

## State Supported Academic Staff Policy

The goal of the Department of Horticulture is to provide State faculty with Academic Staff support of typically 0.5 FTE and salary at the Associate Researcher level with the following considerations in mind:

1. Faculty would typically hire state supported Academic Staff at no less than 0.5 FTE.
2. Funds to cover Academic Staff salary above 0.5 FTE are not the responsibility of the Department unless the salary of a staff position is lower than that of Associate Researcher. In that case, the Departmental share of the position will rise to an FTE level that provides a salary equivalent to that of an Associate Researcher. This salary is currently \$20,700 for a 0.5 FTE.
3. Academic Staff changing programs within the department shall retain and move their state supported 0.5 FTE salary to their new position.
4. Salary savings from the Mather position shall be dispersed over the 5 programs that currently receive the lowest levels of departmental support for their academic staff salary.

\*State support for academic staff is evaluated as necessary based on FTE and funding availability.