

## **College of Business Research Incentive Program**

Under University Policy 10.1.4 Sponsored Research Incentive Policy, faculty who receive eligible grant funding, and who qualify under the policy may be able to request an incentive award from a pool of funds created by the salary savings generated from the grant funding (The Division of Research (DOR) policy can be retrieved at <http://www.fau.edu/research/policies-and-procedures.php>). According to the Division of Research, each college is responsible for creating a policy for the disbursement of any funds, approved by the Vice President of Research.

The College of Business (COB) Research Incentive Program is based on the principle that external funding opportunities enhance the overall academic objective of the College. The COB Research Incentive Program is developed from the DOR guidelines and is designed to provide benefits to faculty who engage in externally funded scholarly activities.

To participate in the COB Research Incentive Program, faculty must be state-funded and on a 9 to 12-month assignment. The faculty member must request a percentage of their total salary, consistent with the amount of their E&G time and effort budgeted and approved by the external funder. The COB incentive pool funds for faculty come from salary savings realized when they charge their salary to externally funded projects. This annual salary must be below the NIH salary cap. The 2026 NIH salary cap rates are \$228,000 for 12-month faculty and \$171,000 for 9-month faculty.

The incentive pool may be used to provide funds for faculty salary enhancements (referred to as Research Incentive Bonuses) or funds for travel, equipment, graduate student support, etc., other activities that enhance the academic mission of the College, or both.

### **College of Business Research Incentive Policy and Procedures:**

The terms and conditions of the COB policy shall not conflict with or supersede those set by the DOR. Not every policy-related term or condition contained in the DOR policy is reiterated in this document.

1. Faculty will have access to 75% of the academic year E&G salary funds recovered in association with their participation in an externally funded academic activity.
2. The remaining 25% is allocated to the College.
3. Faculty summer pay is not part of the Research Incentive Program. Faculty are expected to charge an appropriate amount of their summertime & effort to their grant projects, and these summer activities are paid directly to the faculty member from the grant account.
4. Salary recovered from any State of Florida grants cannot be used in the Research Incentive Program (state dollars cannot replace state dollars).

5. Faculty members continue to perform their full load of teaching, research, and service obligations.
6. Faculty salary enhancement (additional compensation) cannot exceed the limitations as dictated by the Provost's Office. The current limitation is 25% of the faculty member's academic base salary.
7. Research Incentive Funds are payable twice each year at the end of the Fall and Spring Semesters. Faculty members must remain on the payroll at both times in a given year.
8. The Incentive Program requires an agreement signed by the faculty member, chair/supervisor, and Dean.
9. The allocation must be spent before June 30 each year.
10. The COB Research Incentive Program will replace the Dean's Summer Research Program for grants.

**Practical Example:**

A 9-month faculty member with an annual base salary of \$65,000.00 receives a non-state-funded grant award that has budgeted a 2-course buyout (one fall and one spring). The buyout for the fall equals \$8,125.00, and the faculty member is entitled to 75% of this amount, or \$6,093.75. This would be paid after the end of the semester (December or January). From the remaining 25%, the College receives \$2,031.25.

The same calculation would apply to the spring buyout (paid in May), so the faculty member would receive a total of \$12,187.50 for the academic year.