



November 26, 2012

To: Jose Wudka  
Chair, Riverside Division Academic Senate

Fr: Jan Blacher  
Chair, Committee on Planning and Budget

**Re: Report from Taskforce on a negotiated salary plan for the general campus**

The UCR P & B Committee had no real objection to the Negotiated Salary Plan (NSP), except that a “trail” seems like a method used to get around an unpopular idea. While the pilot program is of no cost to us, the trial, as currently proposed, rests to a certain extent on good oversight. How will the NSP be monitored? How will we learn about any inequities that occur **during** the trial period?

P & B notes that although one rationale is that the NSP offers better options for hiring packages to new faculty, the APM currently already suggests a process for approval of salary augmentation.

Clearly, the full ramifications of the NSP have not been worked out, and we hope that these concerns are built into the process for reviewing the pilot data.