

# **Negotiated Salary Program (APM - 672) Implementation Procedures**

## **(Effective July 1, 2025)**

**Issuance Date: 5/29/2025**

### Preamble

The Negotiated Salary Program is outlined in the Academic Personnel Manual, Section 672 ([APM - 672](#)). The Negotiated Salary Program was approved by the UC System Provost/EVP in June 2024, for implementation by July 1, 2025.

All schools, colleges, and departments that do not currently offer a compensation plan (e.g., Health Sciences Compensation Plan) will have the option to participate in the Negotiated Salary Program. Deans will inform the Vice Provost of Academic Affairs on or before January 1 which Schools/Colleges will participate.

### Key Policy Provisions

The purpose of the Negotiated Salary Program is to provide a mechanism for participating campuses to augment faculty compensation on a temporary (one-year) basis according to the competitive requirements of academic disciplines. Specific goals of the Negotiated Salary Program include:

- recruiting and retaining outstanding faculty by leveraging external, non-state-appropriated and non- tuition funds;
- encouraging and recognizing significant contributions to the University mission; and
- offering negotiated compensation to participating general campus faculty.

### Eligibility and Strategies to Broaden Negotiated Salary Program Participation

UC Academic Senate faculty members in units that have been approved for participation in the Negotiated Salary Program will have the option to participate in the Negotiated Salary Program if they do not hold an appointment in a unit eligible for another compensation plan (e.g., Health Sciences Compensation Plan) and they hold a University appointment at or greater than 50 percent time that is constituted by one or more of the following title series:

- Professor
- Professor in Residence
- Professor of Clinical \_\_ (e.g., Internal Medicine)
- Professor of Teaching
- Acting appointees in one of the above eligible faculty titles

Academic Senate members holding a concurrent job title may participate in the Negotiated Salary Program in both titles, even if the concurrent job title is not a Senate title (e.g., Professor/Agronomist).

Faculty who are ineligible to participate in the Negotiated Salary Program include:

- Faculty who hold appointments in a Health Sciences school, college, or department with a Health Sciences Compensation Plan

- Individuals in the Senior Management Group (SMG)
- Full-time Deans (as defined by [APM - 240](#))
- Full-time faculty administrators (as defined by [APM - 246](#))

For departments participating in the Negotiated Salary Program, all eligible members of the department faculty may apply to participate in the salary program. All members will receive a copy of the implementation procedures and any other related documents (*e.g.*, [APM - 672](#)). Deans must submit completed applications to the Vice Provost of Academic Affairs on or before the last Friday of April. Membership in the program is predicated on a college/school/department's willingness to participate in an annual assessment that will require the collection and reporting of detailed data.

Faculty who hold part-time faculty administrative appointments may participate in the Negotiated Salary Program on a pro-rated basis that corresponds with the percentage of appointment in an eligible faculty title as long as participation would not disrupt the individual's fulfillment of their duties.

Negotiated Salary Program participants must meet all [APM - 672](#) criteria for good standing. [APM - 672](#) good standing criteria include the following:

1. the faculty member is meeting expectations with regard to carrying out faculty duties as commonly understood ([APM - 672-10.a.1](#));
2. the faculty member has advanced in rank or step in their last academic personnel review (or has undergone an equivalent satisfactory review) ([APM - 672-10.a.2](#));
3. the faculty member is up to date on their mandatory training requirements ([APM - 672-10.a.3](#));
4. the faculty member is in compliance with all applicable University policies ([APM - 672-10.a.4](#));
5. there has been no substantiated finding of misconduct as defined by Section 015 of the Academic Personnel Manual ([APM - 015](#)) or proposed/imposed discipline in the period since the faculty member was last determined to be in Good Standing ([APM - 672-10.a.5](#));
6. the faculty member is not currently under a disciplinary sanction imposed by a formal disciplinary process or an informal agreement with the University of California in lieu of formal disciplinary action. A disciplinary action, as permitted by [APM - 016](#), is cause for cancelling current and/or denying future participation in the Negotiated Salary Program. As a measure agreed to via an Early Resolution in lieu of formal discipline (as defined in and encouraged by [Senate Bylaw 336](#), a faculty member can agree that they are ineligible to participate in the Negotiated Salary Program for a defined period of time ([APM - 672-10.a.6](#)).

