

Oklahoma State University
College of Arts & Sciences
Supplemental Pay Plan for External Research Support

Faculty in the College of Arts & Sciences can benefit from the following two sources of income generated from external grants and contracts: 1) the return of generated salary savings funds, and 2) the return of generated F&A funds.

A. Return of Generated Salary Savings Funds:

Whenever possible, salary savings generated from grants/contracts that support faculty salaries to perform academic research for the University shall be returned to the Administrative Department/School of the faculty member whose salary/partial salary is paid from the research grant/contract. The Department Head/School Director shall use these salary savings with the following priorities:

1. To provide release time for the faculty member whose salary is paid/partially paid by the grant/contract, if release time from teaching or other responsibilities is required.
2. **Salary saving which are not required by the department/school for the above shall revert to the faculty researcher(s) whose salary is being saved for use on the research project.**

B. Return of Generated F&A Funds:

The policy for the College of Arts & Sciences regarding the distribution of generated F&A returned to the College is as follows: 64% to the College Research Support Account, 18% to the department/school generating the F&A, and 18% to the PI generating the F&A.

Within a fiscal year, faculty who accrue funds returned from Salary Savings and/or available from the PI's share of F&A according to A&B above may opt to receive supplemental pay from these funds, not to exceed the equivalent of one month's regular gross salary, in a direct lump sum payment. Faculty receiving supplemental pay will be responsible for any tax liability and regular payroll withholdings will apply.

Plan was proposed by Dr. Ronald A. Van Den Bussche, Associate Dean for Research, 25 February 2013
Plan was approved by Dr. Bret Danilowicz, Dean, 26 February 2013