



February 27, 2018

TO: Dylan Rodriguez, Chair
Riverside Division

FR: Thomas Stahovich, Chair
Executive Committee, Bourns College of Engineering

A handwritten signature in black ink, appearing to read "Thomas Stahovich".

RE: The Negotiated Salary Trial Program, Second Phase

On February 26, 2018, the BCOE Executive Committee reviewed the proposal for The Negotiated Salary Trial Program, Second Phase (February 2018). The committee recognizes the value of enabling faculty with successful research programs to enhance their salary through the Negotiated Salary Program. However, the committee was concerned that this program would diminish the impetus for addressing deficiencies with the current salary scales, which have substantially lagged salaries at comparison institutions for over one and half decades.* This program provides a means of retaining those faculty at the most immediate risk of leaving the UC System without addressing salary deficiencies for the majority of faculty. Additionally, this puts the UC System on the dangerous path to soft salary. Thus, while the committee supports the negotiated salary trial program, the committee also recommends that the UC System should make greater efforts to fix deficiencies in the salary scales.

* UC 2016 Accountability Report:
<https://accountability.universityofcalifornia.edu/2016/chapters/chapter-5.html>