Overview of the Faculty Salary Research Exchange Program

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Executive Summary

- Under the Faculty Salary Research Exchange Program, a faculty member can direct-charge up to 30% of his/her monthly salary (i.e. 1/12 of annual salary) each month during the academic year to contracts/grants. In return, he/she receives 75% of the resultant salary savings in the form of a State general operating 19900 fund, which is
  - discretionary (subject to guidelines) and unlimited in term
  - not subject to overhead charges
  - best used for salary, because the cost of benefits (often as high as 30% for staff) would be covered by the State.
  - GSR Fee Remission (but not including NRT) and benefits would be covered.

- Example: A faculty member with an academic-year salary of $100K could direct charge up to $22.5K of this salary to contracts/grants within an academic year. (Benefits and indirect costs also would be charged to the contracts/grants.) He/she would then receive $16.875K in a 19900 fund at the beginning of the following academic year.
FSREP Rules/Conditions

• The percentage of effort charged to a contract/grant must be
  – allowable under sponsor guidelines,
  – reflected in a research title, and
  – no more than the total percentage of the investigator's effort on the project.

  Note: Since the maximum percentage of monthly salary (9/12 of annual salary) that can be direct-charged is 30%, the maximum percentage of effort is actually 30% x 9/12 = 22.5%.

• Under the FSREP, there is no release from teaching or service duties.

• State general operating 19900 funds cannot be used for alcohol, extravagant entertainment, or non-resident tuition.
Pre-Award Considerations

• Faculty wishing to participate in the FSREP must obtain approval from the Department Chair and Dean.
  – Approval is good for up to one academic year.
  – Renewal requests are to be submitted on an annual basis.

• Rebudgeting is dictated by allowability on specific projects.

• Total FSREP + cost-share research effort commitments should not exceed 30% during the academic year.
  – Additional restrictions may apply, e.g. 2/9ths maximum for NSF.

Note: Research Leave should be considered independently for financial management purposes. The combined total percentage of effort cannot exceed your academic department's allowed maximum leave.
Post-Award Process

• **Research appointment**
  – Must be in full month increments (*i.e.* start at the beginning of a month, and finish at the end of a month), during the academic year (September through May)

• **Documentation and certification**
  – Effort Reporting System

• **Transfer of salary savings to the planned administering unit (Dept, ERSO, or other) designated by the faculty**
  – Transfers will be made annually, subsequent to fiscal year end.
  – A 25% fee will be assessed by the College
    • 17.5% to be used by the faculty member’s home department,
    • 7.5% to be used by the Associate Dean for Research to support the research mission of the College (*e.g.* for cost-share/matching purposes).