

**Article VIII: Effective November 15, 2015, the following language is to replace  
Article VIII Section C regarding  
Extramural Support Incentive Award**

The revised Extramural Support Incentive Award will apply to all faculty (except as noted below) and to proposals submitted as of November 15, 2015, including all competing continuations. All existing awards and proposals submitted prior to November 15, 2015, including non-competing continuation proposals, will follow the former incentive plan as outlined in Article VIII, Section C, Subsection 1 of the 2004-2009 agreement. However, faculty currently eligible for the existing extramural support incentive award will be given the choice to opt for the new, revised extramural support incentive award.

Awards in this category are in recognition of external research grants or other extramural research support acquired by faculty unit members (other than librarian unit members whose extramural support incentive awards are governed by Subsection 2 of this section). The revised extramural support incentive award will be applied as follows:

<u>Percentage Salary Support on Award(s)<sup>(1)</sup></u>	<u>Percent Returned to Faculty<sup>(2)</sup></u>
Up to 10%	11%
11% to 19%	12%
20% to 29%	13%
30% to 39%	14%
40% to 49%	15%
50% to 59%	16%
60% to 69%	17%
70% to 79%	18%
80% to 89%	19%
90% and above	20%

<sup>(1)</sup> The percent salary support on award(s) is calculated by taking salary support on award(s) as a percentage of faculty member's total salary (not just the academic base).

<sup>(2)</sup> The amount returned to the faculty is a percent of the salary that is covered on awards calculated in item (1) above. It is not a percent of the total salary.

Where applicable, the extramural support incentive award will be adjusted for the NIH cap in effect at the time of the award. For example, if a faculty member is paid in excess of the NIH cap and has 60% effort and salary support of the NIH cap on an extramural award, 17% of 60% of the NIH cap will be returned to the faculty member in the form of an extramural support incentive award. Extramural support incentive awards shall not increase the academic base salaries of faculty unit members, nor shall they be used in calculating fringe benefits. This incentive is intended for research grants and contracts. Funding related to clinical and service contracts, unrelated to research, are excluded from this incentive. The faculty unit member shall receive the incentive for each year that the extramural support continues, and payment of the

incentive will be made no later than September 30 following the fiscal year of the extramural support.

Faculty unit members who are required to support a percentage of their salaries using outside grant funds as a condition of their employment (e.g., coterminous faculty) shall not be eligible for extramural support incentive awards.

## 2. Librarian Unit Members

A librarian unit member who is both a principal investigator and the principal author of an externally-funded program which provides support for his/her own salary shall be eligible for a one-time bonus of up to one- third of such salary support in a specific fiscal year up to a maximum bonus of \$10,000 for that fiscal year. The bonus shall be awarded in each fiscal year during which salary support is provided by external funding.

AGREED: 10/29/15