Faculty Incentives

Providing a cash incentive to Park faculty will serve a number of objectives and allow University Advancement to accomplish Priorities established in Park’s Promise, specifically Strategic Priorities 3. *Ensuring Customer Service and Organizational Effectiveness* and 5. *Strengthening Park’s Fiscal Position.*

Specifically, the incentive will:

- Encourage faculty who have not previously submitted a grant application to pursue external funding
- Reward both experienced and novice faculty for attempting to obtain external funding, i.e., submit grants
- Finally, reward and acknowledge the achievement of faculty who have successfully pursued and obtained external funding/received a grant(s).

Proposed Faculty Incentive/Payment Schedule:

1. First Time Submitter:\(^1, ^2, ^3\)
   a. $50 for grants between $500 - $1,500
   b. $75 for grants between $1,501 – $10,000
   c. $150 for grants between $10,001 - $50,000
   d. $250 for grants between $50,001- $99,999
   e. $500 for grants over $100,000

2. Non-First Time Submitters:\(^4\)
   a. $75 for each grant between $50,001- $99,999
   b. $150 for each grant of a $100,000 or more

3. Payment for Funded Grants:\(^5\)
   a. $75 for each grant between $1,000 – $10,000
   b. $150 for each grant between $10,001 - $50,000
   c. $250 for each grant between $50,001- $99,999
   d. $500 for each grant between $100,000 - $999,999
   e. $1,000 for each grant of $1,000,000 or more

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\(^1\) All grants must be submitted by OSPR and an approved Pre-Approval Review Form must be on file with OSPR. Final determination of payment will be made by the VP for Advancement on the recommendation of the Director of OSPR.

\(^2\) Anyone who has not submitted a grant through OSPR during the preceding five years.

\(^3\) Limited to one award/payment per individual during any five (5) year period.

\(^4\) Individuals who have submitted at least one grant during the preceding five years. An individual may receive an unlimited number of awards/payments, if all institutional requirements have been satisfied. Individuals who receive a payment as a First Time Submitter are not eligible to also receive payment as a Non-First Time Submitter for the same grant.

\(^5\) Any individual submitting a grant through OSPR will receive an addition award for each funded grant, i.e., grant that is awarded to the University. There is no limit on the number of awards/payments a faculty member may receive for funded grants received by the University that they prepared.