



COMMITTEE ON FACULTY WELFARE

October 31, 2017

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Daniel Jeske, Chair
Committee on Faculty Welfare

A handwritten signature in black ink, appearing to read "Daniel Jeske", written over a horizontal line.

Re: Task Force Report on the Negotiated Salary Trial Program

The Committee on Faculty Welfare reviewed the material provided and concur with the recommendations of the Task Force. Additionally, the CFW voted +6-1-1 in consideration of a four-year extension of the trial program and expanding the trial to the Riverside campus. 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 might make a difference with UCR's ability to recruit and retain faculty. The dissenting member noted that the program would aggravate salary inequity issues already present within departments and further compress and invert salaries within and between ranks. One member abstained citing that more data is needed to make a definitive decision.

Our concerns with the NSTP are shared with the Task Force in that insufficient data are available to determine if the NSTP successfully achieves its primary goal of increasing faculty retention and recruitment. Although yet to be a demonstrable problem, the CFW is also concerned with the potential impact of NSTP on graduate student and post-doctoral funding. Here again, there are too few data available to draw any conclusions either way. Expanding the program to other campuses for four years will hopefully provide those necessary data.

All members feel the NSTP should not be considered a remedy to the larger issue of the UC salary lag, but felt this tool may bring temporary flexibility to campuses while the larger issue of lagging salaries is being considered by Systemwide.