Negotiated Salary Trial Program (NSTP)

Overview of Policies and Procedures
Agenda

- Program overview
- How to submit an NSTP request
- Resources
- Questions and answers
What is NSTP?

- Negotiated compensation plan for the General Campus tailored after the Health Sciences Compensation Plan (HSCP)
- Allows eligible ladder-rank/in residence faculty to contribute external funding sources towards their total UC salary (up to 30%)
- NSTP began as a Pilot Program in FY 2013-14
- Phase Two of the NSTP was recently approved and will begin on July 1, 2018 for an additional four years
Eligibility and Participation

- UCI ladder-rank and in-residence faculty in non-HSCP units who hold at least 50% appointments
- The following faculty are not eligible to participate
  - Full-time deans and faculty administrators
  - Faculty appointed in a Health Sciences department and eligible to participate in the Health Sciences Compensation Plan
- Faculty must be in good standing
## Faculty Participants

<table>
<thead>
<tr>
<th>Program Year</th>
<th>Number of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013-14</td>
<td>39</td>
</tr>
<tr>
<td>2014-15</td>
<td>45</td>
</tr>
<tr>
<td>2015-16</td>
<td>48</td>
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<tr>
<td>2016-17</td>
<td>57</td>
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<tr>
<td>2017-18</td>
<td>71</td>
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</tbody>
</table>

- 110 faculty participants from 9 schools
Funding of the negotiated component **must come from external funds**. Examples include:

- Endowment or gift income
- Professional degree fees
- Self-supporting degree fees
- Contract and grant support

External Funding is not:

- State-appropriated general funds
- UC general funds
- Chancellor Fellow’s funds
- Opportunity Funds
- Overhead Recovery funds
- Student tuition funds or other internal sources
• Funding for the Negotiated Salary Component (NSC) must be awarded and deposited to a UCI account prior to June 30 of current fiscal year to be eligible for following year’s negotiation

• Retroactive participation is not permitted

• Adequate external funding must be available for the entire year of the proposal, without exception

• Funds awarded after the June 30th may be considered eligible compensation for the following academic year.
Compensation Components

- **Scale Based Salary (SBS)**
  - Faculty members regular salary
  - Covered Compensation under the University of California Retirement Plan (up to IRS limits)

- **Negotiated Salary Component (NSC)**
  - Capped at 30% of the scale based salary
  - Not covered compensation under UCRP
  - Negotiated annually

- **Total UC Salary (TUCS)**
  - SBS + NSC
Summer Salary
- Faculty are expected to maximize summer salary
- Summer ninths paid at the TUCS rate
- Summer salaries can come from both internal and external fund sources

Administrative Stipend
- Allowable under the program
- Stipends are not counted as part of the SBS and should not be considered when calculating the NSC
**Participation Effective Dates**

- The TUCS rate will be effective July 1 through June 30 and may not be changed for any reason.
- Newly hired faculty with mid year start dates may participate from their appointment begin date through June 30.
- Early withdrawal from the NSTP is only allowed upon:
  - Separation from the University
  - Transfer to an ineligible title
  - Retirement
  - Result of disciplinary action
- The University can ask faculty participants to pay back any NSC as a result of early withdrawal.
Leaves of Absence

- Sabbatical and other leaves with pay may be taken and will be paid at the TUCS rate
- If external fund restrictions preclude payment of medical leave, the department must provide external funds to ensure full payment of the TUCS
- Faculty who have a planned leave without pay cannot participate in the program
Financial Responsibility

- The Dean or her/his designee is responsible for managing funding of the NSTP and will cover a participants TUCS for the entire fiscal year, even if the faculty member loses funding during the annual negotiated period.

- Contingency Fund
  - Participating faculty member contributes 10% of their NSC.
  - Fund is to ensure coverage of TUCS obligations in the event of an unforeseen event.

- Contingency Fund surplus usage requires Dean and EVCP approval.
Submitting a NSTP Request
Proposal Submission Process

- Step 1: Faculty member works with Fund Manager to verify that funding sources are allowable, available and will remain in place for the entire fiscal year.
- Step 2: Faculty member submits and certifies the completed Request for Compensation Form to the Fund Manager.
- Step 3: Fund Manager completes and certifies the Fund Verification Form.
- Step 4: Chair/Dean completes and certifies the Chair/Dean Certification Form
Proposal Submission Process Continued

- Step 5: After all forms have been completed and certified, email the completed forms by May 1 to acadpers@uci.edu. Forms should remain fillable and should not be scanned. No late submissions will be accepted.

- Step 6: Senate Committee will review the proposal and make their recommendation to the Vice Provost of Academic Personnel (VPAP).

- Step 7: VPAP will make a final decision and inform the EVCP and Dean of the approved proposals.

- Step 8: Unit will forward approval letter to faculty member.
Denied Proposals

- Proposals that do not have Chair, Dean, or Fund Manager support will not be approved
- Faculty must work with each level to rectify any concerns before forwarding the file to Academic Personnel
Key Points

- Submission Deadline: Tuesday, May 1, 2018
- Late proposals will not be accepted
- All submissions must be electronic (not scanned) and emailed to acadpers@uci.edu
Resources

• Academic Personnel
  • Jennifer Ramirez, Senior Academic Compensation Analyst
    ramirj11@uci.edu, x44847
  • Jean Chin, Data and Compensation Manager

• Office of Research
  • Nancy Lewis, Executive Director – Sponsored Projects
Questions?