

Faculty Incentive Programs

S22: Wednesday April 4

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PMGS-03-8 Faculty Salary Funding Incentive Plan

- Issued in October of 2003
- The policy addresses the Faculty Salary Funding Incentive Plan (FSFI Plan)
- The policy covers Agricultural Experiment Station and Extension faculty as well as county extension agents and support unit specialists
- The stated purpose of the FSFI plan is to **enhance the quantity and quality of the Division of Agriculture's programs by increasing the level of extramural funding**
- The mechanism is to provide an annual incentive payment to faculty who are effective in securing extramural funding for their salary.

Faculty Salary Funding Incentive Plan

- Associated benefits:
 - Employment and retention of faculty who can compete effectively for extramural funding
 - Stimulation of scholarly activity associated with becoming grant competitive
- Provisions:
 - To participate a faculty will include all or a part of his/her base salary and fringe benefits in a grant or contract budget
 - At the end of each fiscal year, eligibility for an incentive payment is determined
 - Incentive payments are made in a lump sum or multiple payments over consecutive months to adhere to prevailing laws and policies
 - The payment is subject to applicable withholdings

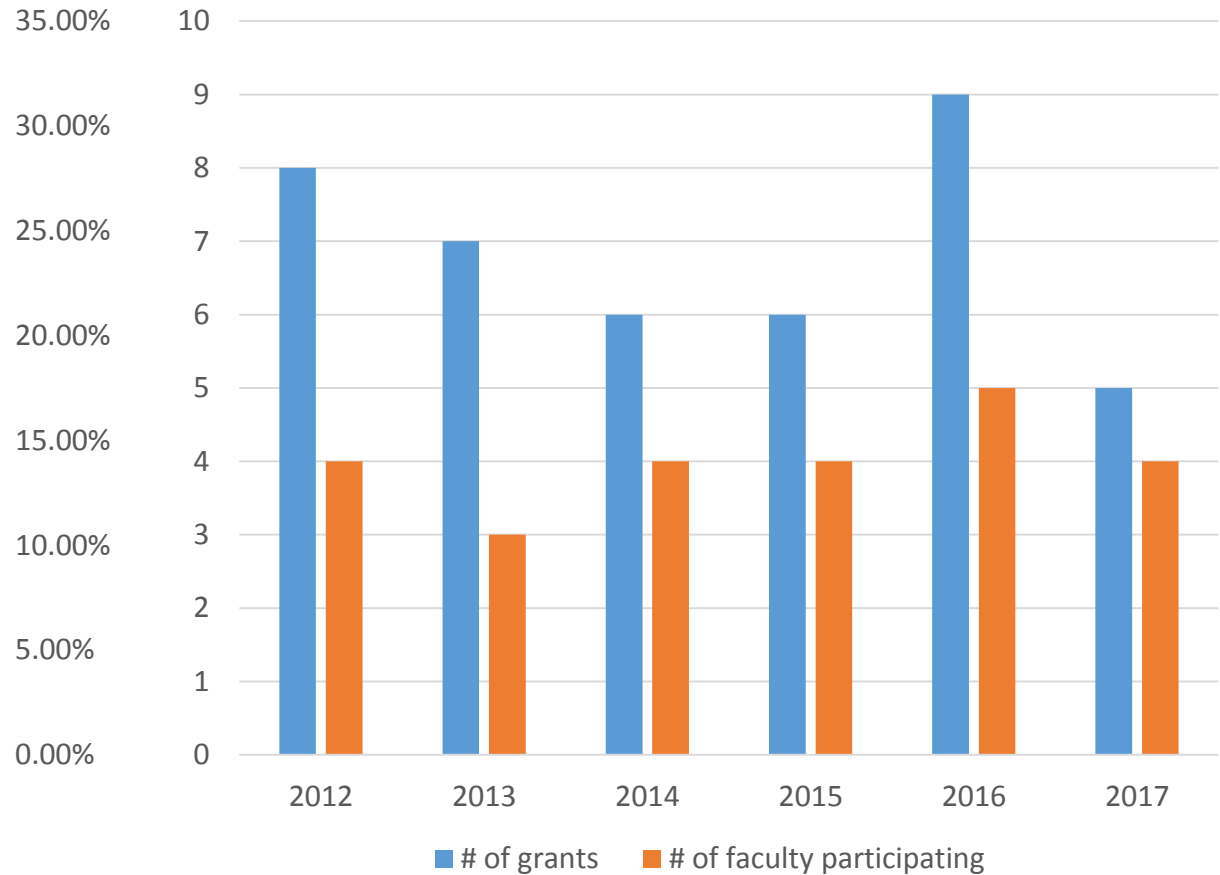
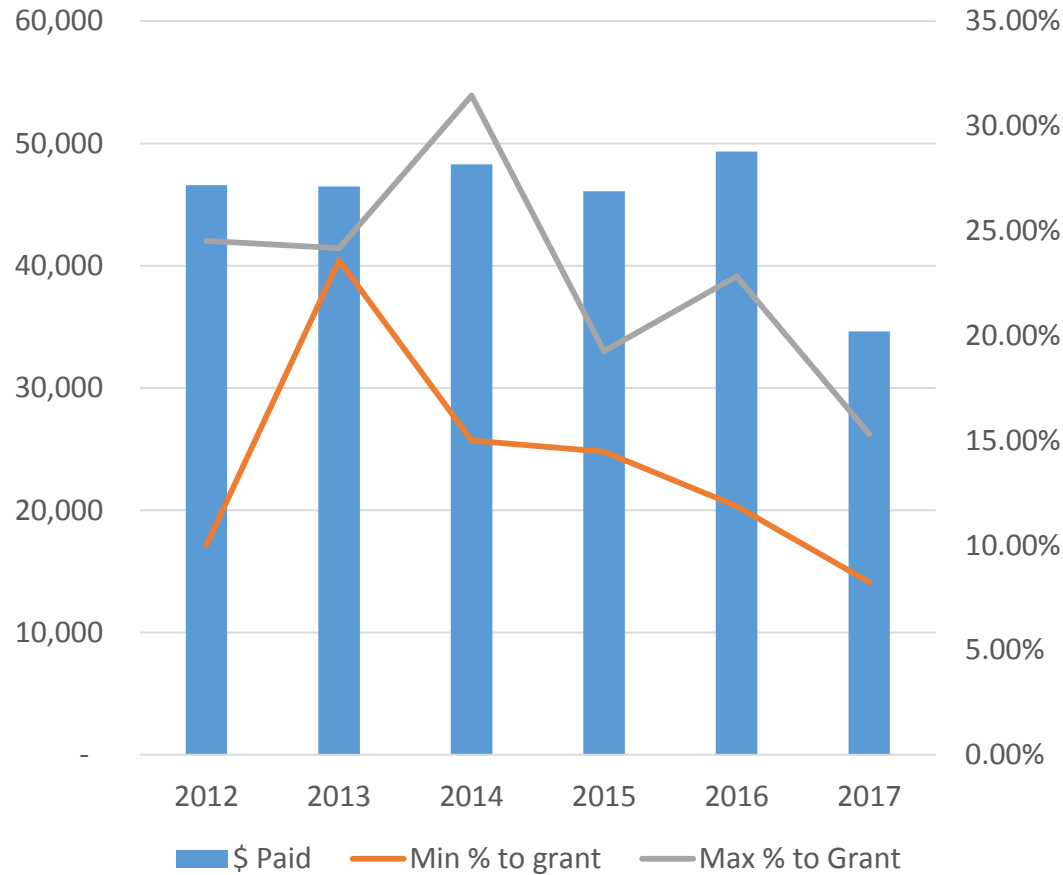
Criteria

