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June 23, 2021

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Subject: Faculty Hiring via Masters Growth Incentive Funds

Background

In the 14/15 academic year an updated master student tuition revenue sharing [arrangement](#) was introduced. The arrangement resulted in the current Masters Growth Incentive Funds. It was envisioned that the department revenue share would be used to support the costs of the growth in the masters programs including hiring of faculty. The following addresses how the hiring of faculty via these funds will be implemented.

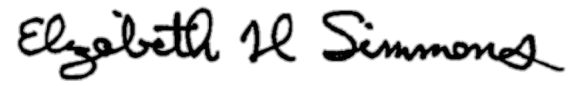
Principles

1. Faculty hiring via Master's Growth Initiative Funding will take the form of departments' 'buying' an FTE via exchanging the tuition revenue from a designated number of growth students for an FTE to be provided by campus.
2. The FTE would be treated just like a regular campus-provided FTE for salary escalation funding and will receive the same start-up allowance from the EVC as other FTE allocated to the unit.
3. If at some point in the future, the master's program no longer generates enough tuition revenue to support an FTE then salary release dollars arising from faculty separations in the department can be exchanged to reduce the Masters Growth Initiative Funding FTE commitment
4. The hiring of faculty supported via Masters Growth Incentive Funds does not preclude departments from also participating in the typical General Campus faculty growth and hiring processes.

The Student to FTE Exchange Process

- Per the Masters Growth Incentive, each department has a baseline number of master students and earns growth funding for master students above that level.
- The mechanism to establish a new FTE to recruit on will be to increase the baseline number of masters students used in calculating the department's share of the incentive funds.
- The applicable exchange rate of masters students per FTE will be established in writing before each exchange for a new FTE is undertaken. The initial set of exchange rates for FTE at different ranks/steps will be based on a ratio of the average faculty costs and average income per student for the School/Division.
- The exchange rate may adjust over time as needed to achieve financial balance. Such adjustments would be on a go-forward basis (i.e. once a FTE is created by a given exchange at a particular rate, that exchange rate is in place for the duration of the FTE exchange.)

With best regards,

A handwritten signature in black ink that reads "Elizabeth H. Simmons". The signature is written in a cursive, flowing style.

Elizabeth H. Simmons
Executive Vice Chancellor

CC: Bob Continetti, Senior Associate Vice Chancellor
Marie Carter-Dubois, Associate Vice Chancellor
Alison Sanders, Assistant Vice Chancellor