

Dorothy F. Schmidt College of Arts and Letters Research Incentive Program

The Dorothy F. Schmidt College of Arts and Letters (DFSCAL) Research Incentive Program is based on the principle that external funding opportunities enhance the overall academic objectives and activities of the College. This College Research Incentive Program is developed from the guidelines established by the Division of Research Sponsored Research Incentive Policy. The DFSCAL Research Incentive Program is designed to provide enhanced benefits to faculty who engage in externally funded scholarly activities.

In order to benefit from the DFSCAL Research Incentive Program, faculty salary must be state-funded, tenured or tenure track, and on a 9-12 month assignment. The faculty member must request a percentage of their total contract salary from the funding agency, consistent with the amount of their time/effort. The College incentive pool funds come from salary savings when faculty charge their salary on externally funded projects. These funds, referred to as research incentive funding (RIF) may be used for course buy-outs, travel, equipment, faculty salary

department chair or school director must provide a written plan for use of the funding and how it will be used to enhance the academic mission of that department or school. This written plan must be approved by the college dean in order to release the funding to the department or school.

- The RIF become active after 6 months of active external funding. Funds will be payable in December and May, for the previous 6 months of activity. RIF will be payable with the last pay period of the fall and spring semester, respectively, as long as the faculty member remains on the payroll at both times in a given year.
- For 9-month faculty, the DFSCAL Research Incentive Program does not apply to summer. All summer stipends are to be allocated before the Research Incentive Program becomes active.
- Research salary is capped consistent with the NIH salary cap. Effective January 5, 2020 the NIH salary cap is \$197,300.

grant period begins May 1, faculty would receive \$1,125 in December of that year and \$1,125 in May of the following year. The college will receive 25 percent, or \$1750, of the state funds recovered from this faculty member's participation in this externally funded activity. The department chair or school director may request a total of 10 percent, or \$700, with a written plan describing how it will be used to enhance the academic mission of the department or school, to be approved by the college dean.