

HARBOR BRANCH OCEANOGRAPHIC INSTITUTE FOUNDATION

Supporting Meaningful Oceanographic Research at FAU Harbor Branch
YESTERDAY, TODAY, TOMORROW

Faculty Incentive Awards Grant \$1,865,000

In 2013, the Harbor Branch Oceanographic Institute Foundation Faculty Incentive Awards Grant was an award granted concurrently with the New Faculty Hire grant. In addition to recruiting the best, the Foundation wanted an opportunity to reward faculty excellence for existing faculty as well as have a recruiting tool to incentivize performance at the Harbor Branch Oceanographic Institute at FAU.

Discrete pools of funds totaling \$1,464,000 are available over the seven years of this grant to reward. An additional \$400,000 was granted over the lifetime of the grant period should rewards exceed a single year's available pool.

Using formal criteria developed based on input from HBOI faculty, senior management and a Faculty Incentive Committee, incentive awards are made in two categories: Professional Achievements and Seed Grants.

- A. The Professional Achievement Incentive may be awarded up to one month salary for professional achievement. Examples of types of achievement include awards made:
 - Within FAU, such as Leadership or Researcher of the Year
 - External to FAU – State/National/International
- B. Seed Grant Incentive may be awarded up to one month salary for each seed grant

Applications for awards are reviewed by an HBOI Faculty Incentive Committee with final approval by the HBOI Executive Director.

Documentation of approved awards is provided to the Harbor Branch Foundation prior to payment.

OUR COMMITMENTS: YESTERDAY, TODAY, TOMORROW

HBOIF looks forward to continuing to serve FAU Harbor Branch by realizing the founder's vision of fostering meaningful oceanographic research and ensuring FAU Harbor Branch remains the premier leader for
Ocean Science for a Better World®