

IFAS FACULTY SUPPLEMENTAL COMPENSATION PLAN

In alignment with the university's strategic goal of continuing its dedication to research, extension and teaching, IFAS has established the IFAS Faculty Supplemental Compensation Plan (FSCP). Under this plan, IFAS faculty are encouraged to recover their salary plus fringe benefits from grants and contracts proportionate with their percent effort on those grants or contracts unless prohibited by granting agency policy. The plan provides a financial incentive that may be used to enhance the faculty member's salary, provide support for their program, and provide overall support for their unit.

1) Eligibility for Supplemental Compensation

- a) Faculty members holding tenured or tenure-accruing positions are eligible to apply to participate in the FSCP. The FSCP only applies to that portion of salaries paid normally from State of Florida general revenues and for faculty approved by the Deans to participate in the FSCP.
- b) A supplemental payment is awarded under the FSCP only to those faculty members receiving an evaluation of "commendable" or better on all assigned duty categories (Teaching, Research, Extension) during the academic year in which the supplemental compensation is earned.
- c) To be eligible to receive the supplemental compensation, a faculty member must be employed by IFAS at the time the supplemental compensation is paid. If a faculty member leaves UF, no supplemental compensation will be distributed for that fiscal year regardless of the amount of salary plus fringe benefits savings earned by that faculty member during the fiscal year.
- d) Faculty who enter the program are expected to maintain or enhance their historic performance. For example, the number of graduate students supported and mentored, extension educational programs conducted, and number and quality of courses taught should be maintained or enhanced.

2) Payment of Supplemental Compensation

- a) Faculty will receive an annual payment consisting of a proportion of all salary plus fringe benefits that they recover from grants and contracts.
- b) Payment of less than \$100 will not be paid nor carried forward.
- c) Payment is made once each year on or about October 1 following the end of the fiscal year in which the supplemental compensation is earned.

3) Implementation of IFAS Supplemental Compensation

- a) Beginning April 1, 2009 until amended by the SVP and Deans, salary plus fringe benefits savings shall be distributed as follows:
 - i) A payment of **75%** of the amount of salary plus fringe benefits savings that are recovered shall be made available for distribution.

- ii) Distribution of the payment may be determined by the faculty member under the following guidelines:
- Up to **50%** of the savings may be used for the faculty member's supplemental compensation.
 - A minimum of ten percent (**10%**) will be allocated to the unit leader to support the unit's programs.
 - The remaining balance will be used by the faculty member to support his/her program.

iii) Twenty-five percent (**25%**) of each faculty member's total annual salary plus fringe benefits savings will be retained by IFAS to be used for:

- Faculty support.
- Performance raises.
- Programmatic support for high priority needs.

Amount of funds generated by this pool and their respective uses will be reported annually.

- b) The percentages stated above represent gross pay, and the net paycheck received by faculty will reflect the usual deductions for withholding of federal income tax and Social Security. The annual supplemental payment will not be added to the salary base. Faculty retirement contributions will not be affected.
- c) The salary plus fringe benefits savings funds allocated to the units may be used as per policy set separately by each unit. However, each unit is expected to maintain graduate student enrollment. This may be accomplished by providing salary plus fringe benefits savings funds for graduate stipends; by more aggressively seeking support for graduate students on research and training grants or other sources of extramural support; and by enrollment of more fully or partially, self-supporting graduate students.
- d) In the event the faculty member cannot meet the expectations of the contract due to decreased or cessation of grant funding, no savings will be distributed, and the faculty member's salary will be held harmless.

4) Comments:

- a) Departments must expend the returned funds in the fiscal year in which they are returned.
- b) **All supplemental compensation payments are subject to the approval of the SVP and Deans.**