

Faculty/ Administrations Incentive Programs

The University of Arkansas at Pine Bluff considers proposal development to secure external funds as a professional responsibility for members of the academy. However, the University realizes that for one to be successful in this effort, it often requires going beyond the normal exercise of one's duty. In response to this recognition, this incentive program was established. Supervisors may provide cash bonuses to persons under his (her) supervision for obtaining external funding through grants and/or contracts. The following stipulations apply:

- 1) The bonus will be determined from the personnel salary category after replacement salary is encumbered.
- 2) The amount of the bonus shall not exceed ten percent (10%) of a person's base salary in any given year.
- 3) The bonus will not become a part of a person's base salary, but may be received yearly as long as the grant/contract is in force and funded (this does not apply to no cost extensions).
- 4) The bonus plus the base salary shall not exceed the line item maximum for the position from which a person is paid.
- 5) Funds in excess of replacement salary and bonus shall be deposited in the requisite school's discretionary account.
- 6) Supervisors are responsible for recommending bonuses. They must also ensure that persons under their supervision are not overly committed and therefore take them away from their primary function.

Approved
[Signature]
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