

Academic Affairs Fiscal Contacts Meeting

October 15, 2013

Topics

- » Undergraduate Instructional Allocation
- » Academic Senate Service Incentives
- » Family Accommodations
- » Faculty Leave Programs
- » Interdisciplinary Teaching Vouchers
- » Diversity, Equity, Inclusion Courses – TA Augmentation
- » Pathways to Retirement Program

TA FTE Allocation

- ▶ Provides funding to hire teaching assistants for undergraduate courses and graduate courses
- ▶ Annual allocation made by SVCAA to departments and colleges
- ▶ The allocation is fungible to use for TAs or temporary faculty
- ▶ The methodology for the allocation is approved by the PRC
- ▶ Changes to the methodology can be requested by departments through their dean's offices

TA FTE Allocation

Three funding allocations:

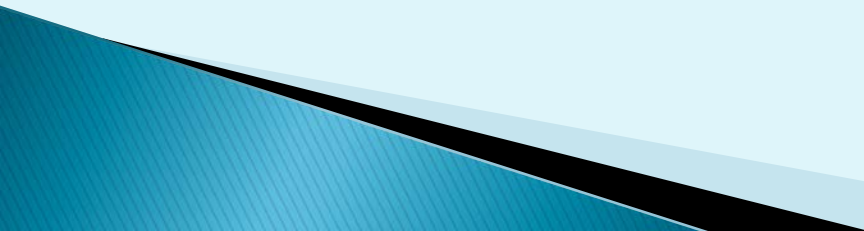
- ▶ Allocation for undergraduate courses taught during FWS
- ▶ Allocation for graduate courses taught during FWS
- ▶ Allocation for undergraduate courses taught in summer

TA FTE Allocation – Undergraduate

$$\text{TA FTE} = 95\% \times (\text{enrollment} - \text{faculty debit}) / (\text{PRC ratio} * 4)$$

1. Enrollment is an average of the prior spring, fall, and winter quarter enrollments
2. Faculty debit is the total faculty FTE (perm & temp) multiplied by 20
3. The PRC ratio is a student-to-TA ratio for the department, established by the PRC, with the assumption that 1 TA FTE is able to teach 4 sections
4. The model is funded at 95%, except for writing programs which are fully funded
5. A reserve is maintained to deal with enrollment fluctuations, and is allocated in winter quarter

TA Allocation – Enrollments

- ▶ Enrollment is counted in the department or program where the course is taught
 - ▶ Count enrollments in all courses numbered from 1 through 194, excluding independent study courses and seminar courses (87, 90, 192)
 - ▶ Enrollment in some courses (primarily languages and writing) is adjusted for units
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TA Allocation – PRC Ratios

- ▶ Arts & Humanities, 32
- ▶ Biological Sciences, 28.20
- ▶ Engineering, 18
- ▶ Physical Sciences, 28.20
- ▶ Social Sciences, 32
- ▶ Languages, ranges between 15 and 21.48

TA FTE Allocation – Graduate

$$\text{TA FTE} = 95\% \times (\text{enrollment} - \text{course debit}) / (\text{student-to-TA ratio} * 4)$$

1. Enrollment includes only lecture courses that have more than 20 students and is an average of the prior winter, spring, and current fall enrollment
2. Course debit is 20 times the number of counted courses with enrollments greater than 20 students
3. The student-to-TA ratio is set at 30 students, with the assumption that 1 TA FTE is able to teach 4 sections
4. Funding is provided if the need is 0.05 FTE or more

Timing of TA Allocations

- ▶ Preliminary allocation for the following year is made in winter quarter, using the enrollments from the prior spring, fall, and winter and the current year faculty FTE
- ▶ Allocations from the reserve are also made during winter quarter, using the same enrollment and faculty FTE
- ▶ For growing departments, the final allocation for the current year will be the same as the preliminary allocation for the following year

TA FTE Allocation

- ▶ Questions?

Temporary FTE Allocation

- ▶ Provides funding for the teaching of undergraduate courses
- ▶ Annual allocation made by SVCAA to divisions and colleges
- ▶ The allocation is fungible to use for temporary faculty or TAs
- ▶ The methodology for the allocation is approved by the PRC
- ▶ Changes to the methodology can be requested by departments through their dean's office

Temporary FTE Allocation

Three Components of the Allocation

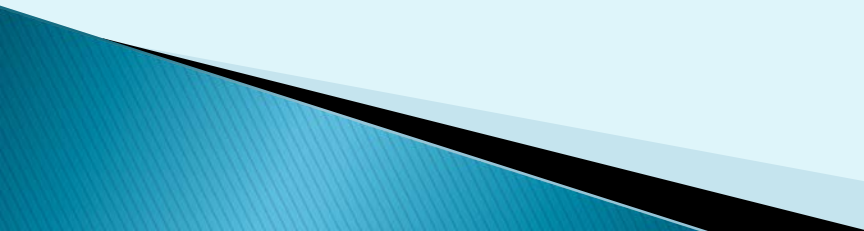
- ▶ Unmet course need
- ▶ Programmatic FTE
 - Writing/core programs & Linguistics language
- ▶ Salary adjustment for continuing lecturers
 - Funding provided to make up the difference between the salary rate used in the allocation and the annual salary of the continuing lecturer

Calculation of Unmet Course Load

For each department or program in a division:

- ▶ Count scheduled undergraduate courses offered over three quarters
- ▶ Subtract courses that could be covered by the ladder-rank faculty
- ▶ Add course credit for faculty on sabbatical
- ▶ The balance is the unmet course load

