The proposed policy listed above was sent via email to all academic appointees at UCSF for their review and comments. In addition, the Vice/Associate Deans-Academic Affairs from each of the Schools have reviewed the proposed policy thoroughly.

It is our understanding based on further clarification by UC Office of the President, that the policy will be revised to limit participation in this program to full-time faculty only. Additionally, it is our understanding that the intent of the policy (versus the text) is that faculty whose primary appointment is in a Health Science School, whether they are members of the Health Sciences Compensation Plan or not, are not eligible to participate in the Negotiated Salary Program.

Given this clarification, we offer the following comments:

- APM 668-a states: “The negotiated component of salary is not covered compensation under UCRP but may be subject to an employee/employer matching contribution to the University’s Defined Contribution Plan (DCP). [A DCP process for NSP is being developed during fall 2011.]” We would like to ensure that any such program for an Employee/Employer matching contribution to DCP be extended to faculty who are participating in the Health Sciences Compensation Plan and who have a negotiated salary component (Y).

- The footnote on page 1 of the supporting document says “General Campus faculty refers to faculty who are not in the Health Sciences and not covered by the University’s Health Sciences Compensation Plan.” This requires further revision because some departments that are in the Health Science Schools at UCSF (e.g. Biochemistry) are not considered in “Health Sciences” on general campuses.

- The response for Question 6 of the supporting document says, “The HSCP demands that all faculty in a participating school take part, on the assumption that they are all taking part in duties that include generation of external funds (clinical funds, grants and contracts, consulting, etc.).” This is not correct. Per APM 670-14 a, Individuals in health sciences schools, disciplines or specialties shall be members of this Plan if they hold a University appointment at greater than 50 percent of full time. At UCSF, we have faculty in our HSCP Schools who are not members of the Compensation Plan because they hold a University appointment at 50 percent of full time or less.