

To: Andrea Kasko, Chair, Academic Senate

From: Christopher Colwell, Chair, Council on Academic Personnel

Date: November 29, 2023

Re: **(Systemwide Senate Review) Proposed New APM-672, Negotiated Salary Program**

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The Council on Academic Personnel (CAP) had an opportunity to review the proposed new APM-672 on the Negotiated Salary Program (NSP). We recognize the likely importance of this program in providing a mechanism to offer competitive salaries necessary for recruitment and retention. As previously expressed during its review of the Negotiated Salary Trial Program, members continued to express concerns that NSP is likely to exacerbate disparities in compensation, such as with respect to gender. Members recommended the Academic Affairs and Personnel Office to provide close and frequent monitoring and reporting to identify disparities resulting from this policy; to implement mitigating efforts until parity is achieved; and to ensure strong communication to all eligible faculty, especially to groups who are historically more reluctant to request salary augmentations. Some members expressed concerns how NSP will impact personnel reviews (if faculty see NSP as more valuable than on-time step increases); how NSP will impact research decisions (if faculty will seek NSP-eligible funding sources over NSP-ineligible sources); and the lack of evidence that the trial program had positive effects on recruitment and retention.

CAP looks forward to the opportunity to review and comment on any Campus Implementation Plan and proposed exceptions to the Campus Implementation Plan.

Thank you for the opportunity to review and comment. If you have any questions, please do not hesitate to contact me at [CColwell@mednet.ucla.edu](mailto:CColwell@mednet.ucla.edu) or via the Council's analyst, Lori Ishimaru, at [lishimaru@senate.ucla.edu](mailto:lishimaru@senate.ucla.edu).

cc: Kathleen Bawn, Vice Chair/Chair-Elect, Academic Senate  
Jessica Cattelino, Immediate Past Chair, Academic Senate  
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