

Allocation of Faculty Salary Savings

April 16, 2018

Allocation of 101 to departments from faculty salary savings due to faculty attrition¹:

1. From FY18, going forward, 50% of salary savings due to faculty attrition (resignation, tenure denial by the divisional committee [also see #9], retirement or death) will be allocated to the department where the faculty member was appointed, and the remaining 50% will be distributed by the dean's office.
2. The department's half will be credited to the department
 - when expenses related to the vacated position (e.g. vacation buy-out, account deficits, etc.) have been covered.
 - at the beginning of the next fiscal year (July 1) or half-year (January 1) following the vacancy unless expenses are not covered in this period. When the latter occurs, funds will be returned at the next fiscal year or half year after the expense have been paid.
3. The funds will be transferred to the department when an approved Faculty Position Request - Request for Return of Departmental Fund 101 Faculty Salary Savings form is in place.
4. Credits for departures in FY18 will be allocated retroactively based on principles in Item 2.
5. Once funding has been transferred to a department, the department should allocate the funds within 18 months. If the funds are not allocated, the funds will revert to the Dean's allocation pool.
6. Fund 101 savings from vacated Extension appointments will be split between the department and the dean's office in the same way. Due to the uncertainty of the UW-Extension budget, fund 104/143 salary savings from vacated Extension FTEs will be considered on a case-by-case basis. Bridge funding will be considered on a short-term basis.

Allocation of 101 savings due to other factors:

¹ Some faculty lines are funded through a variety of sources not controlled by the college, including funding cluster hires, funds from other schools or colleges that support joint hires, and some gift funds. Those resources will not be redistributed by CALS. Similarly, the distribution of 104/143 funds is not addressed by this document.

7. Faculty salary savings resulting from buy-outs on grants will remain in the department, as currently occurs.
8. The allocation of faculty salary savings resulting from administrative appointments outside of the department will be considered on a case-by-case basis, as currently occurs.
9. 100% of faculty salary savings resulting from a tenure denial will revert to departments when the denial occurs at the department level, as currently occurs. Return of funding requires that an appropriate mentoring process has been in place. Tenure denial at the divisional committee will be treated as any other vacancy of a position.
10. Allocation of faculty salary savings from a leave of absence will be considered on a case-by-case basis, as currently occurs.

Goals for use of dean's 50%:

Allocations of resources from the dean's 50% pool of faculty salary savings resulting from faculty attrition should prioritize a combination of the college's goals. For all priorities, there should be a strong connection to excellence in one or more of the college's mission areas and strengths. The primary allocation of these funds will be to new tenured/tenure-track hires and to salary increases (e.g. for retention, promotion and post-tenure review). Our goals (not prioritized at present) are to:

1. Provide incentives for departments that are restructuring; reinforce the areas of common ground/shared interests/center of gravity for partnering units.
2. Support high-performing departments where resources are not currently aligned with performance, e.g. those
 - where growth of program size (e.g. enrollment) has not been accompanied by increase in resources.
 - that are strong programs and have had disproportionate losses of faculty during budget cut years.
3. Meet commitments that pre-date new model. In such cases, no salary savings will be allocated until the position is filled, with timing to be decided.
4. Foster hires that are interdisciplinary/integrative/support shared priorities in areas of strategic priority in CALS.
5. Supporting departments/programs with a strong plan to grow revenues and/or leverage GPR resources. A strong plan would ideally
 - be sustainable. If supported by a short-term infusion (funds from gift or spousal hire), there should be a bridge to long-term, sustainable funds (e.g. an anticipated vacancy or growth of a revenue-generating program).

- be based on fully developed plans (for a 131 program, it should be fully developed and approved, and have sufficient critical mass to generate the needed revenue).
 - support research areas with strong potential for extramural funding and/or academic programs with strong enrollment/instructional potential.
6. For opportunistic hires (such as target of opportunity, spousal or cluster hires), invest in areas of defined priority, not randomly, and which are a good fit for above goals as well. Best case scenario would be
- a fit with a department's hiring priorities, and eventually to its 5-year plan.
 - where the department has had little unplanned investment.
7. Foster faculty diversity (e.g. a target of opportunity hire), in addition to one or more of the criteria listed.