: Deans and Department Chairs

From: Dan Jeske, Vice Provost for Academic Personnel

A handwritten signature in black ink, appearing to read "Dan Jeske".

cc: Elizabeth Watkins, Provost and Executive Vice Chancellor
Academic Personnel Directors
Academic Personnel Office
Academic Senate Office

RE: 2025 Negotiated Salary Program

Negotiated Salary Program (NSP) allows eligible 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 Request Form (Form A), the Fund Manager Certification Form (Form B) and the Chair/Dean Certification Form (Form C). There are important conditions to be met in order to be eligible, including, but not limited to:

1. Each participating faculty member meets Good Standing Criteria, understands development of Good Standing criteria and process of appeal/reconsideration.
 2. Each participating faculty member is required to generate the additional negotiated income.
 3. Each participating faculty member maintains teaching and service activities commensurate with rank and department.
 4. 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.
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The completed forms need to reach the Academic Personnel Office no later than **Friday, May 16, 2025**. The Implementation Procedures outline the conditions of participation, which are aligned to the UC-wide conditions of participation.

The NSP Implementation Procedures, Instructions, and forms are available in the APO website. For questions, more information, or assistance with the forms please send an email to academicpersonnel@ucr.edu.

Attachments:

1. NSP Implementation Procedures
2. NSP Submission Instructions
3. UCR NSP Form A – Faculty Request
4. UCR NSP Form B – Fund Manager Certification for either an AY or FY appointee
5. UCR NSP Form C – Chair Certification