

May 15, 2008

TO: Deans, Directors, and Associate Deans

FROM: Deanne Snavely, Acting Vice Provost for Research



RE: Research Policy: Research Faculty Administrator Research Stipend

The effort to strengthen and expand the research enterprise at BGSU requires leadership at many levels. Research active faculty members are encouraged to take on the roles of chair or director, and at times even assistant or associate dean. Most of these positions tend to encompass a fiscal rather than an academic year and therefore may not provide the flexibility of concentrated periods of time on which researchers traditionally focus research activity. To complicate the situation further, research projects that are federally funded bring with them restrictions on how much salary a person may receive in any given year. Institutions are mandated to work within these restrictions in expending those federal funds. In other words, a BGSU researcher may not make more than his/her current salary from a federally funded grant or contract. This restriction constitutes a disincentive to faculty members to accept leadership roles because they cannot receive additional funds from grants, and to the institution in not being able to encourage these individuals to become chairs or directors.

This situation is not unique to BGSU, so we surveyed the policies of other institutions to see how they encourage their research active faculty to seek administrative roles. What we found was that a number of institutions had a standard policy in place for providing research stipends to their productive faculty unrelated to any specific grants or contracts. After numerous discussions, an administrative committee recommended a BGSU policy that both supports and rewards research productive faculty who agree to take on leadership roles and who encourage research activity by setting an example for their departments or divisions.

The BGSU policy allows research-active faculty administrators to qualify for a fiscal year out-of-base stipend funded by the college. The individual must have an active research agenda and current grant activity that includes the equivalent of at least one-month released time. The actual out-of-base stipend is calculated at 8.4% of the FY salary and its continuance is totally dependent on current and future success in grant funding.

Please read the attached policy for the specific policy and procedure. If you have questions or comments, feel free to call or e-mail me at any time.

POLICY: Research Faculty Administrator - Research Stipend
Effective: July 1, 2008

Research Faculty Administrators on FY contracts who are PIs or Co-Is on externally funded, on-going research grants and who have requested one month *released-time* calculated at 1/12th of the FY contract salary, may qualify to receive a Research Stipend of 8.4% of salary during the fiscal year. The out-of-base stipend will be provided by the college and will be paid out over a fiscal year or its equivalent. Released time approved both in the grant and by the college will be charged appropriately to the grant in the university's established manner. The Research Faculty Administrator is released the time-equivalent of one month to perform grant related research.

Research Faculty Administrators on FY contracts who are not PIs or Co-Is but are budgeted for the equivalent of one-month salary on someone else's grant, may not receive a Research Stipend or additional salary in the form of supplemental compensation from that grant. Released time approved in the grant will be charged appropriately to the grant in the university's established manner. The Research Faculty Administrator is released the time-equivalent of one month to perform grant related research.

PROCEDURE:

1. Research Faculty Administrator will charge his/her time appropriately to the grant as approved and will not re-budget released-time dollars to other categories.
2. In the case where the externally sponsored project overlaps two different fiscal years, the annual stipend may be paid out over two consecutive time frames to total a 12 month period.
3. The academic college will retain all released-time dollars.

FAQ:

Q1. *Will I still have accrued vacation?*

A1. Yes. Research Faculty Administrators will accrue vacation in accordance with the University policy for FY faculty administrators.

Q2. *Is my contract for 12 months or 11 like other faculty administrators?*

A2. Research Faculty Administrator contracts will continue to be issued for the fiscal year with 11 months effort and approximate 1 month vacation.

Q3. *Can I still receive supplemental compensation at the rate of 20% over the annual salary?*

A3. If you are the P.I. or Co-I., you are ineligible to receive supplemental compensation from your grants. While there may be some exceptional circumstances, the university policy is in effect.

Q4. *How does this policy affect my 1 day a week outside consulting privilege as a faculty member?*

A4. The Academic Charter does not specifically address this issue, but generally the workload of a faculty administrator does not allow time for external consulting.