APPENDIX P.

POLICY ON FINANCIAL INCENTIVES TO ENCOURAGE FUNDED RESEARCH[1]

1. PURPOSE.

The purpose of this policy is to encourage the attraction of competitive external[2] funding for research, scholarship, and/or creative activity by full-time, E&G faculty (i.e., those whose positions are supported completely via State appropriated and/or designated funds, but not excluding the holders of endowed positions which may be partially supported via such funds) through a financial incentive program. There are two phases of this effort, each of which will be administered at the college level by a committee consisting of the dean, an elected department chair, and two elected senior faculty members (preferably Regents=/University Professors, but in any case they must be research-active). The first phase is designed to encourage faculty without prior substantial external funding to begin to develop a Atrack record,@ and thus be able to move into the second phase. The second phase involves the identification of a percentage of time to be devoted to this activity, the computation of an increase in salary based upon that percentage, and a three-year, salary Ahold harmless@ period. This approach provides the potential for enhanced compensation for the faculty member while increasing his/her research mission, allows for lulls in the funding cycle, and under certain circumstances gives additional incentive to department chairs to encourage such activity.

While variations in this umbrella policy are permissible with approval of the faculty member, college committee, Provost, and VPFO, this policy applies to all full-time, tenure track and tenured E&G faculty at Lamar University, and must be in compliance with applicable laws and policies of the Texas State University System, the State of Texas, and U.S. Government agencies.

2. GUIDELINES.

General guidelines are as follows:

2.1 PHASE 1. For faculty who have not attracted over the past three years an average of at least $75,000/yr. in external funding[3].

Process: Qualification for this phase requires the faculty member to attract external funding which includes at least 25% released time during the academic year (i.e., agency provision of 25% of the 9-month salary). In this case, a one-time payment of 10% of the academic year salary will be made to the faculty member, and the home department will receive both $2080 each long semester for an adjunct to cover the faculty member=s reassigned time and an amount equivalent to 5% of the academic year salary to enhance research initiatives. For 50% of 9-month salary released time attracted (i.e., agency support of half-time release during the academic year), a one-time payment of 20% of academic year salary will be made to the faculty member, an amount equivalent to 10% of the academic year salary will be given to the home department, and $4160 for each long semester will be provided for the hiring of adjuncts to support the reassigned time. Maximum payment will be 40% of 9-month salary for 100% released time during academic year (along with 15% and $16,640 to the department). Payments will be made at end of the funding period, which is September 1 through May 31 each year. For amounts greater than 25% but less than 100%, a pro-rata share will be paid. The College committee may establish additional guidelines and will create the process -- which must be approved by the Provost and VPF&O -- through which a faculty member moves into Phase II.

2.2 PHASE 2. For faculty who have attracted over the past three years an average of at least $75,000/yr. in external funding[3].

Process:

2.2.1. The request for participation in this program must be initiated, in writing, by the faculty member and approved by the College committee and Provost. There will be no reduction in teaching assignment as part of such an agreement, except as stipulated by the funding agency when a portion of the salary is paid via grant/contract.

2.2.2. The base salary of a faculty member who is selected for such an assignment will be determined through an algorithm including the following components: establishment f an agreed-upon percentage of research effort, calculation of a reduction in State funding based upon the percentage, increase in salary based upon potential grant funds, and a supplemental allocation based upon the percentage of research effort to the home department for use in enhancing research[4]. For example:

a. Prof. Jones, a 1.0 FTE faculty member who earns $50,000 per academic year, is accepted into this program.

b. It is agreed among Prof. Jones, the chair, and the college committee that his non-research FTE will be 0.90, with 10% of his time devoted to the attraction of competitive external funding.

c. Thus, his base salary from the State becomes $45,000, and he may increase this amount through competitive grants and contracts up to an additional $10,555.

d. For a three-year period, Prof. Jones= salary will be increased to $55,555, whether or not he is able to attract the additional $10,555 per year in external funds.

e. Jones= home department will receive the $5000 in savings from his salary (see c. above)[4], and will retain any amount above $10,555 released through agency funding.

f. Prof. Jones= success will be reviewed annually by the chair and college committee, and if after three years he has been successful (i.e., has attracted an average of at least $10,555/year in released time salary support from funding agencies, assuming that the college/department has not decided to waive the department allocation as described in endnote #4), he may -- at the discretion of his chair and the college committee -- be continued in the program at the same or higher percentage of research effort. On the other hand, if he has not been successful as determined by his chair and the college committee, Jones will be returned to 100% State funding at the salary he held when entering the program (plus any applicable merit and equity raises).

3. OTHER POLICIES.

3.1 Research effort percentages must be in multiples of .05 FTE, with a maximum of 0.20. (For example, in Jones= case above, if his non-research FTE were .85, the State-funded base salary would be $42,500; the 3-year annual salary would be $58,824; Jones would have to attract an average of $16,324 in academic year cash release monies from funding agencies annually over the 3-year period to be considered successful; and the home department would receive $7500 per year[4]).

The research effort percentage must be approved by the chair, college committee, and Provost based upon a written college policy.

3.2 A faculty member with such an assignment can thus not only increase the academic year salary by the amount described above, but also will increase the summer stipend which is based upon the academic year salary.

3.3 Faculty selected for such an assignment by the college committee must have demonstrated the ability to attract competitive external support for their research, scholarship, and/or creative activity according to the guidelines above; must show promise for continued success; and must complete annual milestones established by the chair and college committee with respect to proposal submissions, publications, presentations, direction of theses and dissertations, etc. Each college committee shall develop guidelines as to the circumstances under which a faculty member will be returned to complete State funding of the 1.0 FTE. Again, when this occurs the salary will return to the original amount, plus any raises granted during the period of enhanced research assignment.

3.4 If a faculty member participating in this program returns to the previous State funded 1.0 FTE status, he/she may not be reconsidered for such an assignment for a period of at least three academic years.

4. NOTES (from superscripts above).

[1.] This policy will be implemented effective with the beginning of FY 05, and will be reviewed for possible modification at least every three years.

[2.] For the purposes of this policy, Aexternal@ funding is defined to be monies awarded for research, creative activity, and/or teaching initiatives on a competitive basis (i.e., there is a quality and competence review conducted as a rationale for making the award) in response to a written (or, in some cases, oral) solicitation by an agency with no official ties to Lamar University (i.e., its budget is not primarily supported by appropriated and/or designated funds).

[3.] For the purposes of this policy, the $75,000 includes all direct costs provided by the funding agency, excluding institutional match. The amount counted toward the $75,000 in a given year for a multiple year project will be the total direct costs divided by the number of years of project support as contained in the funding letter. Only awards for those projects for which full indirect costs as allowed by the agency are collected by Lamar University qualify toward the $75,000 total. In the case of multiple principal investigators, an appropriate percentage of total direct costs counting toward the $75,000 threshold for each principal investigator will be established by the P.I.s and approved by the college committee prior to the final funding notification.

[4.] A college committee may decide, via majority vote and upon approval by the dean and provost, to waive the departmental allocation for the entire college or a specific department. In this case, the amount of salary support/released-time funding the faculty member must attract in order to be successful will be reduced by that amount. It should be noted that State funds replaced as a result of agency provided cash release will be recovered, and money required to hire adjuncts to provide reassigned time must be provided via department/college resources and/or additional external funding.

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