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LEAN, LUNCH & LEARN WORKSHOP + BECOP

“Negotiated Salary Program – Determining the Negotiated Salary Component”

MARCH 26, 2026

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Image created by ChatGPT

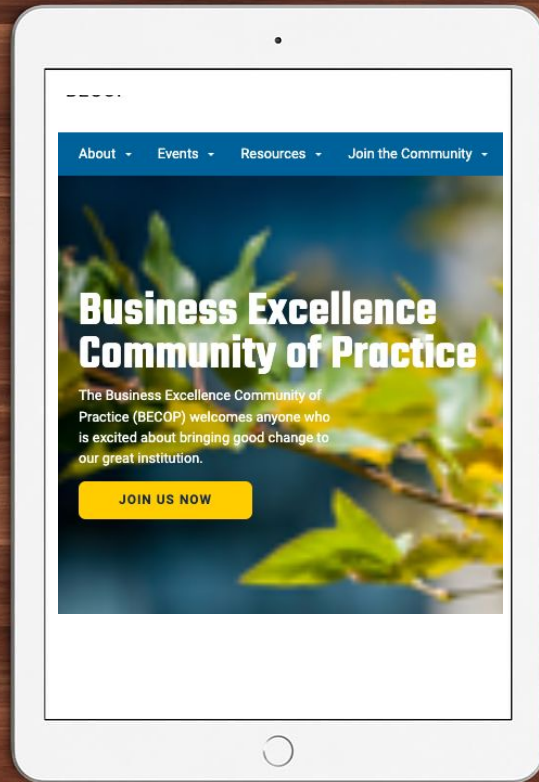
Ahren Crickard
Director

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Sr. Strategic Initiatives Mgr



**BECOP
WEBSITE**





COE WEBSITE
L3 Workshops

Lean, Lunch & Learn Workshops

Lean, Lunch & Learn (L3) Workshops featuring a discussion on a best practice in Academic Affairs. The Best Practices group, composed of Academic Affairs Assistant Deans, will prioritize topics for the L3. The goal is to come up with a best practice by the end of each L3 workshop.

Submit your idea for an L3 Workshop - send us an [email](#).

Next L3 Workshop

Topic: **Campus Documentation Best Practices**

When: **October 14, 2022, 11:00 a.m. - 11:45 a.m.**

Recent changes have brought about the need to produce and locate instructions FAQs KBAs tips and policies. Come hear about the latest guidance from Campus Platform Technologies and share your best practices in deciding when to use Blink Collab ServiceNow KBAs or other sources.

Join us for this information workshop on your documentation needs - What goes where?

REGISTER

Previous L3 Workshops

+ [Expand All](#)

- ▶ SEP 2022: Staff Team Building
- ▶ AUG 2022: Fiscal Reporting - Overview & Updates
- ▶ JUL 2022: Resources to Train HR Contacts
- ▶ FEB 2022: Student Employee Onboarding Checklist

+ [Expand All](#)

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“Negotiated Salary Program – Determining the Negotiated Salary Component”

MARCH 26, 2026



Heather Sears
Chief Administrative Officer,
Chemistry & Biochemistry

Jennie Morrow
Chief Administrative Officer,
Computer Science & Engineering

**WELCOME TO OUR
GUESTS**

Yvette Obando
Chief Administrative Officer,
Electrical & Computer Engineering



What we will explore today...

- > Overview of the Negotiated Salary Program and its fiscal requirements.
- > Strategies for establishing levels of participation for faculty.

NEGOTIATED SALARY PROGRAM (NSP)

- > Formerly called the “General Campus Compensation Plan” (GCCP)
- > Allows faculty with external funding to augment their salary up to +30%; to encourage and recognize significant contributions to the University mission.

NEGOTIATED SALARY PROGRAM (NSP)

The Calls

- Sr. AVC-AA issues call and deadlines by February 15.
- Schools or Home Departments issue their internal call and deadlines no later than March 1.

Eligibility / Funding

- Determine overall program eligibility.
 - Certain Senate Series Titles
 - Good Standing
- Determine eligible funding & distributions.

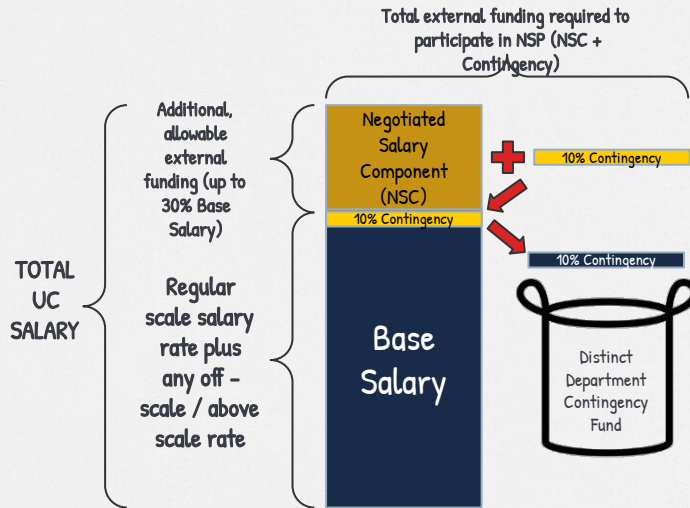
Submit Proposal

- Proposals via the NSP application route for approvals to the Participant, Chair, and Dean.
- Full approvals must be obtained by May 15.

