

## Three Examples of Fulbright Policies

### EXAMPLE 1: FULL SALARY, FULL AWARD POLICY

#### The [University of Florida](#) Fulbright Faculty Support Program

This is a program from the Office of the Provost that is optional for faculty. It is meant to both reward Fulbright awardees and to ease the process of accepting a Fulbright award by protecting faculty salary and benefits during the award period. This program is not available for Fulbright Flex or Fulbright Specialist programs.

#### Application

Fulbright applications are submitted directly to the Council for International Exchange of Scholars (CIES). The UF President and Provost encourage all eligible faculty to apply for this prestigious award.

#### Terms

Eligibility to participate in the Faculty Fulbright Support Program, as outlined below, requires the candidate to 1) be in good standing, 2) get the approval of your chair and dean, and 3) register with the UF International Center (the year you are applying) using the application found on the UF International Center Fulbright Scholar Program website.

UF must balance the value of Fulbright participation with the reality of the absence of a faculty member. The goals of this program are to keep the faculty member whole in terms of UF salary and UF benefits, to cover the cost of replacement teaching and other costs, and to increase the number of Fulbright applications and award winners at UF.

If a faculty member opts into this program by applying at the URL above, the faculty member will retain their 1.0 FTE status, full UF base salary, and full UF benefits in addition to any stipend and research funds from Fulbright. Replacement teaching costs will be covered by the College, but deans can request up to \$10,000 from the Provost to offset costs, if needed. It is the decision of the College, in consultation with the Department, whether the teaching normally provided by the awardee needs to be replaced during their absence.

The faculty member will be expected to return to the University for at least (1) one academic year following participation in the program. Agreements to the contrary must be made in writing prior to participation. The faculty member will also give at least one seminar/lecture about UF while abroad. Upon return to UF, the faculty member will provide a summary report of their Fulbright activities to the Department and College to be kept on file.

### EXAMPLE 2: SALARY TOP-UP POLICY

#### Purdue University: [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 3: SALARY TOP-UP POLICY SUBTRACTING COURSE COVERAGE

**Grand Valley State:** [Fulbright and Other Scholarly Awards](#)

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.

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 Administrative Manual, chapter 4, section 2.30.5.C.)

Nevertheless, faculty members are encouraged to combine a Fulbright grant with a sabbatical leave whenever possible, understanding that different criteria exist for each award. If a Fulbright grant is not sought in conjunction with a sabbatical, the faculty member must ensure that the grant award will not be made for the year prior to a sabbatical, nor the year immediately following a sabbatical. Other than those restrictions, the acceptance of a Fulbright grant will not affect the faculty member's eligibility timetable for future sabbaticals. (See Administrative Manual, chapter 4, section 2.30.4.A.)

Grand Valley State University recognizes other competitive scholarly awards that are, like the Fulbright, widely recognized and highly respected and will try to make similar kinds of accommodations for them. A partial listing of such fellowships follows:

- Andrew W. Mellon
- John Simon Guggenheim
- Rhodes Scholarship
- Frederick Burkhardt
- Woodrow Wilson International Center
- National Endowment for the Arts
- National Science Foundation
- National Endowment for the Humanities
- American Association of University Women International