

**Lamar University Research Incentive Program (RIP)  
For Externally Funded Sponsored Programs  
Recommended by Ad Hoc Committee on May 23, 2007  
Approved October 15, 2007**

**Objective**

An objective of the faculty and administration is to increase and enhance the quality of research at Lamar University. This objective will be considered as met when greater institutional capacities for research have been developed, useful projects have enhanced the visibility and stature of the university, and researchers have been recognized and rewarded for outstanding performance. The objective will be served when full-time faculty members are provided incentive compensation to encourage participation in externally funded projects.

**Eligibility**

Faculty members participating must pay from a contract or grant at least \$5,000 of their academic year base salary that would normally be paid from Education and General (E&G) funds. Incentive compensation can only be earned in fall and spring semesters. Faculty participants must be at the assistant through full professor ranks and must be at the department chair or below level. A qualified faculty member must apply for participation in this incentive compensation plan within thirty days of the date the faculty member's salary starts being partially funded by the grant. Participation must be approved by the faculty member's chair, dean, and Provost. (Note: A committee consisting of the relevant college dean, the Associate Provost for Research, and the Provost must review and approve any RIP-qualifying project proposed by a department chair for potential or real conflict of interest.) The faculty member may receive benefits from more than one contract and/or grant under this program but may not receive additional compensation from any other incentive program for research and sponsored programs, or teaching overloads. Since this is an incentive program and not a reward program, faculty who leave university employment immediately lose eligibility for incentive compensation, regardless of when they qualified for participation. (NOTE: Normally, this will mean that a faculty member who participates in the program during the academic year prior to leaving the university will be ineligible for incentive compensation. Any exceptions must be approved by the provost on recommendation from the associate provost for research.) Such departure of a faculty member does not change the portion of funding allocated to the department or the college.

**Incentives**

A participating faculty member will have a portion of his/her base academic year salary paid from a contract or grant. State funds will be lapsed by the university and an amount from designated (i.e., local) funds equal to 90% of the lapsed funds will be placed in a local account managed by the faculty member's department chair. Fifty percent (50%) of the designated funds are to be used for an annual incentive pay of up to \$15,000 for the participating faculty member. Incentives are to be paid during the summer following the academic year of participation or after funds are received by the University from the sponsor whichever comes later. Forty percent (40%) or the remainder of the local

department funds is to be used to hire adjunct teaching faculty or to support: faculty members not currently participating in this program, research equipment purchases not connected with the project generating the release funds, other departmental research program needs. An amount equal to 10% of the lapsed funds will be placed in a local account managed by the participating faculty member's college dean.

### **Examples**

Example 1: A faculty member with a base academic year salary of \$54,000 receives a one year grant starting September 1 and ending August 31 of the next year. The amount of the salary in the grant for that faculty member is \$15,000. The faculty member teaches half time in the summer and could cover himself with \$9,000 of grant funds for the other half of the summer. The faculty member would use the remaining \$6,000 to "buy-back" 11.1% of his academic year salary. Since \$6,000 of grant funds replace \$6,000 of state budgeted salary funds, the latter funds are lapsed by the university and separate local accounts are funded in the faculty member's department and college.

#### **Distribution Summary of \$6,000:**

Faculty Member Incentive Pay: \$3,000  
Department: \$2,400  
Dean: \$600

Example 2: A faculty member receives a two year contract beginning January 1. The salary in the contract is \$15,000 per year. This faculty member may use \$9,000 in each summer to pay half his salary not supported by teaching. Since buying \$3,000 of his/her spring semester salary would not produce an incentive pay. This faculty member could buy out \$12,000 of his/her academic year salary beginning in September 1 and he/she would receive \$6,000 in incentive pay in the summer of the second year of the contract or when the contract/grant funds are received from the sponsor.

#### **Distribution Summary of \$12,000**

Faculty Member Incentive Pay: \$6,000  
Department: 4,800  
Dean: \$1,200