

# ***PILOT - ENHANCED RESEARCH APPOINTMENT PROGRAM***

***ANNOUNCEMENT 5/31/2025  
PURDUE FACULTY COLLEAGUES,***

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***PURDUE UNIVERSITY IS PLEASED TO ANNOUNCE A NEW PILOT INITIATIVE TO RECOGNIZE THE EXCEPTIONAL RESEARCH FOCUSED EFFORTS, DUTIES AND ACTIVITIES OF OUR TENURED AND TENURE-TRACK FACULTY THAT ADVANCE THE PURDUE RESEARCH ENTERPRISE. THOSE WHO QUALIFY MAY BE ELIGIBLE FOR A NEW CONCURRENT FACULTY APPOINTMENT ALLOWING FOR UP TO 0.75 FTE TO BE ESTABLISHED AT A SALARY UP TO 25% HIGHER THAN THEIR CURRENT INSTITUTIONAL BASE SALARY.***

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***PILOT PROGRAM EXTENDED FOR 2025-2026 (YEAR 3)***

***ELIGIBLE TENURED AND TENURE-TRACK AND CLINICAL FACULTY MUST SUBMIT AN APPLICATION TO QUALIFY. APPLICATIONS FOR THE SECOND PILOT YEAR MUST BE SUBMITTED, BY MAY 31, 2025.***

# *Program Intent and Description – Key Components*

The intent of the program is to establish a new faculty research appointment to recognize exceptional research efforts, duties, and activities undertaken by faculty members to advance the Purdue research enterprise.

## Key Eligibility Components:

1. Full-time, FY or AY, Tenured and Tenure-Track and Clinical Faculty in good standing and in an eligible faculty position may be eligible for an enhanced research appointment and a higher base salary if they are appointed at:
  - Purdue University - West Lafayette (West Lafayette and Indianapolis Locations), Northwest (Hammond and Westville Locations), Fort Wayne
  - Purdue Applied Research Institute or Purdue International Incorporated
2. Can contribute effort funded and paid by external funding agencies and sponsors in excess of an established base
3. Has the required level of external funding available from qualified sources
4. Submit a qualified application - evaluated to ensure they
  - Meet eligibility requirements
  - Have funding to support the requested level of salary support from external funding sources
  - Be able to work and certify that their compensated effort is allowable, allocable, reasonable on the externally funded activities

# Enhanced Research Appointment and Salary Enhancement

- The new enhanced research appointment will be established as a concurrent appointment at an FTE **approved for an entire fiscal year (FY) or academic year (AY) at a level of effort between .25 FTE and .75 FTE**. Academic year faculty will have the option of utilizing the new appointment for up to 100% of the summer session. (FTE must be applied in 5% increments).
- The salary for this new appointment will be assigned up to 25% of the current, established institutional base salary** for FY and AY positions (the enhanced salary must be at least 10% and no more than 25% in 5% increments)
- Begins at the start of the fiscal year beginning July 1 (for FY faculty) or the start of the academic year beginning August (varies) (for AY faculty).
- AY Faculty - The approved supplement can apply to the entire summer session paid on external funds, up to the beginning of the next academic year

	Current		Base Appointment Salary			Enhanced Appointment Base Salary					
	FTE	Full-Time Base Salary	FTE	Full-Time Base Salary	Earnings	FTE	Enhanced Base Salary %	Full-Time Enhanced Base Salary	Earnings	Overall Total Salary	
Fiscal Year	1.00	\$ 127,780	0.75	\$ 127,780	\$ 95,835	0.25	25%	\$ 159,725	\$ 39,931	\$ 135,766	6%
								Additional Compensation		\$ 7,986	
Academic Year	1.00	\$ 100,000	0.75	\$ 100,000	\$ 75,000	0.25	25%	\$ 125,000	\$ 31,250	\$ 106,250	6%
Summer Salary	10 Weeks	\$ 27,780				1.00	25%	\$ 34,725	\$ 34,725	\$ 34,725	25%
		\$ 127,780								\$ 140,975	10%
								Additional Compensation		\$ 13,195	
Academic Year	1.00	\$ 100,000	0.75	\$ 100,000	\$ 75,000	0.25	25%	\$ 125,000	\$ 31,250	\$ 106,250	6%
Summer Salary	10 Weeks	\$ 27,780	5 weeks	\$ 100,000	\$ 13,890	1.00	5 weeks	\$ 125,000	\$ 17,363	\$ 31,253	13%
		\$ 127,780	(teaching or non-research)							\$ 137,503	8%
								Additional Compensation		\$ 9,723	

# *Funding Eligibility*

- **“External funds” Only (any combination of)**

- Federal grants, cooperative agreements, or contracts\*
- State grants or contracts
- Industry or for-profit company contracts
- Foundation or other non-profit awards
- Foreign industry or Foreign Government contracts
- Other externally funded grants, cooperative agreements, or contracts

\*See separate instructions for NIH funding or other agency or program funding, when the individual is subject to a salary cap set by these agencies or program

- **Not from sources, including:**

- Federal appropriations
- State-appropriated funds (general funds and State line items)
- Cost sharing on external funding commitments\*
- Recharge Centers
- Gifts and Voluntary support
- Discretionary funds\* (residual funds, departmental allocations, start-up funds, distinguished/named professorship allocations, or other discretionary or gift funds)

# *Funding Eligibility – Salary Cap (NIH)*

\*Individuals subject to the NIH or other agency or program salary cap will be eligible to apply and participate in the FERAP program.

However, careful consideration should be given to review the overall financial impact resulting from additional mandatory cost share obligations, and other costs of participation including replacement instructional costs for teaching release.

In order to participate in FERAP, the cost to the department, school, and college should be at least net neutral or better. This can be achieved through the following:

1. additional department salary savings generated through the FTE charged to external grants and contracts and/or
2. covered by the participants discretionary funds, excluding faculty start-up

# *Process Overview*

- Individuals who qualify for program participation, based on individual eligibility criteria, **will be eligible to submit an application** each academic and fiscal year
- Applications must be **submitted to the Review Group**, signed by the Individual Faculty Requestor **by May 31**
- The **Provost's Office, Academic Unit (primary appointment), Business Office (primary appointment), and Sponsored Program Services will review** the application and all proposed funding sources.
- After review, the final request document will be routed and include signature approval by the **Individual Faculty Requestor, the Departmental Fiscal Officer, Department Head, College Fiscal Officer, Dean, SPS and Provost.**
- A decision will be made related to fiscal year faculty applications by June 30 and academic year faculty application by July 31 of each year.
- Results will be communicated, and the appropriate payroll adjustments will be made by Executive Office Business Operation Center (EOBOC) Employment Center and Payroll Office.
- Payroll and EOBOC will do an annual review of these appointments

# ***QUESTIONS***

Questions or comments about this program should be directed to **FERAPquestion@purdue.edu**.