

## Faculty Salary Research Exchange Program (FSREP)

Effective July 1, 2019, the College of Engineering will allow faculty to participate in FSREP for the full calendar year instead of just the academic year. Participation dates will now be July 1 – June 30.

Per the [Academic Personnel Manual](#), July through December are considered Fall semester participation months and January through June are considered Spring participation months.

### Overview

The Faculty Salary Research Exchange Program (FSREP) allows investigators to direct charge up to 30% of their academic year research effort to appropriate contracts and grants and use the salary savings generated from their faculty position to create a discretionary fund. This fund will carry the same restrictions as other state (19900) funds.

- Faculty can direct-charge up to 30%\* of his/her monthly salary (which is 9/12 of annual salary) during the full calendar year to contracts and grants. If faculty participate in FSREP during the summer months, it will not impact summer salary which will continue to be paid at the 1/9<sup>th</sup> rate
- The percentage of effort on a contract and grant will be reflected on the faculty's professor title. Funds released by participation in this program are intended to be used in support of temporary commitments.
- Any salary charged to individual grants must be allowable under sponsor guidelines and fall within the total percentage of the investigator's effort on the project.
- Under the FSREP, there is no release from teaching or service duties. Current policies governing the retention and use of faculty salary savings will continue to apply to other faculty released funds.
- Faculty wishing to participate must obtain approval from both the Department Chair and Dean and are responsible for initiating and renewing FSREP requests. Faculty can request approval for up to one academic year, but must submit a renewal request on an annual basis.
- Since the salary savings will be 19900 funds, certain restrictions on use will apply.
- FSREP should be budgeted in full month increments.

### Pre-Award Issues

- 30% Maximum on all Research Commitments including cost share.
- Other Sponsor Restrictions may apply (i.e. NSF 2/9ths rule).
- Rebudgeting dictated by allowability on specific projects.

### Post-Award Process

- Requires completion of CoE FSREP form with includes approvals from Department Chair, ERSO's Executive Director and ERSO's Associate Dean for Research.
- The FSREP appointment will be reflected in funding entry in UCPATH on the position for the Professor appointment
- Effort will be documented and certified via the electronic Effort Reporting System

- Salary savings resulting from this program will be transferred to the planned administering unit (Department, ERSO, other) as requested by the faculty member. Transfers will be made subsequent to fiscal year end.
- A fee of 25% on the salary savings will be assessed by the College to be used by the ADR to support the research mission of the College, e.g. for cost sharing purposes and the Department for the common good.

\*Participation greater than 30% requires exceptional approval

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