Decision

- Sr. AVC-AA will issue the final decision.

NEGOTIATED SALARY PROGRAM (NSP)



BASE REQUIREMENTS:

- External funds identified and allowable
- Funds secured before June 30
- $NSC \leq 30\%$ of Base Salary
- Contingency contribution accounted for (10% of NSC)
- Department contingency fund $\geq 20\%$ liability
- No restricted funding sources used
- Expectation to participate in all 3 summer 9ths

HOW TO DETERMINE THE LEVEL OF NSP PARTICIPATION?

CHEMISTRY & BIOCHEMISTRY

Department adds the following parameters:

- > Faculty with any project-level deficits (sponsored or non-sponsored) will not be eligible to participate. All deficits must be resolved before the form is routed for approval.
- > Faculty are eligible to participate up to the level of their budgeted effort on grants. Funds may not be rebudgeted from any category for NSP participation.
 - Up to three months of budgeted effort: Participate in FSEP or summer salary only.
 - Over 3 up to 5 months of budgeted effort: Participate in FSEP and/or NSP in addition to summer salary.
 - Over 5 months of budgeted effort: Summer salary, NSP, and FSEP participation.
- > Faculty with salaries over the NIH salary cap who are participating in NSP with NIH funds must have sufficient discretionary funding in hand to cover the cap gap.

HOW TO DETERMINE THE LEVEL OF NSP PARTICIPATION?

CHEMISTRY & BIOCHEMISTRY

Find the negotiated increment with Goal Seek in Excel...

| | |
|--------------------------|----------------------|
| Base Salary (A) | Enter value |
| Negotiated Increment (B) | Leave blank at first |
| Contingency (C) | =B x 0.1 |
| Summer (D) | =(A+B)/3 |
| Total grant funding (E) | =B+C+D |

Data > What-If Analysis > Goal Seek

Goal Seek

Set cell: J

To value: Enter total available funding

By changing cell:

OK Cancel

HOW TO DETERMINE THE LEVEL OF NSP PARTICIPATION?

COMPUTER SCIENCE & ENGINEERING

Step 1: Gather all eligible fund sources (sponsored and/or non-sponsored projects)

- > Project expected allocations in the upcoming year.
- > Deficits must be resolved before routing for approval.
- > For non-CSE funds, obtain written approval to use them.

Step 2: Research Lab Personnel Projections

- > Ensure all lab personnel are included in your projections through June 30th, unless they are graduating/separating before then.
 - For example: Grad student A is working on NSF that ends 12/31 > Project their support on NSF from 7/1 -12/31 + identify new fund source for 1/1-6/30

Step 3: Goal seek process (see Chemistry & Biochemistry's 2nd slide)

HOW TO DETERMINE THE LEVEL OF NSP PARTICIPATION?

COMPUTER SCIENCE & ENGINEERING

How to distribute between fund sources (meeting effort requirements):

- > **Summarize eligible fund sources** including committed effort per sponsored project
 - Remember: general guidelines for federal awards - may not decrease by more than 25% from budget without prior approval
- > **Plot effort for Summer and Academic months based on budget periods**
- > Based on plotted effort, **project NSP costs** against fund sources to ensure there is adequate funding.
- > See next slide for example

HOW TO DETERMINE THE LEVEL OF NSP PARTICIPATION?

ELECTRICAL & COMPUTER ENGINEERING

- > Once initial notice goes out from Dean
- > ECE sends an email from the CAO reminding Faculty of the **guidelines and deadlines**.
 - > Must participate in 3 full summer months
 - > Department good standing
 - Required training completed
 - Must have advanced in rank or step at last academic review
 - Service Requirements- faculty meetings, mentoring students, etc.
 - > FSEP and Sabbatical requests must be submitted at same time as NSP
 - > Based on funds on hand at the time of application
 - > FLP (Faculty Leverage Program) or Course Buyout- Not eligible for NSP
 - > **Hard Deadline- no exceptions**
- > **Fiscal Manager** emails the faculty and AP team the google form
 - > **Hard Internal Deadline to allow processing time for AP and Fiscal team**



QUESTIONS



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"TBD"

Have a suggestion, let us know!

Register

[L3 Info](#)

10-Second Survey

- Opens upon exit in your browser

Lean, Lunch & Learn (L3) Exit Survey

Anonymous · 4 questions

1. Including today, how many L3s have you attended?

- 1
 2
 3+

2. How relevant was today's topic to your primary role?

- Very
 Somewhat
 Not

3. Do you think you will use any of the information discussed today?

- Yes
 No
 Maybe

4. Comments (optional, anonymous)

Please input

0/200

By responding to this survey, you agree to Zoom's [Privacy Statement](#) and [Terms of Service](#).

Submit



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THANK YOU!

Ahren Crickard, Kevin Waldrop, Kate
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