



Parts of a Grant — Salaries and Fringe

One of the biggest expenses in many grants is salaries, which is what the people who are going to conduct the grant activities are paid. It is usually a percentage of the person's current salary, if it is an existing position, or it can be salary for a new position to be funded during the lifetime of the grant.

How much of someone's time (and hence salary) to include in a grant depends on what the grant hopes to accomplish.

Be realistic in your estimate of how much time it will take to complete all of the grant's tasks. Don't forget to include time for things like required reports to the grantor, but never pad, or inflate, the amount of time you think you'll need. Federal agencies, especially the National Science Foundation and National Institutes of Health, are quick to spot this, and all granting agencies and entities have a general understanding of how long a given amount of work will take. It goes without saying that it serves no purpose to underestimate how long grant activities will take either. If the grant is funded, you will only be paid for the amount of time listed in the grant. Any additional time will have to come from other resources.

After salaries come fringe benefits. What exactly goes into the fringe benefit makeup? For full-time employees, it includes: FICA (Social Security and Medicare), Worker's

Compensation, Unemployment Compensation, health insurance and retirement (TIAA/CREF).

WVSU uses two different full-time employee fringe benefit rates. For university employees, it is 32 percent of the total salary requested; for Research & Development Corporation employees, it is 38 percent of the total.

For example, an R&D Corp. employee who makes \$42,450 a year and is devoting 15 percent of their time to a grant would request \$6,368 (always **round up** to the nearest dollar) for salary and \$2,420 for fringe benefits (38 percent of \$6,368).

Below are the current fringe benefit rates for various classes of employees. If in doubt, call Elizabeth Mosteller, x3007, for university employees, or Carla Boggess, x4278, for R&D Corp. employees.

CURRENT FRINGE BENEFIT RATES

Full-time employees: R&D Corp. 38%, WVSU 32%

Part-time employees: over 20 hours/week 22%, under 20 hours/week 18%

Permanent part-time employees: 25%

Faculty summer salaries: 25%

Graduate students: 18%

Undergraduate students: R&D Corp. 18%, WVSU 1%

Contractors: 0%

Grant Words You Need to Know: CAGE and FWA

Most grant applications, especially federal ones, have lots of little places to fill in numbers – lots and lots of different numbers. Each number is important to one particular entity or agency that will be reviewing the grant.

To offer assistance, the Office of Sponsored Programs has created a Frequently Requested Grant Information flier that lists, among other things, almost every conceivable number you might need when applying for a federal, state or private grant. You can find this

information on the university webpage, located under the Research tab at Guidelines and Procedures.

There you will learn what **CAGE** is – the *Commercial And Government Entity code*. WVSU's is 1T0R1; the R&D Corp's is 1RP55.

There is also the **FWA**, 00019108, which is the *Federal Wide Assurance number*; this tells federal agencies that WVSU's Institutional Review Board is registered with the federal Office for Human Research Protections.

Recent Grant Succe\$\$\$e\$ for July–December 2013

- **Dr. Emily Waugh**, *Education*, \$89,839, Teacher Professional Development, WV Higher Education Policy Commission.
- **Bonnie Dunn**, *Extension*, \$100,000, Expanded Food and Nutrition Education Program formula funds, US Dept. of Agriculture.
- **Dr. Ami Smith**, *Extension*, \$11,000, Renewable Resources Extension Act formula funds, US Dept. of Agriculture.
- **Melissa Stewart**, *Extension*, \$120,000, Children, Youth and Families at Risk SCRATCH project, Year 3, US Dept. of Agriculture.
- **Dr. Amir Hass**, \$59,438, McIntire-Stennis Cooperative Forestry Research Act formula funds, US Dept. of Agriculture.
- **Dr. Jenelle Robinson**, *Health and Human Performance*, \$3,200, campus diversity activities, WV Higher Education Policy Commission.
- **Kelli Batch**, *Extension*, \$120,000, Children, Youth and Families at Risk Fast Track project, Year 5, US Dept. of Agriculture.
- **Paul Henderson**, *Extension*, \$15,000, After School Robotics Program, 4-H National Office.
- **Dr. Gerald Hankins**, *Biology*, IDeA Networks of Biomedical Research Excellence, \$174,530, National Institutes of Health.
- **Dr. Jose Toledo**, *Research and Public Service*, \$800,018, Section 1447 1890 Facilities Program formula funds, US Dept. of Agriculture.
- **Dr. Jose Toledo**, *Research and Public Service*, \$485,000, EPSCoR Bionanotechnology, Year 4, WV Higher Education Policy Commission/National Science Foundation.
- **Dr. Mehdi Seyedmonir**, *Education*, \$533,674, Online Teaching, 1890 Capacity Building Grant, US Dept. of Agriculture.
- **Dr. Orlando McMeans**, *Research and Public Service*, \$174,205, Louis Stokes Alliance for Minority Participation 2013-2018, National Science Foundation.
- **Dr. Umesh Reddy**, *Biology/Agriculture and Environmental Research Station*, \$444,346, Watermelon Cultivar Research, 1890 Capacity Building Grant, US Dept. of Agriculture.
- **Dr. Ami Smith**, *Extension*, \$598,556, 4-H PLANTERS - Preschoolers Learning about Agriculture, Nutrition, Technology, Engineering, Reading and Science, 1890 Capacity Building Grant, US Dept. of Agriculture.
- **Dr. Padma Nimmakayala**, *Agriculture and Environmental Research Station*, \$120,000, Plant Breeding, 1890 Capacity Building Grant, US Dept. of Agriculture.
- **Dr. Amir Hass**, *Agriculture and Environmental Research Station*, \$97,865, Drilling Mud Research, Natural Resources Conservation Service, US Dept. of Agriculture.
- **Melissa Stewart**, *Extension*, \$22,478, Specialty Hops Production, WV Dept. of Agriculture Specialty Crops Block Grant/US Dept. of Agriculture.
- **Brad Cochran**, *Extension*, \$13,500, Specialty Mushroom Production, WV Dept. of Agriculture Specialty Crops Block Grant/US Dept. of Agriculture.
- **Dr. Barbara Liedl**, *Agriculture and Environmental Research Station*, \$4,996, Northeast Sustainable Agriculture Research and Education/US Dept. of Agriculture.
- **Dr. James Natsis**, *International Studies*, \$10,000, China Summer Study Abroad, WV Higher Education Policy Commission.
- **Jack Wiseman**, *WV Partnership to Assure Student Success*, \$199,833, WV Financial Aid Information Resources, WV Higher Education Policy Commission.
- **Larry Nelson**, *Regional Community Policing Institute*, \$76,500, Grants to Encourage Arrest Policies, WV Div. of Justice and Community Services.

We're Open To Suggestions

GrantBuzz is here to inform, enlighten and educate about all things grant-related on the WVSU campus.

As we start our third year, we hope that if you have an idea, suggestion, comment or complaint, you will pass it on so the rest of the campus community can learn from it as well!

Monty Fowler

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UNIVERSITY