



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
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Oakland, California 94607-5200

April 15, 2022

ACADEMIC COUNCIL CHAIR ROBERT HORWITZ
EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

Enclosed for Systemwide Review is a Report from the Negotiated Salary Trial Program Phase 2 Taskforce, delivered to me on April 13, 2022. I seek your input and advice on the Taskforce recommendations, as summarized in the executive summary and supported by the report text and appendices. I am encouraged by the full Taskforce consensus supporting the recommendation to institutionalize the program in policy and create a permanent negotiated salary plan.

Background

On February 5, 2013, then Provost and Executive Vice President Aimée Dorr approved moving forward with the Negotiated Salary Trial Program (NSTP) on three campuses: UC Irvine, UC Los Angeles, and UC San Diego. She approved a five-year trial program from July 1, 2013 through June 30, 2018, asking for a full Taskforce review of the program in year four to make "informed judgments" about its future.

A joint Senate-Administration Taskforce convened to review the program issued its report to Provost/EVP Dorr on June 22, 2017, recommending continuation of the program under certain conditions. Subsequently, on July 13, 2017, Provost/EVP Dorr circulated the Taskforce recommendations for systemwide review, with comments due November 30, 2017. During systemwide review, there was input from the Academic Senate, including comments from nine campuses and six systemwide committees. In addition, academic administrators on all ten campuses also provided comments.

After a thorough review of this input as well as the recommendations of the Taskforce, and after additional conversations with Academic Senate leaders and campus administration, I accepted the Taskforce recommendation to extend the Trial Program for an additional four years, with a review after the third year and adding a fifth year of "wind-down" should the program not be continued after four years.

The Phase 2 Taskforce was appointed in October 2021 and included four members appointed by the Academic Senate and four members appointed by Executive Vice Chancellors/Provosts. Taskforce membership included representatives from seven campuses, including five of the six campuses in the trial program. In addition, the

taskforce had excellent advice from a consulting staff member with experience managing the program. Under the leadership of Vice Provost Benjamin Hermalin (UC Berkeley), the Taskforce met 5 times over the last academic year to review the trial program and develop the attached report.

Key Issues in the report

In its report, the Phase 2 Taskforce has done a thorough job of reviewing substantial information collected during Phase 2 of the program which included a survey of faculty in participating units and administrators involved in the implementation.

I asked the Taskforce to recommend “whether to institutionalize the program in policy or to end it.” The Phase 2 Taskforce “has concluded that ending the negotiated salary program would be so disruptive that we cannot recommend such a course of action. Rather, accepting that it needs to continue, we have addressed how it can be improved and expanded.” They offered broad recommendations for a permanent negotiated salary plan.

I want to thank both the Taskforce members who committed themselves to working together to develop this informative report with clear recommendations and also the staff from Academic Personnel and Programs who supported the effort.

Systemwide Review

This Systemwide Review is modeled on the full review mandated for Academic Personnel Manual policy changes and includes a 90-day review period. My successor as Provost will review the input we receive in this review and consult with the President about next steps.

We would appreciate receiving your comments no later than **July 15, 2022**. Please submit your comments to ADV-VPCARLSON-SA@ucop.edu. If you have other comments or questions, please contact Julie Elefant at julie.elefant@ucop.edu or 510-287-3887.

Sincerely,



Michael T. Brown, Ph.D.
Provost and
Executive Vice President for Academic Affairs

Enclosure: Report of the Negotiated Salary Trial Program Phase 2 Taskforce

cc: President Drake
Chancellors
Executive Vice President and Chief Operating Officer Nava
Vice Provost Carlson
Vice President Lloyd
Vice President Maldonado
Vice Chancellors for Research
Vice Provosts/Vice Chancellors of Academic Affairs/Personnel
Members of the NSTP Phase 2 Taskforce

Chief of Staff Kao

Assistant Vice Provosts/Vice Chancellors for Academic Personnel

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Associate Vice Provost Lee

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