

## Three Examples of Fulbright Policies

### EXAMPLE 1: SALARY TOP-UP POLICY

#### Procedures for Fulbright Awards

**Scope:** All full-time [Purdue-West Lafayette](#) tenure track and clinical faculty.

**Proposed Policy:** Purdue University will maintain the current academic year base salary for all full-time tenure track and clinical faculty who win a Fulbright US Scholar Program Award for the duration of their award in those cases where the Fulbright Scholar award/stipend amount falls below that of their academic year base salary.

**Rationale:** Purdue identifies Fulbright Scholar Awards as one of its 23 highly prestigious awards on the Office of the Provost webpage. Fulbright Scholar Awards are recognized by MUP, TARU, and other organizations as a metric for measuring university performance and are highly sought after for their effectiveness in supporting the university's efforts of internationalization and intercultural learning. Purdue has historically had fewer Fulbright Scholar applicants/awardees than our peer institutions. One of the top reasons faculty do not apply for Fulbright Scholar Awards is the lack of information about Purdue's policy on a number of issues peculiar to Fulbright (ranging from salary, benefits, insurance, tenure and promotion, replacement costs, etc.). In particular, faculty often incur additional personal expenses from the unique nature of the Fulbright Scholar Award (whose stipends can be slightly lower than base salary, housing costs, costs of partner/family airfare, child education, etc.). As one Dean expressed, it "nobody should take a pay cut after winning a Fulbright."

**Eligibility.** All full-time Purdue West-Lafayette faculty are eligible to receive academic year salary support ("top-off") for Fulbright Core US Scholar Program Awards (other Fulbright awards such as the Fulbright Specialist Program, Fulbright Visiting Scholar Program, International Education Administrators Program, and Fulbright Nexus Program are not eligible).

**Funding:** Top-offs are subject to the review and approval of the Dean (with the expectation of approval) and should whenever possible be approved in advance of an external application or award. Approval will guarantee that the College will make up the difference between the award amount and the faculty member's AY base salary, while continuing to provide the associated/prorated benefits. The funding is a part of the budgeted salary held by the department/college.

**Benefits.** Leaves resulting from Fulbright US Scholar Programs will be handled as research/engagement leaves with partial pay or without pay (depending on the amount of funding received from Fulbright). A Fulbright fellow keeps all benefits even when he/she falls below 50% FTE at Purdue; in particular, health benefits are maintained with both the university and employee paying their share. Retirement benefits will continue only on the Purdue paid portion of the leave.

**Process:** Once the faculty member receives the award, they should share the Fulbright award document with their Business Office, Department Head, and Dean. Fulbright Scholar Awards should be taken in conjunction with sabbaticals whenever possible and would then follow university sabbatical guidelines (total compensation cannot exceed the full-time salary rate for the period of the leave). When the leave doesn't coincide with a sabbatical, the salary amount not covered by the award will be covered by the

Department/College. The appropriate FTE will be calculated and submitted on the Request for Research Leave of Absence.

## EXAMPLE 2: FULL SALARY, FULL AWARD POLICY

### The University of Florida Fulbright Faculty Support Program

To encourage and support UF faculty applications for Fulbright Scholar awards, the UF Provost's Office in conjunction with the UF International Center is pleased to sponsor the [UF Fulbright Faculty Support Program](#). This voluntary program guarantees that UF faculty who receive Fulbright Scholar awards will maintain their status as full-time (1.0 FTE) faculty, including their full UF base salary and full UF benefits, in addition to the Fulbright award benefits, during the tenure of their award. The faculty member's college, in consultation with the department, will cover replacement teaching cost in cases where that is determined to be necessary. Colleges may request help from the provost's office to offset such costs as needed.

- This program is only available for these three awards: Fulbright Scholar, Fulbright Public Policy Fellowship, or Fulbright Distinguished Scholar. Of these three awards, the program is only applicable if the award duration is a semester or more, so does *not* include Fulbright Flex options.

#### Eligibility

- Must be a UF faculty member in good standing
- Faculty applicants must enroll with the International Center by completing and submitting the registration form *before* the application deadline of the Fulbright program to which they are applying.
- The faculty member's department chair and the appropriate dean's office must approve the faculty's application.

It is highly recommended that participants discuss their plans to apply for Fulbright with their Chair and Dean's office *before* completing their application. The UF International Center will contact chairs and deans for their signature upon receipt of the enrollment form.

#### Requirements

Upon their return to UF, successful applicants will be required to:

- Remain at the university for at least one academic year. Any exceptions must be approved in writing prior to the acceptance of the grant.
- Provide a report of their Fulbright activities to the UF International Center as well as to their department chair and college office.
- Agree to be available to serve as a periodic reviewer for UF student and scholar Fulbright applications for two years following the grant.

- Make one presentation on their experiences for the Fulbright Lecture Series in the year following the grant.
- Periodically help to promote Fulbright on campus.

### EXAMPLE 3: SALARY TOP-UP MINUS COURSE COVERAGE POLICY

Fulbright and Other Scholarly Awards

ACADEMIC AFFAIRS PROCESS AND PROCEDURES

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Grand Valley State University strongly supports the U.S. government's Fulbright programs in international education that provide merit-based competitive grants to open opportunities abroad in teaching and research. Tenured and tenure track faculty members are especially encouraged to apply to the program. Faculty are encouraged to combine a Fulbright grant with a sabbatical leave whenever possible, understanding that different criteria exist for each award. Refer to policies on Grand Valley State University's website for full information on criteria, eligibility, and approval process.

Fulbright Award granted outside an approved sabbatical leave – refer to Board of Trustees Policy [BOT 4.2.30.4 – Regular Faculty Benefits](#)

A Fulbright grant provides a per diem stipend which can be used for travel and housing in the host country, but generally does not fully cover a person's expenses. To assist Fulbright grant recipients, Grand Valley State University will pay the difference between the grant amount and the tenured and tenure track faculty member's base salary, minus adjunct replacement costs. Although faculty members will be on leave from the University, they will continue to receive full benefits and earn credit toward tenure or promotion for the time period covered by the grant. (See Board of Trustees Policy [BOT 4.2.30.4](#))

Example:

*Suppose a Fulbright award includes a \$10,000 stipend for room and board and a \$5,000 grant for the Fulbright work. The \$5,000 grant would be considered a "salary grant" and your full base salary for the paid leave period would be reduced by that amount. It would also be reduced by any costs for adjunct coverage. However, the room and board stipend would not affect your pay from Grand Valley State University.*

Fulbright Award granted with an approved sabbatical leave – refer to Board of Trustees Policy [BOT 4.2.25.2 – Regular Faculty Procedures for the Awarding of Sabbatical Leave](#)

Faculty approved for a sabbatical leave shall receive full salary when on leave one academic semester and 50% of base salary when on leave two academic semesters (or up to three academic semesters for faculty on a 12-month appointment). Applicants for sabbatical leave must specify other salaries, grants, fellowships, or financial support they expect to receive (or do receive) during the period of the

sabbatical leave. The combined incomes from such sources and the sabbatical grant shall not exceed the faculty member's normal salary plus expenses incurred because of the sabbatical leave. The recipient is expected to return to a regular appointment with the University for a least one academic year (or twelve months in the case of faculty on twelve-month appointments) after the sabbatical period. (See Board of Trustees Policy [BOT 4.2.25.2](#))

Example:

*If the Fulbright award is in conjunction with a full-year sabbatical leave, a faculty member's salary is reduced by 50% during that time period. Pay will not be further reduced to make up for a "salary grant" unless that grant is more than 50% of your normal base salary. Reductions for adjunct coverage may be needed, however.*