

**Faculty Incentive Plan**  
**Fay W. Boozman College of Public Health**  
**Effective July 1, 2021**

The College of Public Health (COPH) Faculty Incentive Plan (FIP) is designed to reward faculty for maximizing extramurally funded salary supported from grants and contracts.

**Eligibility**

Eligibility to participate in the COPH's FIP is identified in letters of offer or the most recent amended letters of offer. Only faculty at the Assistant Professor rank or higher who have an appointment in the COPH, full or part-time, and who are salaried (i.e., have an ongoing salary commitment from the COPH as confirmed by the dean) are eligible to participate. This FIP applies only to the proportion of faculty members' time that is salaried within the COPH and the activities which occur under the umbrella of and are credited to the COPH. Participation of eligible part-time faculty is subject to the approval of faculty members' primary appointment department chair and as well as the Dean of the College of Public Health. Incentive payments are made quarterly when the college is able to cover the expenditures within its approved operational budget and are limited to the availability of funds in any given funding cycle.

**Participation**

Faculty must meet minimum performance criteria in order to participate in the program and receive incentive payments. They must have:

1. Met or exceeded the teaching workload described in the COPH Framework for Annual Faculty Effort and demonstrated teaching excellence as described in the COPH APT Guidelines
2. Demonstrated outstanding scholarship effort and excellence as described in the COPH Framework for Annual Faculty Effort and in the COPH APT Guidelines
3. Performed service within the profession, university, and community as described in the COPH Framework for Annual Faculty Effort and demonstrated excellence as outlined in the COPH APT Guidelines

The criteria for participation in the FIP are intended as guidelines. Unusual faculty work demands in one area, the assumption of significant administrative responsibility, or other extenuating circumstances will be considered by the department chair and the COPH dean in judging whether faculty are eligible to participate in the FIP.

### **Institutional Base Salary**

Faculty are eligible for institutional base salary increases as determined by the college and the university. They are also eligible for increases when they are being promoted in rank. In addition, faculty who meet eligibility requirements for participating in the COPH FIP for five years and have maintained an average support from grant and contract funding level of at least 50% for this five-year period are also eligible to receive a base salary increase of 10%, provided that the college's resources are available to support this increase. Such increases to institutional base salary will become effective at the beginning of the first fiscal year (July 1) after the successful five year funding period is confirmed by college administration, or as soon after college resources allow. Once a five-year period results in a 10% increase in institutional base salary the five-year period for consideration of further institutional base salary increases begins again.

The college expects that all faculty in the COPH meet the minimum performance criteria described in the previous section in order to participate in the FIP. Faculty members not meeting the criteria will be notified in writing with documentation of the reasons for falling below performance expectations. Faculty who are judged by the chair and dean jointly not to have met the minimum performance criteria during the annual review process will be subject to a reduction of base salary of up to 30%.

### **Research Incentives**

Quarterly incentives are paid for excellent extramural research performance as described below:

- The faculty member must meet all minimum performance criteria described above.
- The faculty member must have had extramural support offsetting at least 30% of his or her institutional base salary for the quarter under evaluation.
- If the 30% threshold of extramural support is reached or exceeded, the calculation of the amount of the research incentive is 30% of the amount of extramural salary support that *exceeds 20%* of the faculty member's base salary.
- Eligible extramural grants and contracts are those that offset institutional funds used to support faculty salaries

Quarterly incentives are paid via the UAMS payroll system in the month immediately following the end of each natural quarter, i.e. October, January, April, and July.