

**Lamar University Research Incentive Program (RIP)  
For Externally Funded Sponsored Programs  
Recommended by Ad Hoc Committee on May 23, 2007  
Approved October 15, 2007**

**Objective**

An objective of the faculty and administration is to increase and enhance the quality of research at Lamar University. This objective will be considered as met when greater institutional capacities for research have been developed, useful projects have enhanced the visibility and stature of the university, and researchers have been recognized and rewarded for outstanding performance. The objective will be served when full-time faculty members are provided incentive compensation to encourage participation in externally funded projects.

**Eligibility**

Faculty members participating must pay from a contract or grant at least \$5,000 of their academic year base salary that would normally be paid from Education and General (E&G) funds. Incentive compensation can only be earned in fall and spring semesters. Faculty participants must be at the assistant through full professor ranks and must be at the department chair or below level. A qualified faculty member must apply for participation in this incentive compensation plan within thirty days of the date the faculty partially funded by the grant. Participation must be chair, dean, and Provost. (Note: A committee consisting of the relevant college dean, the Associate Provost for Research, and the Provost must review and approve any RIP-qualifying project proposed by a department chair for potential or real conflict of interest.) The faculty member may receive benefits from more than one contract and/or grant under this program but may not receive additional compensation from any other incentive program for research and sponsored programs, or teaching overloads. Since this is an incentive program and not a reward program, faculty who leave university employment immediately lose eligibility for incentive compensation, regardless of when they qualified for participation. (NOTE:

department funds is to be used to hire adjunct teaching faculty or