

UC Davis Academic Personnel Manual

Appointment and Promotion

Section UCD-220I, School of Medicine: Use of Fractional FTEs for Full-Time Appointments

Date: 6/25/97

Supersedes: 6/7/91

Responsible Department: Academic Personnel

Source Document: UC APM-220 and UCD-220

Exhibit A, Sample Agreement

220I-0. Policy

- a. Within the provisions of Section 220-16-d, the School of Medicine may be authorized, subject to the approval of the Chancellor, to make a FULL- TIME University appointment with not less than 50% of the appointment in the regular professorial series and with not less than 50% of base salary provided by General (State) Funds and a corresponding fractional FTE allocated to the position. The remaining portion of the appointment will be in the Professor in Residence series, will be paid from non-General Funds, will not obligate an FTE commitment for that percentage, will not embody a permanent commitment to that appointee, and will be governed by regulations in Section 270 on the Professor in Residence Series.
- b. In accordance with Section 220-16-d, an appointee provided with not less than 50% of base salary from General Funds and covered by a fractional FTE must sign the agreement in Exhibit A.
- c. The University has no responsibility for funding the in Residence portion of these appointments in the absence of non-General Fund sources. When funding for the in Residence portion of a specific appointment is no longer available, that portion of the individual's salary will be paid from a reserve fund of non-General Fund monies for a period not to exceed one year. (See 220I-28-d, below.)

220I-16 Restrictions

- a. This type of appointment shall be restricted to clinical departments.
- b. No more than ten of the School's complement of regular professorial FTEs shall be available for use in this type of appointment.
- c. An appointment of this type will be made to a specific individual. Upon resignation, retirement, or death of that individual, the General-Funded percentage of the salary and the associated percentage of an FTE provision will revert to Provisions for Recruitment and may not be utilized for another appointment OF THIS KIND without the approval of the Chancellor.
- d. The non-General Funded percentage of the base Professor in Residence salary does not carry any entitlement to space or to academic support. Academic support must be provided by the School from non-General Fund sources to provide equivalence in this respect between appointees having a fixed percentage (not less than 50%) of their base salary provided by General Funds and those having 100% of base salary General Funded.

220I-20 Terms of Appointment

- a. The eight-year limit on appointment in a probationary title, as set forth in Section APM-133, shall apply to these appointees in the same manner as to those members of the regular professorial

series receiving 100% of the base salary from General Funds and provided with 1.0 FTE.

- b. Promotion or appointment to the Associate Professor or Professor level of such an appointee will confer tenure for only that portion of the position covered by General Funds.

220I-28 Funding Sources of Retirement, Fringe Benefits, Sabbatical Leave, and Reserve Fund

- a. Use of General Funds for retirement and fringe benefits of these appointees will be limited to the percentage of base salary paid by General Funds. The University shall provide sabbatical pay from General Funds in the same percentage as that provided toward base salary during the years of accrual of sabbatical credit.
- b. In order to provide, as far as possible, equality of terms and conditions of employment for medical faculty with appointments as defined herein, the School of Medicine will be required to accrue funds from non-General Fund sources (e.g., clinical income) for the non-General Fund percentage of the salary. (This will provide that the full sabbatical payment for the base salary will be available to a fractional appointee in the same manner as to an appointee in the regular professorial series with 1.0 FTE and 100% of base salary from General Funds.) This requirement is separate from, and should not be confused with, the provisions made in the UCD Medical Compensation Plan for sabbatical pay, or leave with pay in lieu of sabbatical leave, for the by- arrangement portion of the compensation of appointees in the regular professorial series or for appointees in the in Residence series who are compensated entirely from non-General Fund sources.
- c. Accrual of the funds for other fringe benefits, e.g., terminal vacation pay, for these academic appointees for the non-General Funds percentage of base salary will be ensured by the campus payroll system.
- d. For each faculty member appointed under the terms and conditions defined herein, the School of Medicine will establish a reserve fund from non-General Fund sources (e.g., clinical income) sufficient in amount to cover for one year the percentage of the base salary paid from non-General Fund sources. This requirement is separate from provisions made in the UCD Medical Compensation Plan for a "contingency fund" for the by-arrangement portion of the compensation for all appointees who are members of the Medical Compensation Plan.