

VI-16
NEGOTIATED SALARY PROGRAM
(Revised 4/25)

The Negotiated Salary Program (NSP, see APM - 672) provides a mechanism for Senate faculty members (Professor series and Teaching Professor series) with at least a 50% appointment, to augment their compensation on a temporary basis by voluntarily contributing external funding resources towards their total UC salary. The amount of negotiated salary has a cap of 30% of the base salary in effect as of July 1, and the negotiated increment is effective for a one-year period corresponding with the University fiscal cycle of July 1 through June 30. Participating faculty are required to generate their additional negotiated income. Only contract or grant funds and other non-state-appropriated funds may be used to support the program.

The participating faculty member must maintain expected teaching, research, and service activities, commensurate with rank/step and department. There can be no teaching buyouts for any faculty member participating in this program. Additional compensation for a faculty member may not be at the expense of support of graduate students and postdocs. Rather, additional external funding must be obtained to support participation.

Participation in the NSP is not granted as a matter of individual right. Faculty participants in the NSP must be in Good Standing as outlined in the Campus Implementation Procedures, make significant contributions to the mission of the University, meet all other conditions of the campus's implementation plan, and be approved for participation. NSP participants remain subject to all UC policies and must comply with all reporting obligations.

Individuals in the Senior Management Group (SMG), those who are full-time Deans (as defined by APM - 240), or those who are full-time faculty administrators (as defined by APM - 246) are not eligible to participate in the NSP.

Full details regarding eligibility criteria, Campus Implementation Procedures, and required forms can be found on the Negotiated Salary Program tab under Compensation and Benefits on the AP website:
<https://ap.ucsb.edu/compensation.and.benefits/negotiated.salary.program/>