

**UNIVERSITY OF MISSISSIPPI
FACULTY RESEARCH ENHANCEMENT PROGRAM
MERITORIOUS RESEARCH EFFORT
Effective July 1, 2014**

Purpose:

The University of Mississippi provides financial incentives to reward meritorious research efforts of faculty and research scientists who obtain external funding in support of their research activities. In addition to rewarding productive researchers, it is the intent of the program to provide a strong incentive for faculty to increase extramural funding.

Criteria Used to Determine Meritorious Research Effort:

1. Evidence of research efforts to include number and amount of research grants applied for, number and amount of research grants funded, percentage of external salary funding obtained, payment of full indirect cost on grants obtained, nature of competitive review of grants received, and cost sharing or in-kind matching of university funds requested for grants received.
2. Evidence of scholarship to include factors such as a record of sustained publications of peer-reviewed books, papers, and articles in professional journals.
3. Recognition by peers for creative contribution to their field evidenced by wide-spread citation of published works, invitations to present papers at national and international meetings, service on extramural, peer-review panels, editorial boards, election to office or other service in professional societies, or having received professional honors. The quality of research works may be assessed by objective factors such as (but not limited to) impact factors, total number of citations, and H-index values as reported in Google Scholar, Thomson Reuters indices, and Microsoft Academic Search. The values of the candidates may be compared to established scholars in their respective fields.

Eligibility:

1. Faculty members and research scientists who are recommended by their chair or director, and approved by their Dean are eligible for participation in this program. However, the program is based on release of salary dollars from existing positions budgeted in the stable, long-term recurring base appropriations (i.e., state or federal permanent dollars in fund-10 accounts) using funds from external sources.
2. The faculty or research scientist must maintain satisfactory performance of teaching, service, patient care and administrative responsibilities, and any other assigned duties.
3. Faculty members and research scientists who are listed as principal, co-principal, co-investigator, or other key personnel on the grant or contract qualify for this incentive program. Qualifying grants must include Facilities and Administrative costs (overhead) of at least 20%.
4. Each grant or contract will be reviewed on a case-by-case basis.
5. Only faculty and research scientists who have administrative duties on their externally funded research are eligible.

Award Determination* [see example determinations]:

12-Month Faculty

1. All faculty and research scientists will have a minimum threshold of salary release in order to qualify for this program. For tenure, tenure-track or non-tenure track faculty, this threshold is 10% - i.e., the released amount from each qualifying grant must exceed 10% of total base salary for the faculty member to receive any award.
2. Qualifying meritorious research awardees are eligible for an award equal to the first 5% of their released salary above the threshold amount on each qualifying grant, plus half (50%) of the amount greater than 5% above the threshold.
3. Faculty and research scientists who do not meet the criteria threshold described in items 1 and 2 above, but release 10% or less on each qualifying grant, can sum these and if they exceed 10% as summed, then become eligible for an award in accordance with items 1 and 2.
4. The maximum limit for all awards for meritorious research effort is 30% of one's base twelve-month salary.

9-Month Faculty

1. Many 9-month faculty members may choose to first cover their salary during the summer months during which they are still employees and not on contract with the University. Calculation of eligibility for this meritorious award is based on release of permanent, fund-10 salary dollars during the typical, 9-month contract period (August – May).
2. All faculty and research scientists will have a minimum threshold of salary release in order to qualify for this program. For 9-month, tenure, tenure-track or non-tenure track faculty, this threshold is 10%. This threshold can be met by releasing of 10% of their base, 9-month contract salary with qualifying grants during the contract period OR payment of at least 10% of the amount of their 9-month contract salary with qualifying, externally funded grants during the summer. Internally provided summer support does not apply to the threshold. The 10% threshold must be met in the fiscal year considered for the award period.
3. Once the threshold is met, qualifying meritorious research awardees are eligible for an award equal to half (50%) of the fund-10 salary dollars released during the 9-month contract period.
4. Faculty and Research Scientists who do not meet the threshold with a single, qualifying grant (i.e., release 10% or less on each qualifying grant), can sum the amounts released by qualifying grants and become eligible once the amount released exceeds 10%.
5. The maximum limit for all awards for meritorious research effort is 30% of one's base **nine-month** salary.

Logistical Guidelines:

1. Meritorious research effort will be determined on an annual basis each fall for the previous fiscal year (July 1 – June 30), based upon a recommendation by the department chair or director, and approval of the dean.
2. Award payments for meritorious research efforts will be made in one payment.
3. Award payments for meritorious research efforts are **not** to be considered a part of one's University of Mississippi salary or base salary. Incentive-based payments are not subject to state retirement contributions.

