

January 7, 2021

SENATE FACULTY
DEAN ALINDER
DEAN KOCH
DEAN MITCHELL
INTERIM DEAN WARBURTON
DEAN WOLF

RE: Issuance of Revised CAPM 416.220: 100 Percent FTE Transfers of Senate Faculty

Dear Colleagues:

I write to issue revised campus academic personnel policy 416.220: 100 Percent FTE Transfers of Senate Faculty. The revised policy is effective January 1, 2021. It is available at <https://apo.ucsc.edu/policy/capm/416.220.html>. A redline version is available upon request.

The key change is that in the case of an interdivisional FTE transfer, there will now be an expectation that the division losing the FTE will receive an open FTE from the receiving division. This requirement may be waived by mutual agreement of the involved deans, and will not apply in cases of department disestablishment.

Additional edits have been made to clarify language and codify existing procedural expectations in cases of interdivisional transfers.

These changes were reviewed by the academic senate in March and April 2019, and most of the feedback has been incorporated into the issued policy.

FTE transfers should be primarily driven by an evolution of a faculty member's scholarly focus, and may occasionally be necessary in order to reflect changes in academic programming and organizational structure. FTE transfers should not be utilized to facilitate interdisciplinary research or teaching collaborations; nor to obtain a favorable workload policy or pay scale; nor to eliminate conflicts between colleagues within a department. Rather, these issues should be addressed by other, more appropriate mechanisms. FTE transfers should be rare.

Please direct any questions regarding this revised campus policy to the Academic Personnel Office, apo@ucsc.edu.

Sincerely,



Lori Kletzer
Campus Provost and
Executive Vice Chancellor

CC: Academic Senate Office
Divisional Academic Personnel Coordinators
Academic Personnel Office
Vice Provost Lee