

Fringe Benefits

For all grant proposals that include salaries or stipends, there should also be a budgeted line item for benefits. 1) Faculty who project working on a grant project or scholarship during the academic year in lieu of core duties in whole or in part will have fringe benefits estimated in a grant proposal equal to the percentage of release time proposed at a rate of 36% of their salary. 2) Faculty who project working on a grant project or scholarship during the academic year in addition to core duties or during summer months will have fringe benefits estimated in a grant proposal equal to 7.65% of their salary. 3) Staff who project working on a grant project or scholarship in lieu of core duties in whole or in part will have fringe benefits estimated in a grant proposal equal to the percentage of release time proposed at a rate of 36% of their salary. 4) Staff who project working on a grant project or scholarship in addition to core duties will have fringe benefits estimated in a grant proposal equal to 7.65% of their salary. 5) For student stipends, the benefit rate should be budgeted at 7.65%.

The 36% rate may be subject to change as the cost of providing benefits changes. We use the same benefit rate for all grants regardless of type or size so that all are treated equally under the budget guidelines. These percentages are intended to provide adequate funding to cover the actual fringe benefit costs that will be charged to the sponsors.

There may be some grants on which benefits are not allowed, a lower indirect cost rate is applicable, or that have a cap of some level for total charges. We ask that the budget for all grants include all charges anticipated by the research or program, even those that may be covered by matching funds from a non-federal grant or college funds. By including all anticipated costs, the University is in a better position to make a decision regarding the grant proposal. Once the Provost approves the grant, he will determine where the additional funds will come from to meet the total budget expenses and communicate that to the Grants and Foundation Relations and Business Offices.