**Faculty Research Enhancement Program
Meritorious Research Effort
12-Month Contract Faculty Eligible Award Examples**

Example 1: \$65,000 salary (Tenure/Tenure-Track & Non-Tenure Track Faculty on Permanent, Fund-10, State Dollars)		
Percent Effort: 15% (only 5% charged to grant)	Ineligible – does not meet threshold of salary charged to the grant	
Salary Charged to Grant: 5%		

Example 2: \$40,000 salary (Research Scientist on Permanent, Fund-10, State Dollars)		
Percent Effort Charged to Grant: 30%	Threshold 10%	\$0
	$\$40,000 \times 5\%$	2,000
	$\$40,000 \times 7.5\% (15\% / 2)$	3,000
	TOTAL Eligible Award	\$5,000

Example 3: \$92,000 salary (Tenure/Tenure-Track & Non-Tenure Track Faculty on Permanent, Fund-10, State Dollars)		
Percent Effort Charged to Grant: 40%	Threshold 10%	\$0
	$\$92,000 \times 5\%$	4,600
	$\$92,000 \times 12.5\% (25\% / 2)$	11,500
	TOTAL Eligible Award	\$16,100

Example 4: \$75,000 salary (Tenure/Tenure-Track & Non-Tenure Track Faculty on Permanent, Fund-10, State Dollars)		
Percent Effort Charged to Grant: 50%	Threshold 10%	\$0
	$\$75,000 \times 5\%$	3,750
	$\$75,000 \times 17.5\% (35\% / 2)$	13,125
	TOTAL Eligible Award	\$16,875

Example 5: \$60,000 salary (Tenure/Tenure-Track & Non-Tenure Track Faculty on Permanent, Fund-10, State Dollars)		
Percent Effort Charged to Grant #1: 15%	Threshold 30% (10% on each)	\$0
Percent Effort Charged to Grant #2: 25%	$\$60,000 \times 15\% (5\% \text{ on each})$	9,000
Percent Effort Charged to Grant #3: 40%	$\$60,000 \times 17.5\% (35\% / 2)$	10,500
Total Effort Charged to Grants: 80%	TOTAL	\$19,500
	Award Cap (30% of salary)	\$18,000

Example 6: \$60,000 salary (Tenure/Tenure-Track & Non-Tenure Track Faculty on Permanent, Fund-10, State Dollars)		
Percent Effort Charged to Grant #1: 5%	Threshold 10%	\$0
Percent Effort Charged to Grant #2: 5%	$\$60,000 \times 5\%$	3,000
Percent Effort Charged to Grant #3: 7%	$\$60,000 \times 1\% (2\% / 2)$	600
Total Effort Charged to Grants: 17%	TOTAL Eligible Award	\$3,600

**Faculty Research Enhancement Program
Meritorious Research Effort
9-Month Contract Faculty Examples**

Example 1: \$65,000 salary – Institution-Provided Summer Support	
Percent Effort: 5% Institution-Provided Summer Support: 3 months (25%) Externally Funded Summer Support: 0 months	Ineligible – does not meet threshold

Example 2: \$65,000 salary – Grant and Institution-Provided Summer Support		
Percent Effort Charged to Grant: 15% (during 9-month contract) Institution-Provided Summer Support: 3 months (25%) Externally Funded Summer Support: 0 months	Threshold 10% (grant)	\$0
	\$65,000 x 5%	3,250
	TOTAL Eligible Award	\$3,250

Example 3: \$65,000 salary – Grant and No Summer Support		
Percent Effort Charged to Grant: 15% (during 9-month contract) Institution-Provided Summer Support: 0 months Externally Funded Summer Support: 0 months	Threshold 10% (grant)	\$0
	\$65,000 x 5%	3,250
	TOTAL Eligible Award	\$3,250

Example 4: \$65,000 salary – 2 Grants Covering Summer and a Portion of 9-Month Contract		
Percent Effort Charged to Grant 1: 15% (during 9-month contract) Institution-Provided Summer Support: 0 months Externally Funded Summer Support Grant 2: 3 mo. (25%=\$16,250)	Threshold 10% (summer)	Met
	\$65,000 x 7.5% (15% / 2)	\$4,875
	TOTAL Eligible Award	\$4,875

Example 5: \$65,000 salary – 1 Grant Covering Summer and a Portion of 9-Month Contract		
Percent Effort Charged to Grant: 40% (9-month contract & summer) Institution-Provided Summer Support: 0 months Externally Funded Summer Support: 3 months (25%= \$16,250)	Threshold 10% (summer)	Met
	\$65,000 x 7.5% (15% / 2)	\$4,875
	TOTAL Eligible Award	\$4,875

Example 6: \$65,000 salary – 1 Grant Covering a Portion of Summer and a Portion of 9-Month Contract		
Percent Effort Charged to Grant: 40% (9-month contract & summer) Institution-Provided Summer Support: 0 months Externally Funded Summer Support: 1.2 months (10%= \$6,500)	Threshold 10% (summer)	Met
	\$65,000 x 15% (30% / 2)	\$9,750
	TOTAL Eligible Award	\$9,750

Example 7: \$65,000 salary – Multiple Grants covering Summer and a Portion of 9-Month Contract		
Percent Effort Charged to Grant #1: 15% Percent Effort Charged to Grant #2: 25% (Summer Support) Percent Effort Charged to Grant #3: 40% Total Effort Charged to Grants during 9-Month Contract: 55% Institution- Provided Summer Support: 0 Months Externally Funded Summer Support: 3 Months (25% = \$16,250)	Threshold 10% (summer)	Met
	\$65,000 x 27.5% (55% / 2)	\$17,875
	TOTAL Eligible Award	\$17,875