Calculation of Temp FTE Funds for Unmet Course Load

- ▶ Divide the unmet course load by the temporary faculty workload to obtain the temporary FTE need
 - ▶ Multiply the temporary FTE need by the approved annual salary rate to determine the formula funding for each department
 - ▶ The unmet need funding for all the departments and programs in a division is the base allocation for the division
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Formula Used for Unmet Need Calculation

Calculation of Department Temp FTE Need:

$$$$ = S \times [C - \underbrace{(F \times FW) + (F/9 \times FW)}_{\text{Unmet Course Load}}] / TW$$

where

S = Annual Salary Rate for Lecturers

C = Count of Scheduled Courses in 3 Quarters

F = Ladder-Rank Faculty FTE

FW = Faculty Workload (ranges from 2-3 courses)

TW = Temporary Faculty Workload (either 6 or 8 courses)

Example of Calculation of Department Temp FTE Need

Psychology

Courses (C) = 100.50

Faculty FTE (F) = 29.49

Faculty Workload (FW) = 2.5

Temporary Faculty Workload (TW) = 8

Salary Rate (S) = \$55,745

$$$$ = S \times [C - (F \times FW) + (F/9 \times FW)]/TW$$

$$= 55,745 \times [100.50 - (29.49 \times 2.5) + (29.49/9 \times 2.5)]/8$$

$$= \$241,933$$

Review of Main Variables

- ▶ Course Counts (C)
- ▶ Faculty FTE (F)
- ▶ Departmental Workload ($F \times FW$)
- ▶ Sabbatical Credit ($F/9 \times FW$)
- ▶ Temp FTE Workload (TW)
- ▶ Salary Rate

Faculty Workloads

- ▶ Sciences and engineering departments, 2
- ▶ Arts and humanities departments and programs, 3
- ▶ Social sciences departments and programs, 3

Exceptions

Math, 3

Cognitive Science and Psychology, 2.5

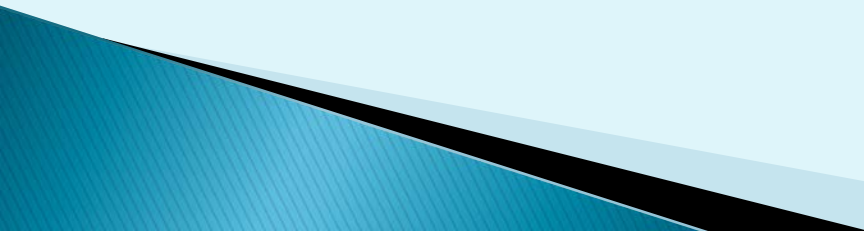
Temporary FTE Workloads

- ▶ Unit 18 workload policy
 - Annual course load of 9 courses for 1.00 FTE
- ▶ Model provides slightly richer funding to recognize higher salary costs in some units
 - Sciences and engineering, 6 courses per FTE
 - Arts and humanities, 8 courses per FTE
 - Social sciences, 8 courses per FTE
 - Exceptions: Math, 8 courses; Econ, 6 courses

Salary Rate for Temp FTE

- ▶ Value of each FTE is currently based on a step in the Unit 18 salary scale
- ▶ 09/10 calculation uses a salary rate of \$55,745
- ▶ Rates are adjusted annually, or whenever salary range adjustments occur

How Courses Are Counted

- ▶ Courses offered by departments are credited to the department where the course is taught, whether it is taught by a LRF or lecturer
 - ▶ Courses offered by interdisciplinary programs and taught by a LRF are credited to the faculty member's home department
 - ▶ Courses offered by interdisciplinary programs and taught by lecturers are credited to the program
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How Courses Are Counted

The count given to a course is determined by three factors:

- ▶ Course Load Factor
- ▶ “Footnote” Factors
- ▶ Size Factor

Course Load Factor

- ▶ Course workload is determined as part of Unit 18 appointment policies
- ▶ Default workload value for a course is 1.0
- ▶ Some courses, usually lab courses, have a workload value greater than 1.0
- ▶ Some courses, usually those with fewer than 4 credit units, have a workload value less than 1.0
- ▶ All 1-unit courses are assigned a value of 0.33 in the calculation of course counts

Footnote Factors

- ▶ Independent study type courses are factored at 0, including courses numbered 98, 99, 195, 197, 198, 199 and all courses with instruction type IN
- ▶ One-unit seminars are factored at 0, including 87, 90, 192, and XL sections
- ▶ Crosslisted courses are assigned factors according to how many departments list the course (e.g., 0.5 for a course cross-listed in two departments)
- ▶ Co-taught courses are assigned factors according to how many instructors teach the course

Size Factors

- ▶ All courses with enrollment less than 6 are factored at 0
- ▶ All courses with enrollment of 200 or more are factored at 1.5

Possible change being considered for 11/12:

- ▶ All lower division courses with enrollment less than 12 would be factored at 0
- ▶ All upper division courses with enrollment less than 8 would be factored at 0

Timing and Updates of Allocation

- ▶ November

Preliminary allocation is calculated for the next academic year, using

- ▶ Prior year's course data (FWS)

- ▶ Current year's faculty FTE

- ▶ May

Allocation is updated, using more recent course data (prior Spring, current year Fall, Winter)

- ▶ September

Allocation is updated, reducing faculty FTE for separations, adjusting the annual salary rate, and adjusting the salaries for the continuing lecturers

Temporary FTE Allocation

- ▶ Questions?