If a faculty member is deemed to be out of compliance with good standing as defined above in [APM - 672](#) and wishes to appeal that determination, the following process applies:

1. The faculty member may petition to return to good standing immediately upon achieving the requirements of Good Standing status.
2. If the faculty member returns to good standing before a final decision on the opportunity for which they were deemed ineligible, their former status alone will not disqualify them from the opportunity.
3. If the faculty member is unable to complete the requirements to return to good standing by the opportunity's deadline and has their supervisor's endorsement, the faculty member may request an extension by writing to the Dean, Vice Chancellor, or Vice Provost overseeing their unit, with a copy to the Vice Provost – Academic Affairs. Those individuals will confer and determine whether a time-limited extension is warranted.

4. If, after repeated documented requests by the Dean, an appointee remains noncompliant with required trainings and/or reporting for more than 30 days following the initial request, initial efforts to address this may include documented discussions between the academic leader and the affected appointee.

In order to broaden Negotiated Salary Program eligibility and participation, Deans will be reminded in the Fall Quarter of the Academic Year about Negotiated Salary Program participation.

#### Proposal Submission Process

For departments who are participating in the Negotiated Salary Program:

- Eligible faculty members as provided for in [APM - 672](#) may participate in the negotiation process.
- Faculty members must have the allowable and appropriate funding resources available to support the total negotiated salary for the entire fiscal year, without exception.

Each year, the Department Chair or equivalent faculty administrator (hereinafter referred to as Department Chair or Chair) will issue a call to eligible faculty regarding the annual negotiation for the coming fiscal year by March 1.

Interested and eligible faculty shall submit an Negotiated Salary Program proposal form for the following academic year that begins on July 1. This campus-based form will allow consistent collection of data. Proposals should indicate whether the participant plans to take the maximum summer salary and, if not, should address the reasons for requesting an exception.

Negotiations are for one fiscal year, effective July 1 and ending on June 30. Retroactive participation is not permitted. Participation must be renegotiated each year. Renewals are not automatic. An individual campus (EVC/P) or dean of a college or school may suspend their respective participation effective the last Friday of April for the upcoming fiscal year.

#### Evaluation of Proposals

Prior to submission of a proposal, the faculty member must meet with the appropriate campus Fund Manager/Department Business Officer/Chief Administrative Officer to verify the proposed funding source(s). Funds must be in the Negotiated Salary Program participating faculty member's account(s) no later than June 30 of the year of Negotiated Salary Program funding; anticipated funding does not qualify, nor do funds belonging exclusively to other faculty. Funds must come from a stable source and must be sufficient to cover the increased benefit costs associated with the increased salary for the entire year of Negotiated Salary Program participation. The Fund Manager/Department Business Officer/Chief Administrative Officer will confirm that the funding source(s) is allowable and that funding will remain in place for the entire fiscal year.

All charges to contracts and grants must be compliant with the Office of Management and Budget Federal Uniform Guidance regulations at 2 CFR 200, "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards." Salaries charged to sponsored projects funded by federal sources must be accurately and appropriately calculated and certified in a timely manner.

Once the funding has been verified by the Fund Manager/Department Business Officer/Chief Administrative Officer, the participating faculty member should submit the proposal form to the Department Chair by the first Friday in April.

The Department Chair and Department Business Officer/Chief Administrative Officer will review the proposal to ensure that:

- The faculty member has met or will meet all teaching, research and service obligations and is in compliance with all applicable university policies, procedures, and training requirements.
- The faculty member meets all good standing requirements.
- The amount requested is consistent with these implementation procedures.
- Allowable and appropriate resources are available to support the proposal including benefits costs, sponsor salary cap gap, graduate student support, salary threshold levels, research equipment, and (if applicable) contingency funds requirement.

