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Policy/Guideline Custodian: Associate Dean for Research
Category: Finance

Title

Research Salary Support Incentive Plan

Policy

Policy Statement

This policy outlines the process by which the college incentivizes research, rewarding faculty for external research salary support. The College of Dentistry requires all faculty to fully fund effort on research grants and contracts. Only full-time tenured, tenure track and non-tenured clinical track faculty are eligible to participate in the UFCD Research Salary Support Incentive Plan. All funded effort on grants for this group of faculty, whether principal investigators or co-investigators are eligible for participation, unless specifically excluded in writing.

The incentive plan is linked to the percent of salary (excluding benefits) funded from external funding sources. Salary in this plan is defined as total contracted salary, which includes administrative supplements and Academic Enrichment Fund (AEF) components where applicable. As the percent of external-funded salary support increases, the percent of reward increases. The reward is a percent of salary funded from external research funds. Salary supported from indirect cost recovery funds is not eligible for reward consideration. The percent of external research funding and the related percent of bonus are as follows:

<u>% Salary Funded</u>	<u>% of Recovered Salary as Incentive</u>
10.00% to 24.99%	10.00 %
25.00% to 49.99%	15.00 %
50.00% to 74.99%	20.00 %
75.00% and above	25.00 %

This incentive plan is a reward plan and not a guaranteed supplement. The plan is dependent upon adequate college resources to fund the plan and may be modified on an annual basis at

the discretion of the Dean in consultation with the Associate Dean for Research, and others as appropriate. Any modification to the plan will be announced no later than December 31st of the current fiscal year for implementation in the following fiscal year. Final distribution of research incentives requires approval of university administration and may be suspended at any time.

Computation of the research salary support incentive rewards is performed on an annual basis to coincide with the University's fiscal year. Research incentive awards can be paid in one or two installments.

Procedure

At the close of each fiscal year, the college's Office of Research in consultation with Finance and Human Resources will generate a salary report that details total faculty salaries for the preceding fiscal year, and sources of salary support. A detailed accounting will be provided to each eligible faculty member showing the calculation of the research salary support incentive. Included with this calculation will be a distribution schedule.

Examples:

1. The faculty member's salary includes \$90,000 contracted salary, \$10,000 administrative supplement and \$20,000 AEF Supplement generated in faculty practice. In this case, the AEF supplement is not included in the computation for the research incentive bonus. The eligible salary is \$100,000.
 - a) The faculty member covers \$10,000 of the \$100,000 salary from external research funds. This represents 10.00% of the eligible salary and the faculty member would be eligible for a \$1,000 research incentive variable compensation (VC).
 - b) The faculty member covers \$39,998 of the \$100,000 salary from external research funds. This represents 40.00% of the eligible salary and the faculty member would be eligible for a 15% VC of \$6,000.
 - c) The faculty member covers \$78,400 of the \$100,000 salary from external research funds. This represents 78.40% of the eligible salary and the faculty member would be eligible for a 25% VC of \$19,600.
2. The faculty member's salary includes \$90,000 contracted salary, \$10,000 administrative supplement and \$20,000 AEF Supplement. Of the \$20,000 AEF Supplement, \$10,000 is provided from college dean's funds, and is included in the computation for the research incentive bonus. The eligible salary is \$110,000.

- a) The faculty member covers \$10,000 of the \$110,000 eligible salary from external research funds. This represents 9.09% of the eligible salary and the faculty member would not be eligible for a research incentive bonus.
- b) The faculty member covers \$39,998 of the \$110,000 eligible salary from external research funds. This represents 36.16% of the eligible salary and the faculty member would be eligible for a 15% reward of \$6,000.
- c) The faculty member covers \$78,400 of the \$110,000 eligible salary from external research funds. This represents 71.27% of the eligible salary and the faculty member would be eligible for a 20% reward of \$15,680.

Contact Information

Policy Contact(s)

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Important Dates

- Original Effective Date: November 1, 2008, Approver: Dr. Teresa Dolan, Dean
- Revision and Review: April 2015, Approver: Dr. A. Isabel Garcia, Dean
- Revision and Review: October 2021, Approver: Dr. A. Isabel Garcia, Dean