

INSTITUTE OF AGRICULTURE FACULTY INCENTIVE PLAN

Faculty of the UT Institute of Agriculture (UTIA) will have the opportunity to supplement their UT salary through the UTIA Faculty Incentive Plan (Plan).

PURPOSE

The purpose of the Plan is to enhance the quantity and quality of UTIA programmatic output by increasing the level of extramural research funding. The mechanism for doing so is to provide a salary incentive for faculty who are effective in securing extramural funds. Associated effects will be to 1) retain and compete effectively for grant competitive faculty, 2) stimulate scholarly activity associated with becoming grant competitive.

PROVISIONS

To engage in the Plan, a faculty member will include all or a part of his/her own base UT salary and fringe benefits in a grant or contract budget. At the end of the fiscal year, the salary support for each faculty member will be evaluated to determine if eligibility criteria have been met. If so, a one time payment to the faculty member will be made during the period October through November. The rate will be a percentage of the salary paid by the grant. That percentage will be established by the governing unit. For example, if the supplemental percentage is 50 percent and if a faculty member's base salary is \$60,000 and grant funds pay six months of that salary, the incentive payment would be \$15,000 [$\$60,000 \times 0.5$ (for six months) $\times 0.5$ (at a 50% rate)]. The payment will be subject to withholding for appropriate taxes and benefits. The faculty member may request that all or a portion of the incentive be transferred to a research support fund in lieu of a salary payment.

Units within UTIA will establish criteria for implementing the Plan.

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