Rewarding Grant Success: Faculty Incentives

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UK College of Agriculture, Food and Environment

Programs designed to incentivize or reward success obtaining extramural funding

- Enrichment programs based on an indirect cost return model- Includes special incentive for efforts involving multiple units

- Conversion of 12 month appointment to 9 month (base pay at ~82% of 12 mo.)

- Monetary awards to faculty generated through salary reimbursement from grants

Wethington Awards: Bonus Payment for Faculty Achievement

Single award payments designed to help recruit and retain research-oriented faculty and encourage a high level of grant activity, especially for grants that are competitive nationally and carry full F&A

Charles Wethington
UK President 1990-2001

College of Agriculture, Food and Environment

Wethington Awards: Bonus Payment for Faculty Achievement

- Provost's office develops overall policy for eligibility, award limits, etc.

- Each College develops their own criteria for selecting recipients and determining award amounts within the university's guidelines

- Departments do not have to participate; some may choose to give less than the maximum possible award

College of Agriculture, Food and Environment

College of Agriculture, Food and Environment Eligibility:

- Full-time faculty in Regular, Extension, Special and Library title series who serve as PI or co-PI on the grant that generates the salary savings

- Senior faculty should have a rating of 4 (out of 5) or higher on most recent performance evaluation

- Research (non-TT) faculty are eligible only when grant activity generates a savings to the department in endowment, state or formula funds normally budgeted for part of their salary

College of Agriculture, Food and Environment

College of Agriculture, Food and Environment Criteria:

- Grants used to determine eligibility and funding level must recover the maximum *allowable* indirect cost

- Gifts, income, formula grants and some federal cooperative agreements are excluded

- Award amount up to 50% of the salary paid by eligible grants up to a maximum of $30,000 (university max is $50K)

- No minimum level of salary generation required

UK College of Agriculture, Food and Environment

Program growth

- College started in 2003-04 with 14 awards totaling $146,000.

- In 2016-17, we had 47 awards (out of 224 faculty in eligible titles) ranging from $251-$30,000 and totaling $361,000.

- Highest award outlay in a single year: $450,000

College of Agriculture,
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Wethington Award: General Perceptions

- Generally though of as successful in achieving goals across campus

- In our college, not everyone convinced
  - Resource-limited units need all salary savings
  - Many PIs would rather use limited grant budgets on other costs or use salary savings to support research

- Some faculty are morally opposed, while others feel it is an entitlement