

APPENDIX P.
POLICY ON FINANCIAL INCENTIVES TO ENCOURAGE FUNDED RESEARCH¹

1. **PURPOSE.**

The purpose of this policy is to encourage the attraction of competitive external² funding for research, scholarship, and/or creative activity by full-time, E&G faculty (i.e., those whose positions are supported completely via State appropriated and/or designated funds, but not excluding the holders of endowed positions which may be partially supported via such funds) through a financial incentive program. There are two phases of this effort, each of which will be administered at the college level by a committee consisting of the dean, an elected department chair, and two elected senior faculty members (preferably Regents-/University Professors, but in any case they must be research-active). The first phase is designed to encourage faculty without

moves into Phase II.

- 2.2 PHASE 2. For faculty who have attracted over the past three years an average of at least \$75,000/yr. in external funding³.

Process:

2.2.1. The request for participation in this program must be initiated, in writing, by the faculty member and approved by the College committee and Provost. There will be no reduction in teaching assignment as part of such an agreement, except as stipulated by the funding agency when a portion of the salary is paid via grant/contract.

2.2.2. The base salary of a faculty member who is selected for such an assignment will be determined through an algorithm including the following components: establishment of an agreed-upon percentage of research effort, calculation of a reduction in State funding based upon the percentage, increase in salary based upon potential grant

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time must be provided via department/college resources and/or additional external funding.

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