




**COMMITTEE ON DIVERSITY & EQUAL OPPORTUNITY**

November 1, 2017

To: Dylan Rodriguez  
Riverside Division Academic Senate

From: Suveen Mathaudhu, Chair   
Committee on Diversity & Equal Opportunity

Re: Taskforce Report on the Negotiated Salary Trial Program

CoDEO reviewed the material provided and voted +4-2-1 in consideration of a four-year extension of the trial program and expanding the trial to more UC's including Riverside. Those in favor of the program felt that the ability for UCR to provide an additional mechanism to compete with other university and market salaries would make a difference with UCR's ability to retain faculty. Members not in favor of the program cited that the program shifts the salary inequity issue to the faculty rather than the UC. Some noted the program only benefits specific groups of people that have the opportunity to obtain grants and will compound the salary differential and inequality issues already present at UCR. One member abstained citing that the program is experimental and more data is needed on the benefits of retention and equity to make an informed judgement on if the program should be extended.