

# ACADEMIC INCENTIVE FOR SPONSORED RESEARCH FUNDS

Funds recovered through such salary support will go into a College of Business and Economics account. 90% of funds generated after teaching release is covered will constitute an academic incentive pool and 10% of the funds generated are used to replenish the general operating accounts of the College. Incentive salary recommendations are subject to approval by the Dean.

## DISTRIBUTION OF FUNDS

A faculty member will have access to 90% of the grant or contract personnel funds recovered in association with his/her participation in funded project(s) after any teaching release is covered. The amount of academic incentive salary an individual may receive, however, will not exceed 20% of the contract base salary.

Faculty (including FEAPS) will gain early and sustained incentive by knowing that, within limits, most of their own incentive pool income will come back to them as incentive salary. The Dean will be able to employ the remainder to encourage appropriate contributions, which foster research and scholarship and thus lead to more incentive income and increased scholarly productivity. A faculty member's individual "success" in this process brings some additional "success" to the Department or College.

Normally, incentive allocations will be distributed twice each year (June and December) and will be based on funds generated from the current year's grant activities. Each year a separate academic incentive salary contract will be drafted (together with the individual's base salary contract). Neither incentive salary nor lack of it will affect the regular base salary figure. The contract will call for two incentive salary payments each year as long as the individual is on the payroll in a given year.

Department chairs within the College need input on interdisciplinary efforts and other matters relating to their faculty (including FEAPS) participation in grants and contracts. Normally, this would occur when the application is under preparation and when it is funded. It would come up again at contract time in subsequent years. Similarly, when other Colleges are involved, the Dean will need to come to agreement with the Dean(s) of the other College(s)/School(s) about incentive salaries. The appropriate Vice President(s) will also need to approve. Agreements with other College(s)/School(s) could take many forms.

For funded grants/contracts originating within the College of Business and Economics, all of the grant-recovered personnel dollars associated with an "outside" faculty (including FEAPS) participation would go to that College's or School's incentive pool. That is, the other College or School would have the funds to provide incentive salary in the current year's contract and would have any remainder to support research and scholarship as recommended by their Department Chairs and/or Dean.

Similarly, for a project involving College of Business and Economics faculty but originating in another College or School, recovered funds for our faculty will go into the research and scholarship incentive

pool for the College of Business and Economics. This approach would eliminate involvement in contract negotiations and related salary outside of the College of Business and Economics.

## CRITERIA FOR DISTRIBUTION OF FUNDS

- As previously mentioned, 90% of individual grant/contract incentive pool income is assured to a faculty member, so long as this does not exceed 20% of the base salary contract for a given year. Examples of other criteria or categories for incentive pool expenditures follow:
- Hiring adjunct faculty to cover teaching time released by funded research buyout.
- Appropriate research and/or scholarship with little or no external funding could be rewarded and encouraged with research and scholarship incentive pool funds.
- Faculty contributors (direct and indirect) who were not named in the grant could be rewarded from the pool.
- Seed money for pilot projects, preparing applications and other related activities could be taken from the pool.
- Faculty development could be supported from the pool.
- Travel supplements could be reimbursed from the pool.
- Other temporary, non-recurring expenses (supplies, equipment, etc.) for development of research and scholarship could be covered from the pool.
- Tenured faculty will continue to hold academic tenure even though the University is being reimbursed for a portion of his or her salary from a grant or contract. A faculty member without tenure but in a position leading to tenure will continue in a probationary appointment with the same critical year unless terminated, even though the University is being reimbursed for a portion of his or her salary from a grant or contract.
- The incentive salary and pool are unrelated to consultant activities of the faculty (including FEAPS) as described in the WVU Faculty Handbook.