

Incentive Program for Non-Faculty, Non-Bargaining Management Personnel Responsible for Externally Funded Projects

In Colleges where the dean so approves, an incentive will be available to non-faculty, non-bargaining managers engaged in externally funded research, training or service and (1) whose base salary is dependent upon the receipt of external funds (2) whose job description includes responsibility for securing externally funded research programs and (3) who have management responsibility for the performance of the work supported by the external contracts.

Eligible managers will be expected to secure grants and contracts that support their annual salary and the salary of all individuals in their units who are dependent on external resources for the support of their position. Target income is defined as the manager's salary and the salary of all individuals under the manager's direction who are funded by external research, training or service contracts.

Salary dollars for a manager in excess of this target amount secured through contracts or grants, when permitted under existing laws and budgeting procedures, can be used to support a temporary incentive for additional responsibilities. The incentive in any fiscal year cannot exceed 20 percent of a manager's annual salary. The incentive payment shall reflect and must be directly proportional to the percentage over the target amount achieved by the manager. The incentive terminates when the additional responsibilities are concluded.

Incentives shall be paid in a lump sum upon submission of the appropriate documentation through the University's established wage payment procedures.

*Office of the President
Announcement: August 7, 2002
Email: Incentive Program University Policy*