

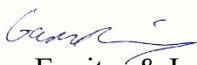


## *Academic Senate*

### 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.