

**INCENTIVE PAYMENT PROGRAM FOR RESEARCH POLICY**

*Approved by Administrative Council 6/12/2017;*

*Revision Approved by Admin Council 6/22/2020*

*Effective date 7/01/2017/Revision Effective Date 7/01/2020*

**Overview**

Faculty members who do not have a research faculty appointment and who achieve success at generating extramural research funding may

with all relevant institution, state and federal research-related polices; and completion of time and



10% of his time to conduct research which does not interfere with his teaching or other assigned academic duties. No ICR is included in the grant.

Salary savings = \$10,000

50% of net salary savings = \$5,000

8% ICR surcharge (.08 x \$10,000) = \$800

\$5,000 net salary savings - \$800 ICR surcharge = \$4,200

The faculty member may receive up to \$4,200 in incentive pay (50% of the net salary savings minus the ICR surcharge).

**Example #3:**

A faculty member earns \$100,000 in an institutional base salary and another \$40,000 from his 20% effort as a clinician in the University's faculty practice. He receives a grant with salary support of \$30,000 and ICR at 8% but needs to reduce his practice time by 50% to meet the obligations of the grant.

Salary savings= \$30,000

Loss of clinical revenue = \$20,000

Net Salary Savings= \$10,000

The faculty member may receive up to \$5,000 in incentive pay (50% of net salary savings).

