

**The University of Alabama**  
**Faculty Incentives for Grant Awards Pilot Program**  
**College of Education**

**Program Objectives:** To increase the resources available to the University community for teaching, research, and service.

- To recognize outstanding performance.
- To increase extramural contract and grant-based activity.
- To offer salary supplements to those full-time faculty members paid from state budget funded positions for recognition of their efforts in attracting and managing extramural contract and grant support for the University's mission of teaching, research, and service.

**Eligibility:**

- This program is available only to **full-time** tenured or tenure-earning faculty members whose base salary is paid from state University funds.
- The program is available for grants and contracts active during the fall and/or spring terms of the immediate past academic year.
- The University must have received payment from the funding agency for all expenses incurred during the immediate past academic year and that funding cycle should be officially closed before the supplement can be paid.
- The source of funding must be a **competitive** grant or contract received as a result of a proposal submitted to a governmental agency, foundation, or other granting agency.
- The grant must pay the indirect charges in accordance with the University's Office of Research policies for that type of grant or contract.
- The faculty member must be the project director (PD), co-director (CPD), principle investigator (PI), or co-principle investigator (CPI) of the contract or grant.

**Guidelines:**

- The academic salary **before** the supplement will remain the base salary for calculations of any and all official University increases and for salary release amounts budgeted in future grant and contract proposals.
- To qualify for the supplement, the faculty member must be a PD, CPD, PI, or CPI of a grant/contract that purchases the equivalent of at least 25% of his or her time for one semester (salary release calculated at 12.5% x 9 month salary per release; i.e., the equivalent of one course), but must use all the time assigned to research first. A 10% salary bonus based on the faculty member's nine-month salary will be paid for each 25% release paid by the grant up to a maximum of three course equivalents during an academic year. The supplement is limited to a maximum of 30% of the regular academic year salary and is based on the salary budgeted in the grant/contract for the specified time period.
- The salary supplement is dependent on the salary funds released by the contract or grant buyout of faculty time.
- The salary supplement will exist only as long as salary was provided for and paid by the contract or grant. No entitlement rights will accrue to any portion of the supplement.

- All requests for salary supplement must be submitted to the Department Head by October 15<sup>th</sup> following the academic year in which it is earned.
- The request must be approved by the Department Head, Dean, and Provost.
- The supplement will be paid during December following the academic year that the grant/contract buys out the faculty member's time.
- No grant/contract funds will be used to fund the supplement.

**Note.** This pilot program is approved for a three-year period beginning in 2006. At the end of this time, the program will be evaluated and a decision will be made regarding its continuation.