THE UNIVERSITY OF CALIFORNIA, RIVERSIDE

A POLICY ON CHANCELLORIAL SUPPORT FOR
FACULTY RECRUITMENT PACKAGES

Effective Date: July 1, 2011
Revised July 1, 2012

INTRODUCTION

Effective with Faculty members recruited to start in Academic Year 2011-12 and after, this Faculty Recruitment Package Policy (The Policy) establishes the amount and the manner in which Chancellorial funding will be provided to Colleges and Schools as matching funds for faculty recruitment packages, also known as Initial Complements. This policy applies to General Campus I&R faculty FTE only. Funding for faculty on split appointments (e.g., Appointments on I&R and OR FTE, Health Science FTE, etc.) will be prorated based on the appointment FTE.

It is the intent of this Policy to support the Deans in the recruitment of world-renowned faculty members, and to acknowledge that the Deans are both in the best position to evaluate the merits of each faculty recruitment package and ultimately responsible for the success of the actual recruitments. In order to help contain costs, funding will be in the form of cost sharing.

THE POLICY

MATCHING FUNDING LIMITS

Up to $200,000 in matching Chancellorial funding will be provided on a one-to-one matching basis with the College/School for the research component of the individual faculty members’ recruitment package. Note that the Chancellorial funds are matching funds and must be expended concurrently (dollar for dollar) with the College/School funding. The College/School will be responsible for funding 100% of any recruitment package cost above $400,000. Note that matching funding is faculty member specific, and that allocations may not be pooled, and that unused funds may not be reallocated to another faculty member.

DURATION OF RECRUITMENT PACKAGES

Matching Chancellorial Funding will not be provided beyond four years from the date of appointment. After this four-year period, the Chancellorial Commitment to the College/School will be eliminated. There are no exceptions to this limitation and no extensions, regardless of the reason, will be considered.

ELIGIBLE RESEARCH COSTS FOR THE COST SHARE

The following items are eligible for cost-share under this Policy. Any other commitments may not be used in establishing the cost-share amount and are the responsibility of the College/School to fund.
THE FACULTY RECRUITMENT PACKAGE POLICY

Computer & Office Set-Up

This represents faculty recruitment expenses for Personal Computer and Office Set-up.

Equipment & Research Support

Research related commitments such as equipment, supplies, postdoctoral scholars and technical staff (e.g., Laboratory Technicians), and travel costs (up to $5,000 per year).

INELIGIBLE COSTS

The following costs may not be included in the cost-share calculations – these costs are the responsibility of the College/School to fund:

1. Graduate Student Researcher’s (GSR’s) salary and benefits.
2. No non-technical staff salary and benefits.
3. Travel in excess of $5,000/yr.
4. Additional Compensation, such as Summer Salaries, Stipends, and Housing Allowance.
5. Space/Renovation
6. Non-Resident Faculty Assistance, such as pursuing permanent residency within the United States.

PROCEDURES FOR SUPPORT FOR FACULTY RECRUITMENT PACKAGES

Once a faculty members’ recruitment package (commitment) is negotiated, the Dean’s Office will prepare a Faculty Recruitment Package Summary Form (Attachment I) and submit it to Resource Planning and Budget to establish the individual commitment based on the amounts and allowable costs set-forth above.

If a faculty member separates prior to complete payout of a commitment, or at the end of the four-year period, Resource Planning and Budget will dissolve the remaining commitment for the individual and return the balance to Chancellorial Pool.

Funds will be released on an annual basis to the organization based upon actual costs. By May 15th of each year the College/School must report (using Attachment II) on actual costs to Resource Planning and Budget and request allocation of the approved cost share amounts.