



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

SANG-HEE LEE
PROFESSOR OF ANTHROPOLOGY
RIVERSIDE, CA 92521-0217
TEL: (951) 827-4390
EMAIL: SANG-HEE.LEE@UCR.EDU

November 30, 2023

James A. Steintrager, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: (Systemwide Review) Proposed New APM - 672 - Negotiated Salary Program

Dear Jim,

The Riverside Executive Council discussed the subject proposed policy during their November 20, 2023 meeting and some members expressed interest in data regarding who uses the Negotiated Salary Program and how they use it.

Divisional committee comments are generally supportive and there is interest in additional program related data. Diversity, Equity, & Inclusion and Planning & Budget put forth important comments and questions. They are included below.

The Committee on Diversity, Equity, & Inclusion shares concerns expressed by the University Committee on Affirmative Action, Diversity, and Equity (UCAAFE): while this program has the benefit of expanding support for faculty salaries in high-demand fields, the codification of the program into policy raises questions about its impact on salary equity on our campus across fields and its potential to amplify racial and gender disparities. UCR CODEI sees a need to collect data about this program's implementation in order to support adequate review and revision.

The UCR Committee on Planning & Budget has questions regarding the proposal:

1. As it relates to Appendix A ("Negotiated Salary Program Participant Data Collection") and "Minimum Negotiated Salary Program (NSP) Participant Data Collection Requirements," along with equity focus/goals: instead of the data collected being made available upon request in an aggregated form, can that data be provided/presented in fractionated form identifying data belonging to respective schools/colleges and departments?
2. Are Agricultural Experiment Station (AES) faculty eligible to participate in the Negotiated Salary Program?

The Committee on Academic Personnel commends the effort in codifying the previous trial program into policy and looks forward to seeing the Implementation Plan at UCR and the Bourns College of Engineering Faculty Executive Committee is in favor of the proposed new APM section. The Committee on Faculty Welfare has no objection to the proposed new APM section.

The Faculty Executive Committees of the College of Humanities, Arts, & Social Sciences, the School of Business, and the School of Education Faculty had no comments on the proposal.

The School of Medicine Faculty Executive Committee agrees with the revisions and has no further comments.

Sincerely yours,


A handwritten signature in black ink, appearing to read "Sang-Hee Lee", written in a cursive style.

Sang-Hee Lee
Professor of Anthropology and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office

November 9, 2023

TO: Sang-Hee Lee-, Chair
Riverside Division of the Academic Senate

FROM: Victor G. J. Rodgers, Chair 
BCOE Executive Committee

RE: Systemwide: Proposed New APM-672-Negotiated Salary Program

On November 9, 2023, the BCOE Executive Committee reviewed the proposed New APM-672-Negotiated Salary Program. The committee voted unanimously in favor of this program.



October 10, 2023

To: Senate

From: School of Business Executive Committee

Re: Proposed New APM – 672 – Negotiated Salary Program

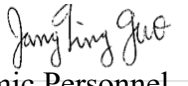
Please let this memo serve as an official notification that the School of Business Executive Committee has no opinion regarding this topic.



COMMITTEE ON ACADEMIC PERSONNEL

November 2, 2023

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Jang-Ting Guo, Chair 
Committee on Academic Personnel

Re: [Systemwide Review] Proposed New APM - 672 - Negotiated Salary
Program

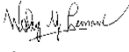
In its 10/30/2023 meeting, CAP discussed the proposed new APM-672 on the Negotiated Salary Program. The committee commends the effort in codifying the previous trial program into policy, and looks forward to seeing the Implementation Plan at UCR in the future.



College of Humanities, Arts, and
Social Sciences
EXECUTIVE COMMITTEE

October 25, 2023

TO: Sang-Hee Lee, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair 
CHASS Executive Committee

RE: New APM: Proposed New APM - 672 - Negotiated Salary Program

The CHASS Executive Committee supports the New APM: Proposed New APM - 672 - Negotiated Salary Program and has no additional comments.

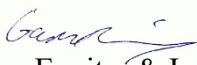


Academic Senate

COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

November 13, 2023

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Gareth Funning, Chair 
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] New APM: Proposed New APM - 672 -Negotiated Salary Program

The Committee on Diversity, Equity, and Inclusion reviewed the proposed APM section 672, which codifies into policy the Negotiated Salary Program.

We share concerns expressed by the University Committee on Affirmative Action, Diversity, and Equity (UCAAFE): while this program has the benefit of expanding support for faculty salaries in high-demand fields, the codification of the program into policy raises questions about its impact on salary equity on our campus across fields and its potential to amplify racial and gender disparities. We see a need to collect data about this program's implementation in order to support adequate review and revision.



Academic Senate

FACULTY WELFARE

November 8, 2023

To: Sang-Hee Lee, Chair
Riverside Division

From: Committee on Faculty Welfare


RE: [Systemwide Review] New APM: *Proposed New APM - 672 - Negotiated Salary Program*

The Committee on Faculty Welfare (CFW) reviewed the proposed new Academic Personnel Manual (APM) Section 672, which would codify into policy the Negotiated Salary Trial Program (NSTP). CFW has no objections.

PLANNING AND BUDGET

November 1, 2023

To: Sang-Hee Lee, Chair
Riverside Division

From: Reza Abbaschian, Chair 
Committee on Planning and Budget

RE: [Systemwide Review] New APM: Proposed New APM - 672 - Negotiated Salary Program

At our October 24, 2023 meeting, CPB reviewed the proposed new Academic Personnel Manual (APM) section 672, which would codify into policy the Negotiated Salary Trial Program (NSTP). CPB supports the proposed new APM and negotiated salary program. CPB also asks the following two questions:

- 1) As it relates to Appendix A (“Negotiated Salary Program Participant Data Collection”) and “Minimum Negotiated Salary Program (NSP) Participant Data Collection Requirements,” along with equity focus/goals: instead of the data collected being made available upon request in an aggregated form, can that data be provided/presented in fractionated form identifying data belonging to respective schools/colleges and departments?
- 2) Are Agricultural Experiment Station (AES) faculty eligible to participate in the Negotiated Salary Program?



11/4/2023

To: Sang-Hee Lee, Division Chair of the UCR Division of the Academic Senate and Cherysa Cortez, Executive Director of the UCR Academic Senate

From: Katherine Meltzoff, Ph.D., Faculty Chair of the School of Education Executive Committee

Subject: SOE FEC response to Proposed New APM - 672 - Negotiated Salary Program

The SOE Executive Committee reviewed the proposed new APM-672 – Negotiated Salary Program. Comments/feedback were solicited at our executive committee meeting and via email.

The SOE FEC does not have any comments.

Thank you for the opportunity to provide feedback.

Sincerely,

Katherine Meltzoff
Faculty Executive Committee Chair
School of Education
University of California, Riverside



November 29, 2023

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: Response to [Systemwide Review] New APM: *Proposed New APM - 672 - Negotiated Salary Program*

Dear Sang-Hee,

The SOM Faculty Executive Committee has reviewed the proposed New APM: *Proposed New APM - 672 - Negotiated Salary Program*.

The committee agrees with the revisions and has no further comments.

Yours sincerely,

A handwritten signature in black ink, appearing to read "M. Kaul".

Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine