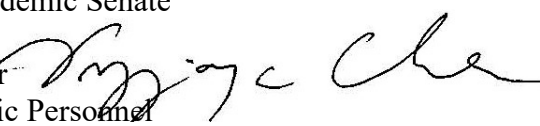


UC RIVERSIDE UNIVERSITY OF CALIFORNIA | **Academic Senate**
COMMITTEE ON ACADEMIC PERSONNEL

October 23, 2017

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Vyjayanthi Chari, Chair
Committee on Academic Personnel



Re: Taskforce Report on the Negotiated Salary Trial Program

On October 16, 2017 Committee on Academic Personnel discussed this report. The Committee had some concerns about the extension of the trial program, which we articulate in this memo.

First, while we can understand the need for this program in certain areas, such as clinical work in the School of Medicine, where the externally funded work informs and augments the work for the university, we are concerned about future plans that may include implementing this program more widely. Right now, the percentage of faculty enrolled in the program is quite small (14-16%) and as the trial is extended and implemented at more campuses, this may also lead toward inclusion of a greater percentage of the faculty. We take note that during the three years of the trial, the amount of negotiated salary increased (\$3.7 M, \$6.7M, \$7.9M). We are concerned that more extensive use of this program will create inequities in the long term between Schools and Departments where such outside funding is common and those for which such funds are not available. One of the purposes of Committee on Academic Personnel is to ensure that there is unity across campuses for promotion, tenure, and merit advance expectations, and we are concerned that this program could erode this culture. Although the policy notes that this program will “not supplant the regular merit review process,” Committee on Academic Personnel felt that it had the potential to exacerbate inequity across disciplines through its influence on people’s time and resources, which would thus skew evaluations even while they continued to follow the regular processes.

Committee on Academic Personnel has further concerns on two related points. The first one is that in the long run, the University will not be sufficiently vigilant in ensuring that the salary scales for all faculty remains competitive. The second is that the outside salary program could eventually lead to the expectation that faculty in some disciplines always supplement their income in this way. We feel that both situations would create inequities in the conditions of employment and might increase precarity for newly hired faculty in the future. We take note that the report of the Taskforce indicates that surveyed non-participating faculty similarly indicated a concern that this program was “the first step on

a slippery slope toward all faculty in some disciplines being on soft money, which would be a condition not aligned with the education mission and raison d’etre of the University.”

Finally, given that the policy allows for funding to be provided by private contract, the Committee on Academic Personnel is concerned that this policy will undermine the values of academic freedom and a research culture that is grounded in peer review, publication, and collaborative exchange of ideas. Partnerships with private corporates could create hazards such as: the privatization of knowledge produced at a publicly funded university; issues related to Intellectual Property and trade practices which might mandate research be kept secret; pressures that direct research programs in ways inconsistent with scholarly priorities; and at least the perception, if not the reality, that research results lack independence and hence objectivity. We take note that the Taskforce report similarly indicates that surveyed, non-participating faculty articulated a concern that this program would “result in faculty choosing areas of research for their fundability rather than their intrinsic importance.”

Given these concerns, we respectfully request that the Taskforce provide a clearer articulation of the intended scope of this policy and that it put in place safeguards to secure academic freedom and equity across Schools and Departments in relation to tenure, promotion, and merit as this policy enters its next trial phase.