

UF/IFAS Sponsored Program Award Incentive Plan (SPAIP) for 12-month Faculty

Policy Statement

UF/IFAS is committed to promoting and supporting faculty excellence in research, teaching, and extension. Faculty who generate additional resources for UF/IFAS by charging their salary to grants may earn Sponsored Program Award Incentive compensation.

Eligibility

Faculty must be .50 FTE (or higher), in a 12-month state-funded permanent faculty appointment (tenure or non-tenure accruing) and have a satisfactory rating on all components of their annual evaluation to be eligible for this plan. Employees who have one or more annual ratings less than satisfactory, received a Performance Improvement Plan, or received disciplinary action are not eligible until they return to good standing.

Salary Savings are accrued against faculty lines supported on UF/IFAS State Appropriation Funds. Faculty that have joint appointments with units external to IFAS will only be able to leverage salary savings accrued against IFAS state appropriations.

The maximum total amount that a faculty member may receive in annual incentives from all sources under this plan is limited to no more than two months of the 12-month base salary that is supported on state appropriation funds (excluding fringe benefits).

Specific Policy Applications

- The faculty member is eligible to earn Sponsored Program Amount Incentive compensation of up to the equivalent of two months of the faculty's 12-month Institutional Base Salary which is supported by state appropriated funding (excluding fringe benefits rate).
- The Institutional Base Salary will be based on the annual salary as of January 1.
- The total Incentive compensation is non-benefit accruing and subject to taxes levied consistent with salary earned through additional pay.
- Salary savings can be generated from salary charged to the following sponsored program fund codes:
 - I. 201 C&G-Federal Restricted Fund,
 - II. 209 C&G-Other Restricted Funds, and
 - III. 214 C&G-Non-Federal Clinical Trials for restricted sponsored activity.
- Salary Savings accrue to UF/IFAS annually as carryforward funds. These funds are reappropriated annually by the UF Board of Trustees (BOT) and the UF Board of Governors (BOG). Changes in BOT or BOG carryforward policy may impact the availability of carryforward funds for Incentive compensation.
- The faculty member's unit is responsible for accurately calculating and determining the annual Incentive amount payable to a faculty member.
- Unit leaders are responsible for reviewing and approving the Incentive payment for faculty within their unit before disbursement. Annual Incentives should only be paid out once the department has ascertained that the faculty member can meet financial obligations for the upcoming fiscal year. Units may request exceptions, as appropriate.

- The Incentive plan will be disbursed based on university policies and procedures.
- Annual payments will be paid by March 1.

Review and Evaluation

The SPAIP will be evaluated annually and may evolve as UF/IFAS further develops resources for rewarding valued activities. The Senior Vice President will announce any major modifications to the plan each year on May 15 after consultation with Executive Leadership, Unit Leaders, and Faculty Assembly.

Definitions

- **Sponsored Program Awards Incentive:** Additional compensation provided to and UF/IFAS faculty members employed on a 12-month salary plan.
- **Base Salary:** The regular compensation paid to a faculty member, excluding supplemental payments such as incentive or overload payments.

Questions

The following units are responsible for overseeing the implementation and assessment of and compliance with this policy.

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