

## IFAS Faculty Contract Modification Process

An IFAS faculty member may elect on a voluntary basis to renegotiate their annual 12-month contract to include a portion of their salary (maximum of 25%) to be paid from non-state resources (other than University of Florida Foundation funds). In this case, a new base salary will be increased to a negotiated amount and the faculty member will be required to provide funding to cover the percentage amount of their salary (including the appropriate fringe benefit rate) with non-state funds. This is contingent upon the outside funding entity(s) having previously approved the faculty salary in the budget. In the event the faculty member cannot meet the non-state funding requirement in any given fiscal year the salary will revert back to the previous base 12-month salary (plus any annual cost of living adjustments proportionate to the base salary), see below.

This contract modification process will begin August 1, 2011. It is not a reward program for contract and grant activity but a commitment by the faculty member to cover a portion of their 12-month base salary with non-state funds. Such requests will be on a case-by-case basis and **are subject to the approval of the SVP and Deans**. Contracts can only be renegotiated once in a five (5) year period. Approval will be based on prior performance in all functional areas. **Initial eligibility for this program requires a current performance ranking of at least commendable in all mission categories. Continuation in the program will be based on subsequent annual performance evaluations.**

Appropriate faculty effort assignment and existing cost sharing obligations must also be met. For example, if a faculty member as a 25% Research FTE appointment which is already cost shared, an additional 25% is not available for research under this program.

The approved salary must be identified (budgeted) and awarded in an appropriate contract and grant proposal/award. From the approval of the renegotiated salary contract until the notice of award(s) (or identification of non-state funds to be used) is received, the non-state portion of the salary must be paid with non-state funds identified by the PI or department (i.e. IDC, residuals, MG&G, incidental, or royalty funds; UFF funds cannot be used).

For example:

Current base salary	\$100,000
Renegotiated base salary	\$125,000
Amount provided with non-state funds	\$ 25,000

If cost of living salary increases are approved by the University of Florida, each source of funds will provide its proportionate share. In the example above, if a 4% cost of living was approved by UF, \$4,000 would be provided with state funds and \$1,000 with non-state funds for a total of \$5,000.

Sixty (60) days prior to the end of the contract and grant that provides the salary funds, the faculty member must identify a new source of funding or the salary will be reduced to the appropriate amount in the pay period following the end of the contract or grant. Other non-state funds may be used to bridge this "gap." No retroactive salary adjustments will be allowed. If the salary is decreased within the contract period, upon notice of award of new non-state funding, the salary can be increased up to the renegotiated level in the pay period following documentation of the funding source. However, if the

faculty member cannot meet the \$25,000 commitment, the salary will be reduced to \$100,000 or \$100,000 plus the portion up to \$125,000 which was provided by state funded cost of living increases.

This program will be managed by the IFAS Budget and Finance in cooperation with the IFAS Human Resources Office.