

WVU SPONSORED ACADEMIC ACTIVITY INCENTIVE POLICY

1. PREAMBLE

Externally sponsored academic activity involving university faculty, whether teaching, research, or service, is presumed to satisfy the academic needs of the university and the academically related objectives of the sponsoring agency. The university provides faculty and facilities while the sponsor provides funds for the activities. Because faculty time and effort are required, it is reasonable for the university to request funds from the sponsor to support faculty effort. Whenever possible, it is prudent for the university to dedicate released state funds in ways that enhance its academic activities.

2. GUIDING PRINCIPLES

1. When appropriate, sponsoring agencies that have objectives compatible with WVU's academic enterprise may provide funds to support faculty time and effort. Such funds should be substituted for state funds that have been dedicated to faculty members' base salaries.
2. State funds thus released may be used to create an incentive pool within each college to further its academic activities.
3. The incentive pool is created from state funds released when a faculty activity, i.e., teaching, research, or service, is funded by a grant or contract.
4. The incentive pool may be used to provide funds for travel, equipment, faculty salary enhancements, graduate student support, and other activities that enhance the academic mission.
5. Each college or school may determine the manner of distributing its own incentive funds.
6. The base salary or contract salary of individual faculty members may not be altered by the receipt of incentive salary.
7. The appropriate Vice President must approve each college's or school's plans for distributing funds.

3. REQUESTS FOR SALARY SUPPORT ON GRANTS AND CONTRACTS

Faculty members who apply for externally funded grants or contracts should request a percentage of their total contract salary, including fringe benefits, consistent with the time commitment to conduct the proposed academic activity.

All state-funded faculty (including FEAPs) are eligible. Individuals who are split-funded from state and other services, will be eligible to participate in that portion of their salary supported by state funds.

A faculty member may be eligible for an incentive salary from the incentive pool not to exceed 20% of the total contract salary. The faculty member and the department chair will execute a written contract for the specific amount of the incentive award. The academic incentive allocation to faculty will be made twice a year at the end of each semester.

Each contract for academic incentive salary must be approved by the Dean and the appropriate Vice President.

Approval:

Gerald E. Lang
Provost & Vice President for
Academic Affairs and Research

Date