



OFFICE OF THE PRESIDENT  
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Oakland, California 94607-5200

July 13, 2017

EXECUTIVE VICE CHANCELLORS/PROVOSTS  
ACADEMIC COUNCIL CHAIR CHALFANT

**Re: Systemwide Review of Taskforce Report on the Negotiated Salary Trial Program**

Dear Colleagues:

Enclosed for Systemwide Review is a Report from the Fourth Year Negotiated Salary Trial Program Taskforce, delivered to me on June 22, 2017. 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 extend the program.

### **Background**

In February of 2013, I approved the recommendation from a prior taskforce that we initiate a Negotiated Salary Trial Program (NSTP) on three campuses (UC Irvine, UCLA, and UC San Diego), assuming there was sufficient communication about the trial between campus Senate leaders and academic administration. I specified that this be a five year trial with a “full review” in the fourth year “to make a more informed determination about the program and whether it has met its goals.” The Fourth Year Taskforce was appointed in September, 2016 and included five members appointed by the Academic Senate and four members appointed by Executive Vice Chancellors/Provosts on four campuses (including all three campuses in the pilot). Under the leadership of Professor Mary Gauvain (UC Riverside), the Taskforce has met 11 times over the last academic year to review the trial program and develop the attached report.

### **Key Issues in the report**

The Taskforce has done a thorough job of reviewing the substantial information collected in the annual reports from Year 1, Year 2, and Year 3 of the trial as well as in annual surveys of faculty in participating units and administrators involved in the implementation. The Taskforce has also developed important new data and analysis to guide their decision-making. Appendix C is a condensed summary of prior data on the trial, and Appendix D and Appendix E provide important new information on assessing whether the trial program has met its goals. The report—including its appendices—offers campuses substantial material to enable an assessment of what should happen next with the program.

I asked the Taskforce to recommend “whether the Trial Program should be 1) reviewed for including in the APM, 2) maintained for an additional trial period, perhaps on additional campuses, or 3) be terminated.” The Taskforce “recommended an additional term and expansion of the program to include

all interested campuses in order to evaluate the impact of the program systemwide.” They offered additional recommendations to support this overall suggestion that we undertake an additional term for the program.

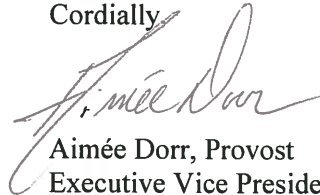
I want to thank both the Taskforce members who committed themselves to working together to develop this informative report with clear recommendations and also the staff from Academic Personnel and Programs who supported the effort.

### **Systemwide Review**

This Systemwide Review is modeled on the full review mandated for Academic Personnel Manual policy changes and includes more than a 90-day review period to allow for substantial analysis and input and to accommodate summer schedules. My successor as Provost will review the input we receive in this review and consult with the President about next steps. There will be a priority on a quick review, in the event that the program is extended, to allow new campuses to develop procedures to begin a program on July 1, 2018.

We would appreciate receiving your comments no later than **November 30, 2017**. Please submit your comments to [ADV-VPCARLSON-SA@ucop.edu](mailto:ADV-VPCARLSON-SA@ucop.edu). If you have other comments or questions, please contact Susan Carlson at [susan.carlson@ucop.edu](mailto:susan.carlson@ucop.edu) or 510-987-0728.

Cordially



Aimée Dorr, Provost  
Executive Vice President for Academic Affairs

Enclosures: Negotiated Salary Trial Program (NSTP) Fourth Year Taskforce Report (June 22, 2017)

cc: President Napolitano  
Chancellors  
Executive Vice President Nava  
Vice Provost Carlson  
Vice President Duckett  
Vice President Ellis  
Vice Chancellors for Research  
Vice Provosts/Vice Chancellors of Academic Affairs/Personnel  
Chief of Staff Grossman  
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