December 15, 2012

To: Academic Senate

From: William A. Covino, Provost

Re: Responses to November 19 Senate Questions on Cohort Hiring

**1. What is the source of the funding for cohort hiring?**

When I arrived in 2009, there was a “contingency fund” line in the Academic Affairs budget amounting to approximately $750,000. The source of this fund is not known to me or to AVP Nef; if was likely established by prior Provosts. This fund was used in part for the cohort faculty appointed in fall 2011 and fall 2012.

**1a. Is all of the funding from benefits savings from faculty who have retired or left the University?**

Since benefits are paid centrally on our campus, Academic Affairs does not normally realize savings from reduced benefits costs. The exception to this was in 2011-12, when approximately $1.4M in recurring funding was transferred to Academic Affairs from benefits pool savings. These savings became part of the Academic Affairs base budget. They were held in reserve in 2011-12 and $1M was allocated to faculty hiring in the 2012-13 budget.

**1b. What is the amount of benefits savings in each of the last three years, and how much of that has gone to cohort hiring?**

Benefits savings are addressed above. Charts provided in response to questions 3-6 indicate the amounts allocated to cohort and co-funded hiring.

**1c. If there are allocations to cohorts form other sources, what are the allocations and what are the sources?**

See above.

**2. What is the current estimate of money from such benefits for the current academic year?**

We do not anticipate receiving any further benefits funding in addition to what is Indicated above.

**2a. What are the plans for the distribution of that money?**

N/A

**3-6. In 2009-10 and 2010-11, how many faculty positions were approved each year as cohort positions with 50% funding from the Provost’s Office? How many non-cohort positions were funded at 50% by the Provost’s Office for those years? What was the distribution among Schools/Colleges of the 50% funded positions for those two years? What was the amount of money that went to each School/College for those positions for those two years? Of the positions for which searches are now underway (searches approved in 2011-12 and for faculty to be hired for Fall 2013), how many are 50% funded through the Office of the Provost? How many of those positions are cohort hires, and how many are non-cohort hires? What is the distribution of those positions to Schools/Colleges? Assuming that the searches underway are all successful, what is the estimated amount of funding from the Provost’s Office which will go to each School/College?**

A separate attachment consists of charts responding to these questions.

**7. What was the amount of funding for faculty positions provided by the Provost’s Office in the three years prior to the start of cohort hiring (2006-7, 2007-8, 2008-9)?**

We have no record of particular positions funded centrally during these years; however, individual School/College Deans may have received additional funding that was used to support faculty hiring but not designated as such. There are a number of allocations to Schools and Colleges from the Provost’s Office, established prior to 2009, that may be used to support faculty/staff costs, and which are not subject to Level B formula allocation. They include funding for Art Galleries, the Farm Laboratory, Agricultural Research, Writing Skills, the Writing Lab, ROTC, and the Marching Band, and total approximately $3M per year.

**8. Is the 50% funding from the Provost’s Office for both cohort and non-cohort hires guaranteed for the entire Fresno State employment of each hire?**

For all tenure-track hires, the hiring salary is permanent for the entire Fresno State employment of each individual. Any increases will be the responsibility of the School/College from its allocation, which will include a salary increase pool when such funding from the CSU System is available.

**8a. If so, what are the projected amounts, given salary increases and promotions.**

N/A. See above.

**8b. How is that money figured into the budget of each College/School?**

Under the new Level B allocation mechanism, the initial salary amount will be transferred to the School/College, for the duration of employment.

**9. If the 50% funding is guaranteed from the Provost’s Office, what makes that guarantee possible?**

The dollars used for this purpose are built into the recurring Academic Affairs budget, for distribution to the hiring Schools/Colleges. In other words, they are base dollars, rather than one-time dollars.

**10. If the Provost’s Office funds an increasing number of positions each year at 50%, doesn’t that give the Provost direct control of an increasing amount of money each year.**

No