

# COLLEGE OF MICRONESIA-FSM

## BOARD POLICY NO. 5608

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### Incentive Policy to Secure External Grants

Date Adopted: 19 February 2015

Date Revised:

Date Reviewed: 10-12 June 2025

References:

#### 1. Purpose

This policy aims to establish a framework that incentivizes and encourages faculty and staff at the College of Micronesia-FSM (COM-FSM) to develop and submit external grant proposals actively. Such grants are vital for securing additional funding to enhance the COM-FSM's programs, services, and infrastructure, thereby contributing to the overall development of the Federated States of Micronesia (FSM).

The COM-FSM endorses grant activities provided they are assessed within the context of the college's needs and programs. The COM-FSM determines whether a grant application should be prepared and submitted.

#### 2. Statement

The COM-FSM recognizes the significant role of external grants in supporting our mission to provide quality education and services that meet the evolving needs of our community and nation. This policy will motivate and reward faculty and staff who demonstrate initiative, creativity, and commitment by seeking external funding opportunities. By offering incentives for successful grant proposals, the college aims to foster innovation and collaboration that will improve our institution and contribute to the broader development of the COM-FSM.

#### 3. Definitions

- a. "External grants" include funding from any external agency, including federal, state, industry, foundations, and other sources. Funding must have been received due to the Principal Investigator (PI) authoring a competitive grant proposal, contract, or cooperative agreement. For this policy, external funding does not include capacity funds and other federal and state funds received from the College of Micronesia land-grant programs.
- b. "Principal Investigator (PI) or Project Director (PD)" means the lead author of the competitive proposal that resulted in funding to the COM-FSM. For this policy, the PI or PD will receive a financial incentive if he/she implement the project to its completion.
- c. "Competitive funding" is a process of proposal selection by the funding agency based on the evaluation by a reviewer or a team of reviewers. Funding is based on the application's merits, and recipients are not pre-determined.
- d. "Incentive" refers to the monetary reward paid to the PI/PD based on a formula that the PI/PD is entitled to receive to secure external funding for the COM-FSM.

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- e. “Indirect Cost” means the amount COM-FSM recovers from the sponsored funding for administering the grant. The indirect cost rate varies according to the funding agency and can range from 10% to 25%.

#### **4. Policy**

Financial incentives for a PI/PD for a specific funded project will be calculated based on the formula below:

- a. The PI/PD will receive 15% of the indirect costs available for a grant the college receives as a financial incentive.

#### **5. Application**

This policy applies to all programs, services, and college personnel.

See Administrative Procedure 5608.