

FREQUENTLY ASKED QUESTIONS
FACULTY SALARY RESEARCH EXCHANGE PROGRAM

Effective July 1, 2014 through June 30, 2017

If paid from research funding, will I be required to hold a research title?

Yes, although all of your duties will remain the same as a Professor.

Is FSREP the same thing as a “buyout”?

No. A buyout usually means a reduction in the teaching load and is not a common occurrence. The faculty member’s percentage of time as a professor is reduced and an appointment as a researcher is added.

Can I do both a Salary Exchange and a Buyout?

Yes, with appropriate approvals and if the funding agency allows for it. .

Will this affect benefits, like UCRP service credit?

No. This is merely a change to the funding source. As long as the total percentage remains at 100% from both state and research funds, there will be no impact on benefits.

Will the grant funds be charged benefit costs?

Yes. Benefits will be charged proportionate to the funding sources.

Will my sabbatical credit accruals be impacted?

No. As long as the percentage in the professorial title remains at 50% or more, sabbatical credits will continue to accrue.

What is the impact of the NIH salary cap on this program?

If faculty effort is charged to an NIH grant under the FSREP, the NIH cap will be in effect. The salary can be supplemented in accordance with policies; however, no federal or state funds can be used for supplementation.

How will this program be managed if there are joint appointments?

As long as the total exchange does not exceed 30% across departments and does not exceed the percentage of the faculty appointment on a given job record, there is no issue. However, departments need to coordinate their transactions.

Can a faculty member take advantage of this program if the funds are in an ORU or unit other than the department or school in which the faculty member holds the faculty title?

Yes. The unit with the research funding should arrange with the department to add an appropriate research title.

Can the exchange be made with Agronomists or other state funded titles?

Yes.

If there is already cost sharing on the grant, can there also be a direct charge to the funding source?

Charges to the grant cannot exceed the total effort devoted. Where a commitment exists to provide a level of efforts as a cost share, only additional effort in excess of the committed cost share can be charged to the grant directly.

Can the funding be changed at any time during year?

Yes. Unlike most other actions, it does not need to be effective at the beginning of a semester.