The Department Chair will review the proposals and forward endorsed proposals to the Dean by the second Friday in April. The Dean will review proposals and will forward all endorsed proposals to the Vice Provost for Academic Affairs (VPAA) by the last Friday in April.

The Vice Provost will review and inform the Dean of approved proposals by the first Friday of June.

If a proposal is approved by the Chair, Dean and VPAA, the Dean will send a notification of approved participation and a salary confirmation letter confirming the faculty member's total salary for the coming fiscal year to the faculty member, Chair, Department Business Officer, and campus Academic Affairs.

If the Chair does not endorse and forward a faculty member's proposal, the Chair should meet with the faculty member, and if an agreeable change to the proposal is reached, any modification should be documented and the proposal forwarded as outlined above.

If the Chair does not endorse because a faculty member does not have sufficient funding and the faculty member wishes to appeal, the Chair will inform the Dean and the Dean will review. If the Dean concurs with the Chair, the Dean will communicate the finding to the faculty member and provide the faculty member a summary of review findings. Deans should not forward proposals to the VPAA without confirmation that sufficient funding is available.

If the proposal is not endorsed by the Chair because the faculty member does not meet the minimum eligibility criteria, and the faculty member wishes to appeal, the Chair will inform the Dean and the Dean will review. If the Dean concurs with the chair, and the faculty member wishes to appeal further, the Dean will forward the proposal, the Chair's assessment, and the Dean's assessment to the VPAA, who will in turn forward the appeal to the Davis Division Academic Senate Chair with a copy to the Executive Director. The recommendation on the appeal will be forwarded to the VPAA who will review eligibility cases and issue a final resolution within 14 days.

#### Approval Process

This table contains recommended intervals for the various stages in the approval process.

Action	Authority	Initial Response	Next Step/Comments
Funding Authorization	Department Business Officer	7-14 days	Resolve any issues with faculty member then forward to Chair
Salary Negotiation	Chair	7 days	Negotiate with faculty member and forward endorsement to Dean
Dean Review	Dean	7 days	Review proposal and forward endorsement to Executive Vice Chancellor/Provost
Executive Vice Chancellor/Provost or Designee's Endorsement (e.g., VPAA)	Executive Vice Chancellor/Provost or Designee's Endorsement (e.g., VPAA)	14 days	Endorse
Eligibility Appeal	Academic Senate	14 days	Recommendation to VPAA
Faculty Appeal Regarding Eligibility and Denied Proposals	Executive Vice Chancellor/Provost or Designee's Endorsement (e.g., VPAA)	7 days	Review case and issue final resolution

#### Compensation Components:

##### Total UC Salary Rate

The Total UC Salary Rate for participating faculty may not be increased for any reason, including but not limited to mid-year salary scale adjustments, retroactive merit increases, or receipt of additional contract and grant funds. Salary negotiated as part of a retention offer for participating faculty shall become effective on July 1 of the following year. If a participant's salary is raised effective October 1 (or any date other than July 1) due to a general range adjustment or Cost of Living Adjustment (COLA), the Negotiated Salary Component will be reduced, and the covered compensation increased, so that the Total UC Salary Rate remains unchanged for the fiscal year.

##### Base Salary

Participating faculty will receive their base salary (as defined in [APM - 672-4-b](#)) in addition to an optional Negotiated Salary Component. This Program does not change the faculty member's appointment basis: academic or fiscal. Those on academic-year appointments remain eligible for summer ninths which will continue to be processed under local guidelines. The Base Salary is covered compensation under the University of California Retirement Program (UCRP) up to the amount permissible by Internal Revenue Code provisions and in accordance with UCRP provisions and regulations.

### Negotiated Salary Component

A Negotiated Salary Component beyond the Base Salary that was in effect on July 1 of the proposed year of participation may be negotiated annually and has a cap of 30% of a faculty member's Base Salary. Negotiations between the faculty member and Department Chair will be conducted annually to determine the Negotiated Salary Component for the entire year.

