

GRANT AUGMENTED SALARY INCENTIVE PROGRAM
CECS Fall 2019 (update)

UCF has studied the feasibility of creating a new salary structure that is augmented through grant or alternative funding and has as its goal to reward faculty who bring in external funds, while at the same time emphasizing increased quality and quantity of graduate students.

CECS presents a possible model that supports the UCF goal, and recognizes the mentorship provided to graduate students by CECS faculty. Since the grants, contracts and other sources of funding come from external funds acquired through the faculty members' efforts, the augmented salaries need not be collectively bargained.

Research buyout without course release:

The maximum amount that can be bought out is 0.25 FTE. E&G match commitments cannot be bought out.

Incentive: A faculty member may buy out academic year time (including benefits) without course release and receive a portion of the salary savings (not including benefits or cost share for research projects) as an incentive. The release requires chair and dean approval and requires a level of doctoral student support and research expenditures as stated below. Out-of-unit faculty members also qualify for the release.

Research expenditures for the previous academic year must exceed \$100K or an average of \$100K in the previous three years. E&G faculty who use external funds to buy out a portion of their academic year E&G funded FTE (up to a maximum of 0.25 FTE) and to support research assistants for the whole year (12 months) will receive an annual incentive as given in the table below. The student support must include Fall and Spring semester support with tuition (may or may not include fees) and one of the following forms of support in the summer: a) stipend + tuition (may or may not include fees); b) OPS support for the entire summer, or c) paid summer internship in a company or a national lab. If students graduate in the middle of the year, other graduate assistants can take their place to fulfill the program requirement. The academic stipend provided to a student must meet or exceed the GTA academic stipend that CECS provides to students. The summer support (stipend or OPS or internship) must meet or exceed the summer GTA stipend that CECS provides to students).

Supporting*	Incentive
1 GRA+tuition	10% of salary savings
2 GRAs+tuition	20% of salary savings
3 GRAs+tuition	35% of salary savings
4 GRAs or more+tuition	50% of salary savings

*GRA support must meet or exceed college level minimum.

For example, a faculty member earning \$100,000 for the academic year meeting the above conditions may take a release of 0.25FTE or \$25,000. If the faculty member supports one doctoral GRA in the Fall, Spring and Summer semesters along with full tuition, he or she will get an incentive of \$2500 (10% of the salary savings excluding benefits). Remaining funds will be returned to the unit (in this example, \$22,500). For primary joint appointments, the remaining funds could be shared between the units upon mutual agreement.