

DIVISIONAL COUNCIL
Agenda
Thursday, November 9, 2023
9:00-10:30AM

- I. Consent Calendar {9:00-9:05am}**
A. Today's agenda
B. October 26 Meeting Minutes
- II. Vice Chair's Report – Matt Hibbing {9:05-9:15am}**
A. November 6 Meeting with Interim EVC/P Zatz
B. DivCo Confidentiality
- III. Consultation with Interim VPDUE Utter {9:15-9:30am}**
- IV. CAPRA Report on the Temporary Academic Staffing Work Group– CAPRA Chair Mitchell {9:30-9:40am}**
- V. November 1 Meeting with VCR Wilson and CIO Dugan re: Oracle Task Force¹– CoR Chair Ye and DivCo Member McCloskey {9:40-9:55am}**
- VI. Centers Policy – CoR Chair Ye {9:55-10:00am}**
- VII. [UCAADE](#) Report – EDI Chair Garcia-Ojeda {10:00-10:10am}**
- VIII. Systemwide Review Items {10:10-10:25am}**
A. [Proposed APM 672-Negotiated Salary Program](#) – FWAFF Chair Beaster-Jones
This 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 (hyperlinked above) 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

¹ Senate members of the Task Force: Shilpa Khatri (co-chair), Charlie Eaton, Kara McCloskey, Tao Ye

- 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](#) establishes minimum requirements for collection of data on which locations must be prepared to report, if requested to do so.

Requested Action: Members discuss and transmit response to Academic Council by December 6, 2023.

IX. Other Business {10:25-10:30am}