- Faculty must hold a 12-month appointment
- Extramural funded salary must be at least .083 FTE (i.e., 1 month)
- Incentive payment is calculated as 50% of the salary paid by grants, up to a maximum of 25% of the annual salary. Note: The incentive payment may be further limited by legislated line-item maximum salary
- Salary support must be derived from competitive grants or contracts and must be approved in advance. External funds from gifts, in-state commodity groups and certain state agencies are not permitted.

Criteria

- To be considered for FSFI, the faculty member must submit an FSFI Plan **Approval Form at the time the grant proposal** is routed for internal approval prior to submission
- Salary support derived from extramural funds must **fully pay all direct costs** and appropriate F&A costs-will accept USDA NIFA rate (42.85%)
- Faculty member must exhibit **satisfactory performance** in assigned duties including providing sound fiscal and administrative management of all extramural funds and completion of necessary reports in a timely manner
- Faculty members and their units cannot receive benefit from both FSFI and Salary Savings Distribution (i.e. salary savings return to units)

FSFI Program participation (FY12-17)



FSFI Analysis

- Participation in the program has not been what we expected (only 3-4% of faculty participation; 10-20% of eligible awards annually)
- Potential reasons:
 - Minimum of 1 month salary per year over the course of the entire grant adds to a lot of money. \$32,745 over 3 years for a faculty with an annual salary of \$100K. Perceived as decreasing the amount of research that can be done.
 - Returning half of the salary as the incentive is perceived as a tax from admin by the faculty (i.e., realizing salary savings is not a stated purpose of PMGS-03-8).
 - Granting agencies and programs allowing full F&A (47% TDC or 42.85% for NIFA) limits the number of grants eligible for FSFI.
 - Faculty perceive the process as too cumbersome. Getting prior approval at the time of submission, knowing that chances of grant being awarded are slim does not seem worth the burden to some.
 - Some faculty seem to be unaware the program even exists.

Thank you