

March 22, 2021

Policy Change for Full-Time Centrally-Funded Faculty Administrators

Deans of the Schools and Colleges,

Prior to fiscal year 2015-16 and during fiscal year 2018-19, the campus practice was to pull from the Colleges/Schools a portion of the faculty salary and marginal benefits of full-time centrally-funded faculty administrators, leaving funds equivalent to Assistant Professor Step III (currently \$73,900 for academic year appointments and \$85,700 for fiscal year appointments) with the Department to cover the teaching deficit created. In fiscal year 2019-20, only the salary differential was pulled due to changes in how the campus covers marginal benefits costs under composite benefit rates. In all cases, this practice was to help defray the salary and benefit costs of full-time centrally-funded faculty administrators such as Deans, Vice Provosts, the Associate Provost, the Vice Chancellors for Research and for Diversity and Inclusion, and the Provost. This practice did not apply to full-time faculty administrators funded solely by a College/School, such as an Associate Dean.

For full-time centrally-funded faculty administrative appointments beginning July 1, 2021 and beyond, funding will no longer be pulled back from the Colleges/Schools. Instead, the entire salary for full-time centrally-funded faculty administrators will stay in the Colleges/Schools to be used at the discretion of the Dean. However, if a full-time centrally-funded faculty administrative appointment includes research support, the College/School will need to use a portion of the retained funding under the discretion of the Dean to fund that research support.

Effective July 1, 2020, if a full-time centrally-funded administrative incumbent steps down into a full-time faculty position and a professorial line does not exist, Executive Leadership must direct Financial Planning & Analysis to provide a loan Faculty FTE and the associated salary, benefits, and support of the former administrator for the duration of his/her tenure at UCR. This will apply to externally hired faculty administrators because internally appointed faculty administrators have existing professorial lines.

Finally, also effective July 1, 2020, the practice of allocating and withdrawing campus resources for salary differentials associated with full-time centrally-funded faculty administrators has been discontinued. Any Organization with a full-time centrally-funded faculty administrator will need to set aside permanent funding in preparation for new appointees with potentially higher salary and benefit costs; however, Organizations will also get to keep any salary savings created by appointments with lower salary and benefits costs. Additionally, when a full-time centrally-

funded faculty administrator steps down and returns to a faculty appointment, the Organization of the vacated administrative position will need to provide any one-time transition period costs per APM 758-0-b Leaves of Absence/Other Leaves with Pay policy to the College/School (e.g. the full value of the any granted administrative leave with pay in lieu of a sabbatical leave).

For questions or more information, please send an email to academicpersonnel@ucr.edu.



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