July 6, 2022

Robert Horwitz, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Systemwide Review - Report of the Negotiated Salary Trial Program Phase 2 Taskforce

Dear Robert,

The Riverside Executive Council had an energetic discussion about the subject report, as well as the program during our June 27, 2022 meeting. Riverside Council’s comments are below and attached is feedback from tasked local committees that responded to the call for review.

Some Executive Council members commented that perhaps the report is perhaps biased towards STEM faculty that are likely to have the federal grants, and against USDA or non-federal funded faculty and that when this topic is revisited in 5-7 years the make-up of who sits on the taskforce may correct this.

Other members were concerned about equity and transparency around funding sources and streams for self-supporting professional degrees being used to support NSTP. A member commented that for this program, state appropriation funding should not be allowed and there should be appropriate safeguards to oversee this in place. Another member commented that they do not favor the aspect of the program where the University is responsible for lapses in funding should a grant be overspent on NSTP.

The UCR Executive Council is cautious about the use of this program to supplement funding when it may impact the support of graduate or undergraduate students performing research.

Sincerely yours,
/s/Jason
Jason Stajich
Professor of Bioinformatics and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office
COMMITTEE ON ACADEMIC FREEDOM

May 18, 2022

To: Jason Stajich, Chair
Riverside Division Academic Senate

From: Ivy Zhang, Chair
Committee on Academic Freedom

Re: Report from the Negotiated Salary Trial Program Phase 2 Taskforce

The Committee on Academic Freedom reviewed the report from the Negotiated Salary Trial Program Phase 2 Taskforce and did not find any significant concerns related to the Committee’s charge of academic freedom.
COMMITTEE ON ACADEMIC PERSONNEL

May 10, 2022

To: Jason Stajich  
Chair, Riverside Division Academic Senate

Fr: Sean Cutler  
Chair, Committee on Academic Personnel


CAP discussed the Report of the Negotiated Salary Trial Program (NSTP) Phase 2 Taskforce and voted unanimously (+10-0-0) in support of its recommendations to institutionalize the program in policy and create a permanent negotiated salary plan. CAP also noted that the negotiated salary program has been an effective tool in the recruitment and retention of high-caliber faculty at our campus since UCR participated in the NSTP since July 1, 2018.
To: Jason Stajich  
Riverside Division Academic Senate

From: Katherine Stavropoulos, Chair  
Committee on Diversity, Equity, & Inclusion


The DEI committee reviewed the Report of the Negotiated Salary Trial Program Phase 2 Taskforce. The committee has some concerns regarding the implications of this program on equity. The program generally seems to give advantage to faculty who already have a good salary and are well-connected. This might have the side effect of increasing the salary gap rather than reducing it.

If this program moves forward, it will be crucial to keep equity concerns in mind and to increase awareness of this program to all faculty members (including more junior faculty who may not be aware). For future review, it would also be helpful to know if there are many faculty being awarded eligible grants who are not participating in the program. If there are, the review committee should figure out why.

Another concern of some committee members relates to equity across disciplines. This program appears to selectively benefit faculty in certain disciplines (e.g. those that are more competitive for NIH/NSF funding) than others.
To: Jason Stajich  
    Riverside Division Academic Senate  
Fr: John Heraty, Chair  
    Committee on Faculty Welfare

    Phase 2 Taskforce

Faculty Welfare reviewed the NSTP policy at their June 14, 2022 meeting. Faculty were generally supportive of the program but did reflect some concerns.

Overall, this is a very thorough document that covers the issues and reasons for salary enhancement. If faculty can raise the additional funds, then it is within their right to do so. As a retention tool for those faculty then it is appropriate. It is likely not a recruitment tool other than offering the future possibility of participating in the NSTP. Non-NSTP faculty are less supportive and will likely feel undervalued in the system if they are not part of the same funding streams that would support such income (i.e. not NSF). There is general support for the program, certainly by participating faculty and administrators trying to retain those excellent faculty. A few points follow for clarification or consideration.

a) The NSTP will likely have limited effect on equity adjustments for faculty across a college or campus. The university should be more aggressive about raising faculty salaries across the board to be competitive.

b) It needs to be clear that no resources (especially state funds) beyond the targeted fund sources should be used to cover shortfalls in NS funding. If a grant or fund source is withdrawn, the salary should be renegotiated to the basic UC salary. Note that in the Health Sciences, many faculty are fully supported by grant funds and need to be covered after a loss. NSTP faculty always have a guaranteed UC base income.

c) Funding agencies should be provided clarity that grant or gift funds are being directed to NSTP compensation.
d) NSTP faculty should provide an agreement that funds are not being directed away from graduate student funding.

e) The use of "professional degree fees, self-supporting degree fees" to cover salary should be clarified and monitored. Few faculty are using this support which seems unusual; however, it is unclear how professional school base salaries are currently covered. Are the base salary differences currently covered by professional degree fees? If so, what is the relevance of the shift to NS salary support. Any shift in salary support from student fees should be closely monitored.

f) Are all faculty given the right to participate, or is this College or Campus dependent? Apparently, there is also a requirement to have at least a 50% IR appointment, which directly excludes a proportion of faculty, especially those involved in agricultural research.

g) We strongly recommend that the program be reviewed every 5-7 years for impact on NSTP faculty, non-NSTP faculty and graduate student enrollment. Future reviews should contain a more fair balance of NSTP and non-NSTP faculty in the review process.
May 26, 2022

To: Jason Stajich, Chair  
Riverside Division

From: Dana Simmons, Chair  
Planning & Budget


The committee reviewed the Report of the Negotiated Salary Trial Program Phase 2 Taskforce at their May 24, 2022 meeting and is overall supportive of the program. However, the committee does have concerns regarding the Taskforce’s suggestion to allow use of some directly appropriated state funds toward this program. State funds should not be used for this purpose.
June 09, 2022

TO: Jason Stajich, Chair  
Riverside Division of the Academic Senate

FROM: John Kim, Chair  
CHASS Executive Committee

RE: Report Review: Report of the Negotiated Salary Trial Program Phase 2 Taskforce

The CHASS Executive Committee has reviewed the proposed Negotiated Salary Trial Program, Phase 2. It has no comment at this time.
May 20, 2022

To: Jason Stajich, Ph.D., Chair, Academic Senate, UCR Division

From: Declan McCole, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine


Dear Jason,

The SOM Faculty Executive Committee has reviewed the report of the Negotiated Salary Trial Program Phase 2 Taskforce. The Committee offered the following feedback for consideration.

While we are not affected by this program, we do appreciate and welcome the availability of this program for non-HSCP faculty to promote retention and recruitment at UCR. SOM FEC had one question regarding Section 4 A (page 23 / page 18 of 26 within the PDF). Will there be safeguards to restrict either systemwide, or individual campus, administrators from using a NSP to circumvent/avoid faculty salary issues as described in Section 4 A, bullet 1:

- Not be seen as an excuse by the Office of the President or the Regents to avoid addressing salary scales that continue to be non-competitive with the institutions with which the campuses compete for faculty talent. The citizens of California deserve access to higher education provided by the best faculty. Moreover, given the spillovers that the University creates in terms of the innovations, entrepreneurship, and an educated workforce that make the California economy the envy of the world, it is essential that the University of California remain competitive in all areas of scholarship.

The current phrasing is very weak with respect to preventing this concern from being realized.

Yours sincerely,

Declan F. McCole, Ph.D.
Chair, Faculty Executive Committee School of Medicine