

# Faculty Salary Research Exchange (FSREP)

## Overview

The Faculty Salary Research Exchange Program (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. 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. FSREP should be budgeted in full month increments, and must be requested in advance.

Faculty approved for FSREP substitute funds from external sources, such as contracts and grants, for the General Funds that usually support their pay. If the sponsored fund source (such as an NIH grant) has a salary rate limit (a salary cap), the difference, if any, between the faculty member's usual base pay rate and the salary cap (the cap gap) may be supported by discretionary funds or may be unpaid (unpaid cap gap).

UC Berkeley campus will use the following business process method to enter FSREP.

**Example: The faculty member is usually paid 100% on 19900 funds. The FSREP is 30% for the designated pay period.**

### Method: Change the Funding Source for the Existing Faculty Job

- ◆ Enter 30% to a different sponsored funding source.

The screenshot displays the 'Funding Entry' section of a HR system. It shows details for a faculty member's job, including the request ID (NEW), department (MEPMB), and budget end date (06/30/2020). The 'Job Data Snapshot' section shows the job details for a position in the Department of Plant & Microbial Biology. The 'Earnings Distribution' table shows two funding sources: 19900 (70.00%) and 05397 (30.00%).

Ern Cd	Seq #	Combo Code	GL BusinessUnit	DeptID	Fund	PC Project	PC BusinessUnit	Chartfield2	PC Activity	Program	OTC Indicator	Chartfield1	Funding End Date	Pay Dist %
1	1	000103118	10000	13610	19900					40				70.00%
2			10000	13610	05397									30.00%

- ◆ Reduce 19900 fund to 70%. On the [UCPath Help](#) site refer to the topic [Enter Position Funding Update](#).
- ◆ If the sponsored fund source has a rate cap and there are no or insufficient discretionary funds available to pay for the over-the-cap (OTC) portion, refer to the [UCPath Help Job Aid: Unpaid and Partially Paid Cap Gap Processing](#).
- ◆ At the end of the FSREP period, end the 30% sponsored funding source and increase 19900 fund back to 100%.