
 جامعة الإمارات العربية المتحدة United Arab Emirates University  	<b>Research and Sponsored Projects Policies Manual</b>	Policy Number	RA-05
		Effective Date	02-Mar-2014
	<b>Subject</b> Incentives and Compensation for Faculty Members Involved in Research and Consultancy Services	Most Recent Review Date	01-Dec-2013
		Due Date for Next Review	01-Sep-2016
	<b>Responsible Office:</b> DVC Research & Grad. Studies	Pages of this Policy	1 of 2

## 5. Incentives and Compensation for Faculty Members Involved in Research and Consultancy Services

### Overview

Defines possible incentives provided to faculty members involved in Research and Consultancy Services.

### Scope

This policy shall apply to all faculty members employed by the UAEU.

### Objective



The University aims to establish uniform guidelines and expectations across the University regarding the incentives for faculty engaging in research and consultancy services.

### Policy

#### 5-1 Externally Funded Projects

The incentives for faculty members involved in externally funded research and consultancy services shall be as follows:

- a) Faculty members can buy up to half of their teaching time or 6 credits/semester, provided budgets for purchase of the release time are sufficient within the externally-funded projects. Terms and rates applied for release time are specified in the Teaching Load policy of the University. The corresponding amount is to be charged to the project funds and transferred to the concerned Academic Unit.
- b) Faculty members can charge externally-funded research projects for overtime work during regular semesters and for work in lieu of partial summer leave. The compensation for this research overtime is proportional to the faculty hourly rate based on his/her adjusted salary and the overtime hours applied to the research project. Such compensation for overtime should be included in the personnel budget of the approved research budget.
- c) Faculty members can include within the proposals for consultation projects personnel payments to the faculty consulting team that are generally proportional to the overtime hours to be applied and using rates at or higher than the hourly rates of their adjusted salaries. Consultation projects are generally more demanding in terms of time and deliverables thus higher rates of personnel costs should apply.
- d) If the total overtime payments within one academic year for the faculty member from externally funded research and consultancy projects exceed 20% of the faculty's annual salary and benefits, then the faculty member is obliged to purchase part of his teaching time as indicated in the teaching load policy of the University.
- e) Faculty members can also include travel support for conferences within budgets for externally funded research or consultancy projects.

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### 5-2 Internally Funded Projects from the Office of the DVCRGS

The incentives for faculty members involved in UAEU funded research projects shall be as follows:

- a) The budgets of these projects may include funds to support international conference travel. This travel can be in addition to any other conference travel(s) supported by the College.
- b) The Principal Investigator(s) may get due consideration for discretionary release time from teaching if available within the Department or College and/or may get assigned less demanding University Service obligations with the Dean's approval.