



## College of Engineering University of Missouri

# Research Policies – May 2025

### Preamble

Dean of Engineering Chrysochoou charged a faculty committee with reviewing existing policies with respect to the following aspects: distribution of Facilities and Administrative (F&A) returns to college; management of salary savings, i.e. faculty salary and fringe benefits charged to research grants; and course buyout policies at the department level. The committee was tasked with reviewing policies across the university and provide recommendations to the dean in consultation with stakeholders including department chairs, directors of research centers, and faculty members. The committee report is available as a separate document.

In addition, to the committee recommendations, the policies factored in university-wide policies, budgetary constraints and strategic planning efforts.

The following policies will take effect in FY26 (July 1<sup>st</sup>, 2025).

### Facilities & Administration (F&A) distribution

The College currently receives 20% of indirect returns associated with shared credit expenditures in the previous fiscal year. The Office of Vice Chancellor for Research distributes the F&A typically in the November-December timeframe.

The F&A distribution model will continue to be 10% to the faculty members based on their calculated shared credit, and 10% to the college. The funds will be transferred to the faculty operating accounts from the college account after they are received from the university.

***The funds will be distributed to each faculty member regardless of the account balance they maintain during the previous fiscal year – the \$100K limit is removed.***

All F&A returns to the college will be used to support research, including infrastructure, matching funds, seed funding and recruitment/start-up costs.



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### Faculty Operating Accounts – Year End Pullback

The balances of each faculty operating account will be recorded on June 30<sup>th</sup>, 2025 and on 6/30 annually thereafter. If the balance exceeds \$20,000, 10% of the total amount will be pulled back into the main college account.

All accounts regardless of balance are subject to an additional 10% pullback from the university.

Examples:

1. A faculty operating account has \$100,000 on 6/30. \$10,000 will be returned to the college and another \$10,000 returned to the university, leaving \$80,000 in the account.
2. A faculty operating account has \$10,000 on 6/30. \$1,000 will be returned to the university, leaving \$9,000 in the account.

***The sum of funds recovered through this process will be deposited into a central Graduate Fellowship Account, administered by the Associate Dean for Graduate Education.*** An initiative for graduate student support will be announced annually after the available amount has been determined.

In the event that F&A returns are not distributed by the university in a fiscal year, there will be no college-level pullback on faculty operating accounts at the beginning of the following fiscal year.

### F&A caps

The F&A federally negotiated rate for research is 56.5%. A Request for University Contribution to Indirect Costs is required to be approved by the Dean when sponsors have caps on indirect cost rates, e.g. in the case of foundations.

**For grants with caps on indirect rates, the difference in F&A recovery must be offset through direct costs, which may be academic year time (salary savings).** The level of salary savings will depend on the size of the grant and negotiated with the Associate Dean for Research at the time of submission (see also Salary Savings below).

### Salary Savings

Faculty on a nine- or twelve-month appointment can pay part of their academic year salary from external grants/contracts. Only base salary will be considered in salary savings. 100%



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of salary savings will be returned to the department. The department will provide 40% of the salary savings returned to the faculty who generated it. The remainder of 60% will be kept by the department to support department needs and initiatives.

Fringe Benefits associated with salary savings will be retained by the college.

This policy is consistent with the maximum amount of salary savings returned to faculty across the university, as shown in the table below.

### Comparison of policies across colleges

<u>School/College</u>	<u>F&amp;A</u>	<u>Salary Recovery</u>
A&S	25%-50% to investigator; 25%-50% to department; 25% to college	10%-40% to investigator; 60%-90% to department
Business	No formal policy	No formal policy
CAFNR	20%-50% to investigator; 25% to college; 25%-55% to division	25%-40% to investigator (<4 or >4 months); 60%-75% to division
CEHD	15% to investigator; 35% to department; 50% to college	0% to investigator; 100% at department/college
CHS	50% to investigator; 50% to college	0% to investigator; 100% discretion of the dean
CVM	50% to investigator; 25% to college; 25% to department	0% to investigator; 100% remains in department
Engineering	50% to investigator; 50% to college	100% to investigator; college retains the benefit amount
Extension	50% to division heads; 50% remains with extension	N/A
Journalism	50% to investigator; 50% to college	0% to investigator
Law	No formal policy	No formal policy
Medicine	50% to investigator; 25% to college; 25% to department	0% to investigator
Nursing	50% to investigator; 50% to college	0% to investigator

### Course buyouts

Course buyout policies are set by individual departments, which are responsible for teaching replacements.