

West Virginia University Extension Service

Incentive Policies

5/7/08



1/1/2005 Incentive Policies

1. Revenue Generation Policy - Required
 - Extension Specialists
2. Externally Sponsored Academic Activity Incentive Policy - Optional
 - Principal Investigators



Why are these policies necessary?

- The continuing decrease in dollars available for critical programming
- Morale improvement
- Accountability
- Promote field and state collaborations



1. Revenue Generation Policy Parameters

- Specialists are required to generate 10% of their annual salary in extramural funds each calendar year (hard funded, Extension portion)
- Monies need not be funds supporting salary, and may be resources administered by local entities
- Monies must be used for Extension programs and activities and counted only in the year received
- Letter from director goes into the specialist's Promotion and Tenure file each year



Examples of acceptable revenue & required documentation

- Competitive grants
- Contracts and subcontracts
- Fees
- Gifts (documentation on the \$ value assigned)
- In-kind and cash contributions (receipts reflecting fair market value of contributions)
- Foundation contributions (documentation reflecting faculty member's role in obtaining contributions)



Sample Policy Form

- Includes salary and 10% goal, and is broken down by revenue type, amount, description
- Due with Promotion & Tenure file in December of each year
- Program unit director responsible for records



Issues

- Counting dollars in other colleges
- Faculty counting same dollars
- Determining whether policy actually has increased revenue
- Having peer review committee see faculty salary
- Timing of deposits to count in calendar year



2005-2007 10% Results

- 35 Specialists claimed over \$4.9 million in 2005
- 38 Specialists claimed over \$6.0 million in 2006
- 42 Specialists claimed over \$5.3 million in 2007
- Policy will continue
- Review expected fall 2008
- Peer review committee will see only a letter not the form with faculty salary



2. Incentive Policy Parameters

- Covers new grant awards effective 1/1/05 and later
- Lead PI & Co PI of other title category – Specialist/Agent or Agent/Specialist are eligible
- Consistent with WVU Office of Sponsored Programs Academic Activity Incentive Policy



Incentive Policy Parameters Continued

- Access to up to 45% of state funds covered by grant as PI & limited to 10% of faculty's academic base salary (hard funded)
- PI must choose within 2 wks after award is made
- Contract required for PI to receive dollars
- Payments are made in June & December only



Issues

- When does a PI have to declare incentive?
- Can contracts count for incentive when not a grant?
- Less salary savings for the program unit
- Cross-college grants
- 100% grant funded PI ineligible
- Continuation of policy



2005-2007 Incentive Results

QUESTIONS

