

OVERVIEW

The Negotiated Salary Trial Program (NSTP) allows eligible ladder-rank faculty (50% or more in-residence) to contribute external funding resources toward their total University of California (UC) salary. The NSTP, like the well-established Health Sciences Compensation Plan (HSCP), allows faculty to utilize external fund sources to support a portion of their total compensation. We are now entering year seven of the Negotiated Salary Trial Program (NSTP) on our campus.

Please see below the approved procedures of the Negotiated Salary Trial Program:

IMPORTANT PRINCIPLES

1. Each participating faculty member is required to generate the additional negotiated income.
2. Each participating faculty member maintains teaching and service activities commensurate with rank and department.
3. 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.

SUBMISSION TIMELINE

The deadline for submitting 2024-2025 NSTP requests **Friday, May 17, 2024, to APO**. No extensions of time to apply will be granted. All requests must be completed correctly and signed electronically; no hard copies accepted. If you have any questions about NSTP, the forms, or the process, please reach out to Academic Personnel Office at academicpersonnel@ucr.edu.

Please follow the five easy steps below to apply for participation in the NSTP. Requestors will be notified of the final decisions regarding their requests throughout the month of June 2024.

[VPAP Memo 2024 NSTP \(2/1/24\)](#)

[NSTP Implementation Procedures \(2/1/24\)](#)

[NSTP Submission Instructions \(2/1/24\)](#)

Forms

This packet contains Forms A, B, C with built-in calculations (use appropriate Form B for academic year or fiscal year) and formulas.

1. Faculty Request Form (**Form A**)
2. Fund Manager Certification Form (**Form B-Academic/Fiscal Year Faculty**)
3. Chair/Dean Certification Form (**Form C**).

NSTP Procedures

Step	Form	Authority	Steps to Take	Submit to:	Deadline:
1	A: Faculty Request Form	Faculty Requestor	<p>Review the NSTP Implementation Procedures and confirm funding availability with relevant personnel</p> <p><u>Complete and review Form A.</u> Submit via email with Form A completed to Fund Manager responsible for your accounts.</p>	Fund Manager	March 15, 2024
2	B: Fund Manager Certification Form	Fund Manager/Department Manager	<p>Determine that there are authorized funds available to cover the request. Resolve any issues with faculty member and complete the entirety of Form B. Please ensure the negotiated amount is including the approved announced action. If pending action is announced prior to 7/1/24, please resubmit a revised Form B to APO for consideration prior to being entered in UCPath (with new signatures). If pending action is announced after 7/1/24, the NSC (negotiated salary pay component) amount will remain the same.</p> <p>Complete and review Form B then forward via email Form A and Form B to Department Chair/Associate Dean.</p>	Department Chair/Associate Dean	April 3, 2024
3	C. Chair/Dean Certification Form	Department Chair/Associate Dean	Completes and signs Form C then forwards via email completed Form A, Form B and Form C to Dean.	Dean	May 3, 2024
4	Forms A, B, and C	Dean	Review entire proposal, complete compliance checks and sign Form C . Forward via-email completed NSTP packet containing Forms A, B, and C to Vice Provost at academicpersonnel@ucr.edu	Vice Provost	May 17, 2024
5	Forms A, B, and C	Vice Provost/PEVC	Review and make final determination of NSTP request approval or rejection		June 2024