

## **ARAYR: Appropriated Research Academic Year Release**

Academic Year Salary Release Policy for Federal and State Research Appropriations

### **Purpose**

The purpose of this policy is to establish a consistent framework for academic year (AY) salary release associated with externally funded federal and state appropriations. Funds generated through AY salary release will support college-level strategic initiatives, including but not limited to faculty compensation, the development of research infrastructure, and hiring of research personnel whose subject matter expertise is necessary to expand and sustain the College's research enterprise.

### **Scope**

This policy applies to all Principal Investigators (PIs) and Co-Investigators (Co-Is) who receive federal or state appropriations administered through the College.

### **Policy Statement**

#### **1. Academic Year Salary Release Requirement for Principal Investigators**

Principal Investigators on federal and state appropriations are required to release three (3) months of academic year effort onto the sponsored project budget, subject to sponsor approval and allowable cost principles.

Upon fulfillment of the required three-month AY salary release obligation:

- The PI may receive up to three (3) months of sponsor-funded summer salary compensation in accordance with:
  - the Faculty Manual,
  - sponsor regulations and award stipulations, and
  - the availability of funds within the approved project budget.

Funds recovered through AY salary release will be allocated to support college-level strategic initiatives as determined by the Dean and the Associate Dean for Research (ADR).

#### **2. Academic Year Salary Release for Smaller Appropriations**

Recognizing the varying size and scope of appropriations, PIs on smaller federal or state appropriations are also required to release academic year effort; however, the amount of required release time will be proportional to the total award amount and project scope.

The Dean and ADR, in consultation with department leadership as appropriate, will determine reasonable release expectations for smaller appropriations using factors such as:

- total direct costs,
- annualized funding level,
- personnel commitments,
- project complexity, and
- anticipated research impact.

### **3. Faculty Co-Investigators**

Co-Investigators on federal and state appropriations are subject to the following AY salary release expectations, proportional to their committed effort and role on the project:

- One (1) month of AY salary release is required for eligibility to receive two (2) months of summer salary support.
- One-half (0.5) month of AY salary release is required for eligibility to receive one (1) month of summer salary support.

Recovered funds generated through co-I salary release will support college-level strategic initiatives managed by the Dean and the ADR.

### **4. Governance and Oversight**

Governance and allocation of funds generated through AY salary release will be managed jointly by the Dean and the ADR.

The Dean and ADR will:

- establish priorities for strategic investments,
- ensure alignment with the College's research mission and long-term goals,
- oversee the use of released funds for sustainable research growth, and
- periodically review implementation and outcomes associated with this policy.

### **5. Administration and Implementation**

The Pre-Award and Post-Award Offices, in coordination with the CECAS Business Office, will:

- identify applicable salary release obligations during proposal development and award setup,
- communicate release amounts and budget expectations to investigators and departments,
- coordinate the transfer and tracking of released funds, and
- ensure compliance with sponsor regulations and institutional policies.

Exceptions to this policy may be granted by the Dean in consultation with the ADR under extraordinary circumstances or when sponsor restrictions prohibit implementation.

## **6. Faculty Research Incentive Plan (FRIP) Exclusion**

Federal and state appropriations subject to this policy may not be used to support compensation through the Faculty Research Incentive Plan (FRIP).

This restriction is intended to ensure that appropriated funds are utilized to strengthen the material resources of the institution by expanding institutional research capacity, enhancing infrastructure, and supporting long-term strategic research priorities rather than individual incentive compensation programs.