

November 25, 2008

SCHOOL, COLLEGE, AND DIVISION DEANS

RE: Disposition of Vacant Faculty Positions

Dear Colleagues:

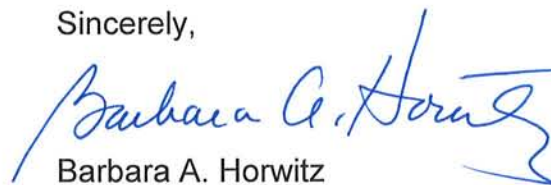
I am writing to advise you that effective July 1, 2008, we will revert to the original campus policy regarding faculty positions (FTE) returns as set in directive 97-101 (attached). I will add one condition. All general campus I&R FTE vacated by retirement or death will be returned to the Provost's Reserve up to a maximum of the actual average number of retirements and deaths for the prior three years. This condition will ensure that a particular school, college, or division is not disadvantaged by a sudden or one-year increase.

As you know, this policy has not been followed for many years. Former Provost and Executive Vice Chancellors Grey and Hinshaw each suspended the policy because state-funded enrollment growth was generating new general campus instruction & research (I&R) FTE in sufficient numbers to ensure that the central campus had a reasonable number of FTE to respond to both campus opportunities and challenges. This is no longer the case. The last allocation of state-funded growth FTE to the campus occurred in 2007-08 and those positions are being used for the foreseeable future to mitigate the significant budget cuts the campus faces. Growth positions were not funded this year (2008-09) and we should reasonably assume that this circumstance will continue for at least one more year. This changing circumstance related to enrollment growth is the primary rationale for this decision.

FTE returns are effective July 1, so the school, college, or division retains any salary savings that accrue in the effective year of the retirement (i.e., if an individual retires March 1, the dean retains the salary savings for March through June). The FTE return process will be managed by the Office of Resource Management and Planning as part of the staffing list process.

I recognize that this is a significant change. Incoming Provost and Executive Vice Chancellor Lavernia will work with you to determine the best approach for re-allocating these positions in the future in a manner that balances the significant budget challenges we currently face, the needs of the instructional program, and the academic plan.

Sincerely,



Barbara A. Horwitz
Interim Provost and Executive Vice Chancellor

/dfu

Attachment

c: Chancellor Vanderhoef
Provost and Executive Vice Chancellor Designate Lavernia


UC DAVIS
UCD Directives

UC DAVIS: Office of Provost

August 7, 1997

DEANS, DIRECTORS, AND DEPARTMENT CHAIRS:

RE: New Policy Concerning the Disposition of Vacated FTE, effective on September 1, 1997

The policy outlined below represents a return to the policy that was in effect prior to the budgetary stringencies of the period of 1991-1995. This policy was suspended during the Phase-III process to allow all of the campus's unallocated faculty FTE to remain in the divisions/schools/colleges to ease the curricular and programmatic impacts resulting from the loss of a large number of faculty through the three Voluntary Early Retirement Incentive Programs (VERIPs).

1. Tenure Denial: The disposition of the FTE of an assistant professor who has been denied tenure.

A. The department retains the FTE only if the department or the chair has formally recommended against tenure. 1

B. The college/school/division retains the FTE only if the college/school/division or the dean has formally recommended against tenure.

C. In all other cases, the FTE reverts back to the Chancellor's Unallocated Pool of FTE for future allocation.

2. Resignation: The disposition of the FTE of a faculty member who has resigned his/her position at UC Davis.

A. The FTE reverts back to the dean of the college/school/division. 1

3. Retirements and Deaths: The disposition of the FTE of a faculty member who has formally retired or died.

A. The FTE reverts back to the Chancellor's Unallocated Pool of FTE for future allocation.

This directive supersedes all previous directives on this subject and should help to clarify campus policy and practice.

Harvey Himelfarb
Vice Provost--Academic Planning and Personnel

97-101

1. An exception would be if the department chair can make a clear and unequivocal case to the dean that an assistant professor has resigned because the chair has warned him/her that promotion to tenure was highly unlikely.

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Modified: 12/14/2006 12:22:38 PM

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