

## **The Faculty Salary Research Exchange Program (FSREP)**

- Allow PIs to direct charge up to 30% of their academic year research effort to contracts and grants
- In exchange, 19900 fund that is normally used to pay faculty's salary will be transferred into PI's 19900 fund as salary saving to support PI's research
- Any salary charged to individual grants must be allowable under sponsor guidelines
- There is no release from teaching or service duties
- Faculty can request approval for up to one academic year, but must submit a renewal request on an annual basis
- No FSREP can be requested retroactively

## **The Cooperative Extension Specialist Salary Research Exchange Program (CESSREP)**

In addition to the rules above, CEs can only carry forward remaining salary savings for two fiscal years under UCOP ANR policy.

UC Berkeley Rausser College of Natural Resources  
**Faculty Salary Research Exchange Program (FSREP) Application**

**NOTE: Approved applications are for a one-year term and must be renewed yearly**

TO: Executive Associate Dean, Dennis Baldocchi Date: \_\_\_\_\_

FROM: PI \_\_\_\_\_

Form Completed By: \_\_\_\_\_ Phone: \_\_\_\_\_

PURPOSE:  Initial Application  Renewal (date of original Application): \_\_\_\_\_

FOR: Faculty Member: \_\_\_\_\_

For the period beginning: \_\_\_\_\_ through the period ending: \_\_\_\_\_ (max period 12 months)

% Time Requested to be Direct Charged to Extramural Funds: \_\_\_ % Chartstring: 1 - \_\_\_\_\_ - \_\_\_\_\_ - 44 - \_\_\_\_\_ - \_\_\_\_\_

% Time Requested to be Direct Charged to Extramural Funds: \_\_\_ % Chartstring: 1 - \_\_\_\_\_ - \_\_\_\_\_ - 44 - \_\_\_\_\_ - \_\_\_\_\_  
BU Fund DeptID Function CF1 CF2

**NOTE:** Any salary charged to individual grants must be allowable under sponsor guidelines and fall within the total percentage of the investigator's effort on the project. *No release from teaching or service duties results from participation in the FSREP.*

Exceptional Request?

**NOTE:** Exceptional requests for % time greater than 30% require written approval from the EAD of RCNR and the VP for Academic Affairs and Faculty Welfare.

**REQUIRED Signatures:**

I verify that the % requested is allowable under sponsor guidelines and falls within the total percentage of my effort on the project.

\_\_\_\_\_  
 Applying Faculty Member Signature

\_\_\_\_\_  
 Date

I verify that the % requested is available, allowable under sponsor guidelines and falls within the total percentage of the faculty's effort on the project.

Enter Name of RA:

\_\_\_\_\_

\_\_\_\_\_  
 RA Signature (verification of fund availability & allowed)

\_\_\_\_\_  
 Date

I approve of this faculty member's FSEP request.

\_\_\_\_\_  
 Department Manager Signature

\_\_\_\_\_  
 Date

I concur with the Department Manager's approval of this faculty member's FSEP request.

\_\_\_\_\_  
 Executive Associate Dean Signature

\_\_\_\_\_  
 Date

UC Berkeley College of Natural Resources

## Cooperative Extension Specialist Salary Research Exchange Program (CESSREP) Application

**NOTE: Approved applications are for a one-year term and must be renewed yearly**

TO: Executive Associate Dean, Dennis Baldocchi Date: \_\_\_\_\_

FROM: CE Specialist \_\_\_\_\_ Phone: \_\_\_\_\_ Email: \_\_\_\_\_

PURPOSE:  Initial Application  Renewal (date of original Application): \_\_\_\_\_

For the period beginning: \_\_\_\_\_ through the period ending: \_\_\_\_\_ (max period 12 months)

% Time Requested to be Direct Charged to Extramural Funds: \_\_\_ % Chartstring: 1 - \_\_\_\_\_ - \_\_\_\_\_ - 44 - \_\_\_\_\_ - \_\_\_\_\_

% Time Requested to be Direct Charged to Extramural Funds: \_\_\_ % Chartstring: 1 - \_\_\_\_\_ - \_\_\_\_\_ - 44 - \_\_\_\_\_ - \_\_\_\_\_  
BU Fund Org Prog CF1 CF2

**NOTE:** Any salary charged to individual grants must be allowable under sponsor guidelines and fall within the total percentage of the CE's effort on the project.