### Participation Effective Dates

The Total UC Salary Rate (Base Salary + Negotiated Salary Component) will be effective July 1 through June 30. Newly hired faculty with mid-year start dates may participate from the appointment begin date through June 30. Increases negotiated as a result of a formal retention will be effective on July 1 of the next year. Early withdrawal from the program is allowed only upon the following:

- separation from the University,
- a determination that a participant has fallen out of good standing, as a result of an official disciplinary action (as described in [APM - 015](#), [APM - 016](#), and [Senate Bylaw 230](#)),
- misuse of funds,
- an increase in Base Salary that subsumes the Negotiated Salary Component, or
- appointment to an ineligible administrative appointment.

### Permitted Funding Sources and Salary Attributes

External funding is any fund source that is not state-appropriated general funds or UC general funds. The funds may not be drawn from tuition paid by students in state-supported projects or discretionary funds associated with the department, school, or college and that are fungible for other purposes. Funds not generated by the participating faculty member should not be repurposed to support the Negotiated Salary Component.

The following external funding sources may be used to support the Negotiated Salary Component:

- Contract and grant support
- Gift income
- Self-Supporting Graduate Professional Degree Program (SSGPDP) fees
- Royalties
- Licensing fees
- Clinical income

Fund sources may come from any combination of these external funding sources. Use of funds other than approved external funding sources constitutes misuse of funds. Any such misuse will result in involuntary withdrawal from the Negotiated Salary Program and may result in disciplinary sanction(s) after an appropriate review.

The following chart defines the normal funding source for each salary component and whether the salary component is considered covered compensation for UC Retirement plans:

<b>Salary Component</b>	<b>Fund Source</b>	<b>Covered Compensation</b>
Base Salary (rank/step + off-scale/above-scale, if applicable)	State general funds, UC General funds, and/or other allowable sources such as self-supporting graduate professional degree fees, professional degree supplemental tuition, and clinical income.	Yes
Negotiated Salary Component	External funds	No
Summer Salary	Variable	Not covered compensation under UCRP, but special Defined Contribution benefit applies (matching 3.5% contributions from employee and employer)
Administrative Stipend (if applicable)	Variable	Yes

A new faculty member may be able to participate in the Negotiated Salary Program if they bring eligible extramural funds with them; however, start-up funds may not be used for the Negotiated Salary Program, regardless of source.

The intent of the program is that the faculty member has access to the external funds due to their research, teaching, or outreach activities. The funds may not be discretionary funds located in the department, school, college, or campus because they were not generated by the participating faculty member. Any Self-Supporting Graduate Professional Degree Program (SSGPDP) fees used must have been earned specifically by the faculty member through overload teaching that is performed over and above all other teaching expected and required as part of their normal professorial responsibilities.

Funding obligations for the Total UC Salary Rate, including the Negotiated Salary Component, as well as other research responsibilities such as reserve fund requirement, NIH salary cap gap, graduate student support, salary threshold levels, research equipment, benefits, salary raises, etc., must be met, and therefore must be determined during the negotiation process.

Funding for the Negotiated Salary Program must be awarded and received by UC Davis, and in the faculty member's account prior to June 30 of the current fiscal year to be considered for the negotiated salary. The fund source must cover the entire year of the proposal. There are no exceptions. Funds awarded after the Negotiated Salary Program salary increment for the year is established may be considered eligible compensation for the following fiscal year's negotiated salary. Effort for salaries charged to sponsored projects funded by federal sources must be accurately and appropriately calculated and certified.

