

SCHOOL OF PHARMACY AND ALLIED HEALTH PROFESSIONS
CREIGHTON UNIVERSITY
SUPPLEMENTATION (INCENTIVE) PLAN

Supplemental funding to be made available for distribution to participating faculty members under this Supplementation Plan will be derived exclusively from funds for academic salaries and associated fringe benefits received through University administered extramural grants and contracts. Faculty who obtain salary replacement dollars or profits from contract research or grants will be allowed to use 50% of these revenues as outlined below. The maximum level of supplementary funding which will be allocated to a participating faculty member under this plan is 25% of base University salary. All grants, research contracts, or other agreements containing supplemental funding for faculty must be approved by the Dean of the School before initiation of the projects. Except in unusual circumstances, supplemental funding will only be paid to members of the faculty who are specifically identified as participants (i.e. principal investigator, co-principal investigator, or co-investigator) in a grant or contract at the time it is awarded.

The supplemental funding, as described above may be awarded by the Dean, in consultation with the respective Department Chair as follows:

1. As a special payment to the faculty member, but in no event will the amount of a special pay exceed 25% of the faculty member's base salary on an annual basis as determined for this purpose.
2. Deposited into a University fund used to support the academic and research activities of the faculty member. All expenditures must follow University policy and be approved by the faculty member's Department Chair and Dean.
3. If the faculty member terminates his/her employment with the University, for any reason, the faculty member forfeits all rights to these funds.

Participation in the plan by eligible academic faculty members is voluntary. Eligible

academic faculty members shall be those who hold an appointment of at least one-half full-time equivalent (0.50 FTE) within the School and the academic rank of instructor or above.

The base University salary shall mean the regular salary and benefits paid by the University to a member of the School's academic faculty on an all-year (annual) appointment or on an academic-year appointment.

Supplemental compensation to participating faculty members will be dispersed using the normal payroll procedures and paid on a monthly basis if an established amount of time, effort, and compensation have been established in the grant or contract. For contracts where residual funds constitute the basis for supplemental funding, awards will be made only after the contracts are completed and a full accounting of the project has been made.