Any salary saving generated on J-19900 fund during the current fiscal year must be spent by June 30 of the same fiscal year. Unspent balance will be returned to UC ANR through the year-end close process.

### REQUIRED Signatures:

I verify that the % requested is allowable under sponsor guidelines and falls within the total percentage of my effort on the project.

\_\_\_\_\_  
Applying CE Specialist Signature

\_\_\_\_\_  
Date

I verify that the % requested is available, allowable under sponsor guidelines and falls within the total percentage of the faculty's effort on the project.

Enter Name of Research Administrator:

\_\_\_\_\_  
RA Signature (verification of fund availability)

\_\_\_\_\_  
Date

I approve this CE Specialist's CESSREP request.

\_\_\_\_\_  
Executive Associate Dean Signature

\_\_\_\_\_  
Date

June 14, 2022

DEANS AND DEPARTMENT CHAIRS

I am pleased to announce the extension of the Faculty Salary Research Exchange Program (FSREP) through June 30, 2024.

FSREP provides schools and colleges the option to implement a program that allows investigators to direct charge up to 30% of their academic year research effort to appropriate contracts and grants and use the salary savings generated from their faculty position to create a research fund. The percentage of the effort must be reflected in a research title. Funds released by participation in this program are intended to be used in support of temporary commitments. Any salary charged to individual grants must be allowable under sponsor guidelines and fall within the total percentage of the investigator's effort on the project.

**Under the FSREP, there is no release from teaching or service duties.** Current policies governing the retention and use of faculty salary savings will continue to apply to other faculty released funds.

Deans are delegated the decision whether to make the FSREP program available to faculty in their school or college. Deans are also responsible for determining specific program and process guidelines, including whether any portion of the salary release should be retained by the college or department. In those colleges that opt to make the program available, a further decision to participate should be made on a department by department basis by each Chair. Faculty wishing to participate must obtain approval from both the Department Chair and Dean and are responsible for initiating and renewing FSREP requests.

Faculty can request approval for up to one academic year, but must submit a renewal request on an annual basis. As noted above, deans are delegated to approve FSREP requests as long as total compensated effort from extramural sources does not exceed 30%. Requests to participate at a higher percentage require endorsement from both the Chair and the dean and require approval by the Vice Provost for the Faculty.

A list of Frequently Asked Questions is available at the BMAP website.



Benjamin E. Hermalin  
Vice Provost for the Faculty

**FREQUENTLY ASKED QUESTIONS**  
**FACULTY SALARY RESEARCH EXCHANGE PROGRAM**

Extension through June 30, 2024

**If paid from research funding, will I be required to hold a research title?**

Yes, although all of your duties will remain the same as a Professor.

**Is FSREP the same thing as a “buyout”?**

No. A buyout usually means a reduction in the teaching load and is not a common occurrence. The faculty member’s percentage of time as a professor is reduced and an appointment as a researcher is added.

**Can I do both a Salary Exchange and a Buyout?**

Yes, with appropriate approvals and if the funding agency allows for it. .

**Will this affect benefits, like UCRP service credit?**

No. This is merely a change to the funding source. As long as the total percentage remains at 100% from both state and research funds, there will be no impact on benefits.

**Will the grant funds be charged benefit costs?**

Yes. Benefits will be charged proportionate to the funding sources.

**Will my sabbatical credit accruals be impacted?**

No. As long as the percentage in the professorial title remains at 50% or more, sabbatical credits will continue to accrue.

**May I utilize FSREP during a sabbatical?**

No. Use of FSREP is contingent upon maintaining a full teaching load.

**What is the impact of the NIH salary cap on this program?**

If faculty effort is charged to an NIH grant under the FSREP, the NIH cap will be in effect. The salary can be supplemented in accordance with policies; however, no federal or state funds can be used for supplementation.

**How will this program be managed if there are joint appointments?**

As long as the total exchange does not exceed 30% across departments and does not exceed the percentage of the faculty appointment on a given job record, there is no issue. However, departments need to coordinate their transactions.

**Can a faculty member take advantage of this program if the funds are in an ORU or unit other than the department or school in which the faculty member holds the faculty title? Yes.**

The unit with the research funding should arrange with the department to add an appropriate research title.

**Can the exchange be made with Agronomists or other state funded titles?**

Yes. The % participation should mirror the % appointment as Agronomist.

**Can I request FSREP retroactively?**

No. Use of FSREP must be requested in advance.