For faculty participating in the Negotiated Salary Program, once the negotiated increment is set for the year (beginning on July 1), the Total UC Salary Rate must remain the same in the event the Base Salary

(and potentially the offscale salary component) are range-adjusted. In agreements where the Negotiated Salary Component is calculated on a percentage of base salary, the Base Salary in effect on July 1 will be used to determine the absolute dollar amount. If a faculty member's salary is raised effective October 1 (or any other date other than July 1) due to a general salary scale or offscale range adjustment or cost of living adjustment, the Negotiated Salary Component must decline by an identical amount to allow the Total UC Salary Rate to remain unchanged for the year. The Negotiated Salary Component may be partially (or completely) subsumed by a range or salary scale adjustment.

#### Other Additional Compensation

Additional compensation programs for faculty earning summer salary "summer ninths" remain intact. Those who hold Academic Senate appointments must take the maximum amount of summer ninths available to them. Summer salary from all sources may not exceed three (3) ninths ([APM - 600](#)). Each ninth taken by a participant must be taken at the rate of the Total UC Salary Rate, subject to fund-source limits. Any portion of a ninth paid for service in June shall be based upon the individual's salary in effect on June 30.

All applicable federal policies still apply, including, for example, limits on summer salary that may be charged to grants, agency salary caps, and prohibitions on the use of state funds to pay the cap gap.

The Chancellor has authority to approve exception requests not to take the maximum summer salary. The Chancellor's authority may be redelegated.

#### Administrative Compensation

Health Sciences Compensation Plan members, individuals in the Senior Management Group (SMG), full-time Deans, and full-time faculty administrators (see [APM - 240](#) and [APM - 246](#) for definitions) are not eligible for the Negotiated Salary Program. Stipends issued for official administrative roles may not be included in the negotiated salary component and must be recorded as separate payments. Classification of official administrative roles will be determined in accordance with campus practice.

#### Leaves of Absence

Sabbatical leave and other leaves with pay will be granted at the Total UC Salary Rate in effect during the period of the leave. State funds may be used only for the portion of a sabbatical leave related to a faculty member's Base Salary and offscale salary. Negotiated Salary Program participants should propose plans for leave to the Department Chair according to current procedures.

Paid medical/sick leave will be granted at the Total UC Salary Rate through June 30 of the year of the leave ([APM - 715](#)). If external fund restrictions preclude payment of medical/sick leave, the department must provide appropriate unrestricted funds to ensure full payment of the Total UC Salary Rate (note: the Negotiated Salary Component cannot be paid through state funds). The college/school and/or department shall first use Negotiated Salary Program reserve funds for such costs, if any. The University is under no obligation to continue the Negotiated Salary Component if the medical/sick leave continues into the next salary negotiation cycle (7/1 - 6/30).

#### Intercampus Transfers

Temporary intercampus appointments, including Faculty Consultant payments, will be based on the Total UC Salary Rate in effect during the temporary appointment. For permanent intercampus transfers, [APM - 510](#) applies. If the recruiting campus is participating in the Negotiated Salary Program, the faculty member must negotiate a new proposal according to the Implementation Plan at the new campus. The

Negotiated Salary Component may not be a factor in determining a competing UC offer. A start-up package in intercampus recruitment may not include funds to support an Negotiated Salary Component.

#### Overload Teaching

If any portion of the Negotiated Salary Component is based on overload teaching in a self-supporting UC program, the appropriate number of consulting days must be forfeited in accordance with [APM - 025](#).

#### Financial Responsibility and Contingency Plan

The Chancellor has responsibility for establishing the requirements for the Contingency Plan. The Dean will establish a contingency fund to ensure coverage of the Total UC Salary Rate in the event of a funding shortfall. The participating faculty member's contribution to the contingency fund should be a minimum of 10 percent. It is expected that the contingency fund will grow and reach steady-state over time. The contingency fund may be built through the contribution by each participating faculty member of either (i) released Base Salary equal to 10% or more + the percentage benefit rate of the negotiated component (if released base-salary is used, it must be replaced by an eligible external fund source), or (ii) any eligible fund source (e.g., start-up, unrestricted external funds, such as gift funds, etc. If a faculty member loses funding during the annual negotiated year period, the college/school and/or department must ensure that the faculty member receives their total negotiated UC salary for the entire fiscal year.

