



Incentive Pay

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Improving Life through Science and Technology.

Incentive Pay

Subject to A-21: J.10.d.(1)

J. General Provisions for selected items of cost

10. Compensation for personal services

d. Salary Rates for Faculty

(1). Salary rates for academic year. Charges for work performed on sponsored agreements by faculty members during the academic year will be based on the individual faculty member's regular compensation for the continuous period which, under the policy of the institution concerned, constitutes the basis of his salary. Charges for work performed on sponsored agreements during all or any portion of such period are allowable at the base salary rate. In no event will charges to sponsored agreements, irrespective of the basis of computation, exceed the proportionate share of the base salary for that period. This principle applies to all members of the faculty at an institution.



Compensation Administration

- System Policy 31.01.01
 - “A full-time employee’s base salary may not be increased by funding from a grant or contract....
Part of the base salary funded by a contract or grant will be proportionate to the time spent on contract or grant duties.”



Incentive Pay

- 2 Types
 - Tenure: Salary Incentive Pay
 - Non-tenure: Salary Enhancement Pay
 - Administrative positions and staff are not eligible

Salary Incentive Pay (SIP)

- Limited to tenured or tenure track
- Permanently reduces appointment at institution
- Apply for during summer: only start at beginning of academic/fiscal year
- Limit reduction in appointment to no less than 9 months
- Identify current grant support



Salary Incentive Pay

- No pay during those times when there are no active grants
- Must access grant funding during summer
- Teaching or institutional research during these months is an additional charge to institution
- Requires sufficient contract and grant money to cover salary when initial application is made





Approval-SIP

- PI
- Dept Head
- Dean
- Provost

- Reviewed by HR, Payroll, OSP



Salary Enhancement Pay (SEP)

- Limited to other principal investigator positions
- Requires sufficient contract and grant money to cover salary prior to approval
- Must apply for each year
- Identify current grant support - Can access anytime during the year
- Pay can be adjusted during the year
- Federal awards are not acceptable sources



Approval – SEP

- PI
- Dept Head
- Director of Agency
- Reviewed by HR, Payroll, OSP
- Requires tracking- taken off each year during budget prep- raises awarded on 'base' salary only

Salary Savings

- Replace state appropriated dollars with contract and grant dollars
- State appropriated returned to P.I. automatically on request
- Money available until end of fiscal year
- Possibility of swap for local funds (no limit on availability)

Incentive Pay

- Websites

<http://aghr.tamu.edu/rules/310101A103SIPSEP.htm>

<http://aghr.tamu.edu/xrules/310101X103SEP.htm>





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Improving Life through Science and Technology.