

December 3, 2020

To: Deans of the schools and colleges

From: Tom Smith, Interim Provost and Executive Vice Chancellor 

Re: Funding policy for faculty transfers between colleges and schools

Recent faculty transfers between colleges and schools have led to questions about whether the faculty member's salary and benefits funding also should be transferred between units. Under the previous, centralized budget model, funding normally followed the faculty member. However, this would be inconsistent with the current, decentralized budget model, and could lead to situations where one unit allocates its resources to fund a hire to meet its needs but then loses those resources to another unit.

When this issue last arose, in May 2020, and after consultation with the affected deans, Vice Provost Walker, Vice Chancellor Bomotti, and Chancellor Wilcox, it was decided that funding should not follow the faculty member. Instead, funding should remain with the original unit, and the receiving unit must incur the cost of adding the faculty member. The case of a centrally funded hire transferring across units also was considered, and it was decided that a similar policy should apply: funding should not follow the faculty member but instead, consistent with Provost Larive's policy on separations, should be pulled back to central campus resources.

To codify this policy, we will be placing this language on the APO [FTE transfer procedures website](#):

*Under our decentralized campus budget model, funding normally does not follow an approved FTE Transfer when the transfer is from one college/school to another. Instead, funding remains with the original college/school. For the case of centrally-funded positions that would be pulled back if/when the faculty member leaves UCR (e.g. cluster hires), funding is pulled back to central campus resources upon approval of the transfer. The Provost may make exceptions to this policy on a case-by-case basis.*

cc: Chief Financial & Administrative Officers in the schools and colleges  
Interim AVC Stephanie Flores  
Vice Provost for Academic Personnel Dan Jeske