Contingency fund accumulations and expenditures shall be reported annually to the Executive Vice Chancellor/Provost, including what faculty consultation occurred regarding the use of the funds, and how they were distributed.

The contingency fund minimum balance will be set by the Dean or their designee, according to the number of participating faculty and the likely projected need for a disbursement in the event of an unexpected loss of extramural funds (e.g., inability to work for medical reasons, federal agency shutdown, etc.). If accumulations fall below this level, an increase in contribution rates or a transfer of allowable funds will be required to bring the balance to the required level. If the funds that support the Contingency Plan are insufficient, the Dean may seek support from other allowable funding within the unit. If such support is unavailable, the participant's Negotiated Salary Component will be reduced in accordance with any fund restrictions across the school, department, college, or division.

Use of any contingency fund surplus will be discussed with the departmental leadership and approved by the Dean and the VPAA.

#### Reporting

The following data will be collected by Academic Affairs on an annual basis and available upon request from the UC systemwide Provost and Executive Vice President of Academic Affairs:

1. Person
  - Campus
  - Fiscal Year
  - Employee ID
  - Name
  - New or continuing participant
  - Early withdrawal from the program?

- If yes, reason: Negotiated Salary Component subsumed by increase in Base Salary, Separation, Retirement, Loss of Good Standing, or Disciplinary Action.
  - School/College/Division
  - Department
  - Title/job description from UCPath
  - Rank
  - Step
  - Above or Off Scale
2. Total UC Salary Rate
    - Base Salary (as defined in [APM - 672-4-b](#))
    - Administrative stipend
    - Negotiated Salary Component amount
    - Negotiated Salary Component %
    - Total UC Salary Rate (Base + Negotiated)
  3. Summer NINTHS
    - Summer ninths rate
    - Total summer ninths taken
    - If less than three (3) summer ninths, reason for exception
  4. Negotiated Salary Component funding (amounts and fund categories)
  5. Negotiated Salary Component contingency funding, if applicable (amounts and fund categories)

#### Metrics

Metrics and process will be used to assess the impact of the Negotiated Salary Program on the campus in the areas of faculty recruitment and retention, as well as research, teaching, and service. Proposals will include checkboxes for department chairs to indicate whether the proposed Negotiated Salary Component was utilized for retention or recruitment purposes. This information will be collated for possible future analysis using aggregated demographic usage data.

#### Notification, Documentation, and Implementation

Approved proposals will be documented in writing and signed by the faculty member, Department Chair, Dean, and Executive Vice Chancellor/Provost. The Executive Vice Chancellor/Provost or their designee(s) have responsibility for making the final decision regarding faculty proposals to participate in the Negotiated Salary Program.

#### Faculty Responsibilities

- Remaining in good standing
- Generating appropriate non-state-appropriated funding to augment their salaries on a temporary basis above their Base Salary
- Submitting a proposal to the Department Chair

#### Department Chair/Department Responsibilities

- Issue an annual call to faculty in the department.
- Document the funding authorization process used for all proposals

- Document the methodology used to determine the Negotiated Salary Component in each case
- Evaluate and endorse or deny individual faculty proposals to participate in the Negotiated Salary Program
- Verify that faculty members are in good standing, in accordance with [APM - 672](#) and local policy and procedures
- Verify the existence of appropriate and sufficient fund sources to support the proposal, and that there are no cost overruns on any other accounts by the faculty member
- Verify that Contingency Plan requirements are met
- Forward endorsed proposals to the Dean
- If the Department Chair does not endorse an individual proposal, the Chair should meet with the faculty member to determine if a mutually agreeable solution can be reached.
- Issue an annual salary confirmation letter to the faculty member
- Ensure the negotiated salary is entered in the payroll system
- Perform a post-audit of the salary implementation in payroll
- Provide annual documentation of teaching and service activities and extramural expenditures for graduate students for all participating faculty. Explain changes in student support levels.
- Comply with all data collection and reporting requirements.

