

**Committee on Rules and Elections (CRE)****Monday, October 23, 2023****1:00pm – 2:30pm****I. Consent Calendar {1:00-1:05pm}**

- A. Approval of today's agenda
- B. September 25 draft Meeting Minutes

**Requested Action:** Approval of the Consent Calendar**II. Chair's Report – Christopher Viney {1:05-1:25pm}**

- A. Updates from [Divisional Council](#) Meetings ([September 28](#) and October 12)
- B. Shared Governance Retreat (September 29, 2023)
- C. Requests from UGC
  - 1. ELWR Petition Delegation Proposal
  - 2. Elimination of First Semester Academic Dismissal

**III. VPDUE's Proposal for the Formation of a Division of Undergraduate Education Executive Committee – Chair Viney {1:25-1:45pm}**

VPDUE Frey is proposing the consolidation of the [General Education Executive Committee](#) and the Honors Program Executive Committee into a new Division of Undergraduate Education (DUE) Executive Committee. The DUE Executive Committee would provide faculty governance for both the General Education and Honors programs. The proposal was introduced at the September 7 Divisional Council meeting. Please refer to [section V of the meeting minutes](#).

**Requested Action:** Members discuss the proposal and determine next steps.**IV. Addition of Teaching Professors on the Committee on Academic Personnel (CAP) {1:45-2:10pm}**

CoC has requested a CRE ruling regarding the appointment of a full Teaching Professor on CAP. Please refer to the memo from FWAF hyperlinked above. The Senate discussed this matter in 2019, 2020 and 2021.

**Requested Action:** Members discuss and issue a ruling on this matter.**V. Systemwide Review Item – Chair Viney {2:10-2:20pm}****A. [New Academic Personnel Manual \(APM\) section 672 – Negotiated Salary Program](#)**

The proposed new APM would codify into policy to Negotiated Salary Trial Program (NSTP), which was first implemented in 2013. The Academic Senate reviewed the report of the NSTP Phase

2 Taskforce in [July 2022](#) (UCM's comments are available on pp. 36-42). The Senate also reviewed the NSTP in [2017](#) (UCM's comments are on page 28) and prior to this, when it was proposed in [2012](#). [The memo](#) from Vice Provost Haynes offers additional background.

The purpose of the Negotiated Salary Program (NSP) is to provide a mechanism for participating campuses to augment faculty compensation basis according to the competitive requirements of academic disciplines. Specific goals of the Program include:

- To recruit and retain outstanding faculty by leveraging external, non-state-appropriated funds;
- To encourage and recognize significant contributions to the University mission; and
- To offer negotiated compensation to participating general campus faculty.

### Key Policy Provisions

- **Eligibility:** Eligibility is limited to Senate faculty and Acting appointees in Senate titles. Faculty who hold appointments in a Health Sciences school, college, or department with a Health Sciences Compensation Plan are not eligible to participate in the NSP.
- **Implementation Plan:** Each campus must develop an Implementation Plan that is consistent with the policy. The Implementation Plan will be reviewed by the appropriate division Academic Senate committee, approved by the Chancellor, and reviewed by the UC Provost/EVP prior to implementation.
- **Contingency Plan:** The Campus Implementation Plan must include a Contingency Plan outlining a strategy for covering the agreed-upon compensation to each NSP participant in the event that current-year income is unexpectedly insufficient to do so.
- **Good Standing Criteria:** Written Good Standing Criteria shall be established at the campus level and must be included in the Campus Implementation Plan. Faculty participants in the NSP must be in Good Standing, make significant contributions to the mission of the University, and meet all other conditions of the campus plan.
- **Negotiated Salary Component:** The Negotiated Salary component cannot exceed 30% of the Base Salary that was in effect on July 1 of the proposed participation year.
- **Range Adjustments:** Covered Compensation is eligible for the general range adjustment, but the Negotiated Salary Component will be adjusted so that the Total UC Salary Rate remains unchanged.
- **Summer Ninths:** To be eligible for NSP, the candidate must take the maximum amount of summer salary available to them unless the Campus Implementation Plan includes provisions allowing participants to take fewer summer ninths. Locations have authority to grant exceptions to the summer ninths requirement. Campus Implementation Plans shall address the process by which a participant may request an exception to the summer ninths requirement.
- **Leaves of Absence:** Salaried leaves of absence will be paid at the Total UC Salary Rate, which includes the Negotiated Salary Component. In the event of a funding shortfall, the Contingency Plan will be implemented to resolve the shortfall.
- **Data Collection:** Appendix A (third attachment) establishes minimum requirements for collection of data on which locations must be prepared to report, if requested to do so.

*CRE is a lead reviewer.*

**Requested Action:** Members approve draft CRE response.

Comments are due to the Senate Chair by Friday, November 3, 2023.

**VI. Other Business {2:20-2:30pm}**