



November 9, 2012

TO: Jose Wudka, Chair
Riverside Division

FROM: Byron Adams, Chair
CODEO

Re: Report from Taskforce on The Negotiated Salary Plan

CODEO responded to these documents with an appropriately diverse range of opinions. Counteracting the criticisms voiced in other contexts, one member suggested, "I don't think there would be problem of 'eroding the University's position as an independent institution in this state' nor this would affect the research conclusions of those faculty. I believe the research of some faculty is already (partially) funded by non-state funds. I have to trust their scholarly ethics. I believe they chose the academic jobs (over the possibly much higher pay industrial jobs) because they like the academic freedom. It's great that we have their interaction with our students/faculty. I also think their connection with the industry may help students getting jobs after they graduate." Another pointed out, "The Negotiated Salary Plan was discussed by last year's CODEO and as I recall, we raised concerns about the impact on recruitment and retention of diverse faculty." Another member of the committee reiterated these concerns.

The committee noted, however, that the current Negotiated Salary Plan does say that demographic data will be collected and analyzed from the pilot program, so there will be some data to address this concern after the trial period. When this data becomes available, CODEO will reexamine this issue using these figures.