#### Dean Responsibilities

- Notify the VPAA which colleges and schools will participate
- Establish the deadline for submission of proposals within the college or school
- Review and endorse or deny proposals forwarded by department chairs
- Ensure that appropriate resources are available to support the Total UC Salary Rate, including ensuring there are no cost overruns on any other accounts by the faculty member
- Assess whether a faculty member is in good standing, in accordance with [APM - 672](#)
- Provide written information on how to return to good standing to any faculty member who is determined not be in good standing
- Ensure all participation criteria have been met and maintain documentation of reviews
- Forward information on proposed faculty participation to the VPAA
- Report funding summary to the VPAA
- Ensure payroll action matches the approved negotiated salary amounts.
- Comply with all data collection and reporting requirements.

#### Vice Provost for Academic Affairs

- Issue annual call to participating units
- Develop the campus-level Implementation Plan in consultation with other administrators, the divisional Academic Senate, and the UC Office of Academic Personnel and Policy

#### Executive Vice Chancellor/Provost Responsibilities

- Make the final decision regarding faculty proposals to participate in the Negotiated Salary Program (this authority may be redelegated)
- Review faculty appeals of negative findings by the dean and department chair following Academic Senate consultation
- Maintain appeal resolution documentation
- Notify the faculty member, department chair, and dean of approved plans

- Maintain open communications with the divisional Academic Senate about implementation issues and concerns
- Provide annual report to the divisional Academic Senate
- Ensure the following responsibilities are assigned and executed by the appropriate office(s):
  - Develop strategies for broadening program participation, including strategies for senior program participants to mentor junior faculty to explore funding opportunities.
  - Serve as Office of Record for approved proposals
  - Prepare data for UC systemwide Provost and Executive Vice President as requested by Office of the President

#### Chancellor Responsibilities

- Determine whether the campus will participate in the Negotiated Salary Program after consultation with the divisional Academic Senate and Executive Vice Chancellor/Provost (the authority of the Chancellor may be redelegated)
- Establish campus data collection and reporting (meeting, at a minimum, the reporting requirements outlined in Appendix A of [APM - 672](#)) to monitor the effectiveness and equity of the campus Implementation Plan
- Ensure that affected Negotiated Salary Program participants and the appropriate divisional Academic Senate committee(s) shall be afforded the opportunity to review and comment on the proposed Implementation Procedures (this authority may be redelegated)
- Review and endorse or deny exception requests not to take the maximum summer salary (this authority may be redelegated)
- Submit the campus Implementation Plan to the UC System Provost/Executive Vice President (this authority may not be redelegated)
- Maintain operational authority over the development and – subsequent to review and approval by the UC System Provost/Executive Vice President – implementation and monitoring of the campus Implementation Plan, including establishing a campus maximum percent of Base Salary for the Negotiated Salary Component, and the Contingency Plan.
- Submit revisions to the campus Implementation Plan to the UC System Provost/Executive Vice President (this authority may not be redelegated)

#### Academic Senate Responsibilities (both divisional and systemwide)

- The divisional Academic Senate and/or appropriate divisional Academic Senate committee(s) review and comment on the campus Implementation Plan, as well as on proposed exceptions to the campus Implementation Plan that the Chancellor intends to submit to the UC System Provost/Executive Vice President for review.
- Review faculty appeals of negative findings by the Dean and Department Chair where eligibility is at issue.
- Review post-audit annual reports on participation; provide feedback to the Executive Vice Chancellor/Provost if there are issues or concerns

#### UC System Provost/Executive Vice President Responsibilities

- Review campus Implementation Plans
- Review proposed exceptions to campus Implementation Plans other than summer salary requirements.

#### Non-Compliance with the Implementation Plan

The consequences for noncompliance with the Implementation Plan include suspension by the UC System Provost/Executive Vice President from participation in the Negotiated Salary Program. Individual faculty participants may be removed from the Negotiated Salary Program or denied future participation in the program.