

**TENNESSEE AGRICULTURAL EXPERIMENT STATION
AND UT EXTENSION
FACULTY INCENTIVE PLAN**

Faculty of the Tennessee Agricultural Experiment Station (TAES) and UT Extension will have the opportunity to supplement their UT salary through the Faculty Incentive Plan (Plan).

CRITERIA

1. A request to seek a salary supplement under the Plan by a faculty member must be submitted at the time the proposal is submitted. Approval by the Department Head and Dean will be contingent upon meeting the criteria of the Plan and the Purpose of the Plan.
2. The salary support must be derived from extramural grants and contracts or fee based programs. External funds from gifts and service contracts will not apply.
3. Salary support must be derived from extramural grants or contracts that fully pays all direct costs and appropriate Facility and Administrative (F&A) costs (sometimes known as indirect cost recovery). In cases where the granting agency has uniform F&A rate limits, which are lower than TAE S/Ext Svc rates, the lower rate will be honored to a minimum of 10 percent.
4. The grant or contract may not include provisions for cost sharing or in-kind matching requirements.
5. The faculty member must exhibit satisfactory performance in teaching, service and administrative duties assigned. Included here is the responsibility of providing good fiscal and administrative management of all grants for which he/she is principal investigator and completion of necessary effort reports in a timely and effective manner.
6. The grant funded salary must be for a least 0.1 FTE in the fiscal year ending June 30.
7. The Plan may be implemented on grants approved after the approval date of the Plan or for existing grants which meet provisions of the Plan.
8. Non-faculty staff paid from unrestricted accounts may be nominated to participate in the provisions of the Plan at the discretion of the Department Head and eligible faculty member, on whose grant the staff member is working.
9. Specialists not on tenure track appointments, county extension agents, and area specialist are eligible to participate in the Plan.

10. The Faculty Incentive Plan application must be approved by the appropriate Dean's office, prior to the beginning date of the grant.
11. Modification to the criteria may be implemented in the future as needed. Such modifications will apply to new grants.

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