

COLLEGE OF PHARMACY SALARY OFFSET DOLLARS POLICY STATEMENT – Effective July 1, 1999

Full-time faculty (FTE) whose primary appointments are in the College of Pharmacy are expected to participate in, be evaluated on, and be accountable for three major components (Teaching, Research and Service) of their faculty effort. As such, it is expected that all COP FTE will maintain a minimum effort in each of these components based upon their individual negotiated job descriptions.

This document is devoted to all faculty efforts related to externally funded research (clinical or basic) and the salary and fringe offset dollars generated by these efforts. The goal is to reward those faculty who are successful in obtaining extramural research funding that supports the individual faculty member's percent effort that is above a minimum set by the college.

The College of Pharmacy requires that salary compensation be sought in proportion to all individual faculty effort related to extramural research efforts to the extent possible (i.e., full cost recovery of salary offset dollars), unless otherwise stated by the Dean of the College of Pharmacy. This effort includes Principal Investigator (PI), Co-PI or Investigator efforts. It is the intent of the College of Pharmacy that effort for sponsored research is reported on Faculty Activity Reports in a manner that optimizes the reporting of the effort associated with that research. If the faculty member is not directly appointed against the research funding, then a loan/borrow situation must be incorporated into the report reflecting true research effort.

In return, during any fiscal year and at the discretion of the Dean the college will utilize **only** the first 15% of an individual faculty member's salary and fringe offset dollars to fund college-wide initiatives. If the faculty member wishes to donate more than the 15% they may do so.

Because the College of Pharmacy is committed to following proper cost accounting standards as well as maximizing accounting with the UF Bank, all salary and fringe dollars will be taken by the college for salary support of the faculty member. However, the college will retain **only** the first 15% salary and fringe offset effort for college use. The remainder of salary and fringe support in excess of the initial 15% will be used primarily to support post-doctoral, technical, and/or graduate student salary and fringe support designated by the faculty member. Agreements to utilize funding of this type must be enacted by July 10th of any fiscal year that they are to be effected. The agreements must be supported by a planning document from the faculty member detailing the grant to be offset, the FTE to be applied, the intended use of the funds, and the duration of the appointment for which the funds are to be utilized. No utilization of funding generated in this manner can extend into any other fiscal year. Non-linear expenditures (travel, equipment, supply costs) generated from funding from this source must be negotiated separately, and are at the discretion of the Dean and Chief Financial Officer.

College of Pharmacy faculty member may receive salary and fringe support from extramural funds generated in another college within the University of Florida or at another University/Institution. If this happens the college mandates that it receives all of the salary and fringe support owed to the individual College of Pharmacy faculty member. **Only** the first 15% of the salary and fringe dollars (if this is the only source of salary and fringe funds) will be retained by the college. The remainder will be used primarily to support post-doctoral, technical, and/or graduate student salary and fringe support designated by the faculty member and in accord with the guidelines outlined in the preceding paragraph.

For faculty members who are successful in obtaining salary and fringe offset dollars from multiple extramural sources, and whose salary and fringe efforts total over the 15% minimum, the source from which the college receives its 15% will be negotiated by the individual faculty members involved and the Dean of the College of Pharmacy or their designee.

The faculty may also receive relief from their individual teaching or service efforts. However, if this is requested, the faculty's salary and fringe dollars will remain in the college in proportion to their reduction in teaching/service to help fund those personnel hired to perform the teaching/service effort that the individual faculty member was relieved from.

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