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 prior substantial external funding to begin to develop a

for lulls in the funding cycle, and under certain circumstances gives additional incentive to department chairs to encourage such activity.

While variations in this umbrella policy are permissible with approval of the faculty member, college committee, Provost, and VPFO, this policy applies to all full-time, tenure track and tenured E&G faculty at Lamar University, and must be in compliance with applicable laws and policies of the Texas State University System, the State of Texas, and U.S. Government agencies.

2. GUIDELINES.

General guidelines are as follows:

2.1 PHASE 1. For faculty who have not attracted over the past three years an average of at least \$75,000/yr. in external funding³.

Process: Qualification for this phase requires the faculty member to attract external funding which includes at least 25% released time during the academic year (i.e., agency provision of 25% of the 9-month salary). In this case, a one-time payment of 10% of the academic year salary will be made to the faculty member, and the home department will receive both \$2080 each long semester for an adjunct to cover the faculty member=s reassigned time and an amount equivalent to 5% of the academic year salary to enhance research initiatives. For 50% of 9-month salary released time attracted (i.e., agency support of half-time release during the academic year), a one-time payment of 20% of academic year salary will be made to the faculty member, an amount equivalent to 10% of the academic year salary will be made to the faculty member, an amount equivalent to 10% of the academic year salary will be made to the faculty member.

Iditional guidelines and will create the process -st and VPF&O -- through which a faculty member 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 f 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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