

**COLLEGE OF HEALTH AND HUMAN SCIENCES**  
***Discretionary Allocations and Salary Supplements for Distinguished Professors, Named Professors Named Term Professors, and University Faculty Scholars***

Approved by Dean Aaron Bowman [March 3, 2025]

University Policy VI.C.1, “Distinguished and Named Professorships and Faculty Scholars” (at <https://www.purdue.edu/policies/human-resources/vic1.html>) requires each dean to maintain a written plan for executing the policy and to communicate that plan to the unit heads who report to the dean. This document is the plan for the College of Health and Human Sciences (HHS).

### **Discretionary Allocations**

Discretionary Allocations to support the efforts of faculty members who are designated as Distinguished Professors, Named Professors, Named Term Professors, and University Faculty Scholars may be distributed in accordance with Policy VI.C.1 and its supporting documents. As indicated in the “Procedures for Awarding Distinguished and Named Professorships and Faculty Scholars” (at <https://www.purdue.edu/academics/faculty-affairs/awards/named-professorships.html>), the university has set the initial minimum Discretionary Allocations at \$20,000 per year for Distinguished Professors, \$10,000 per year for Named Professors and Named Term Professors, and \$10,000 per year for University Faculty Scholars. In HHS, the maximum Discretionary Allocation for a Distinguished Professor, Named Professor, or Named Term Professor is \$200,000 per year. For Faculty Scholars, the maximum amount is fixed at \$10,000 per year. However, current funding arrangements may be continued for Distinguished Professors and Named Professors designated before February 2, 2004, the date that Policy VI.C.1 was issued.

### **Accumulation of Discretionary Funds**

The maximum amounts of discretionary funds that can be accumulated by Distinguished Professors, Named Professors, and Named Term Professors shall be no greater than the sum of the last three years of a faculty member’s Discretionary Allocations, unless the dean agrees to a greater amount for a specified future purpose. If this limit would be exceeded by a new year’s allocation, only the amount of new funds that would bring the total to that limit will be allocated in that fiscal year. The accumulation of discretionary funds by University Faculty Scholars is not limited.

### **Utilization of Funds/Salary Supplementation**

Discretionary Allocations may be used for any allowable university expenditure, including salary supplements, based on the guidelines in the procedures’ document cited earlier.

Distinguished Professors may receive an annual supplement of up to the equivalent of one-ninth of their base academic-year salary or up to the equivalent of one-twelfth of their base fiscal-year salary. (The base salary excludes the PRF Distinguished Professor Salary Allocation). The PRF Salary Allocation is considered part of the salary supplement and counts toward the maximum allowable payment.

Named Professors and Named Term Professors may receive an annual supplement of up to the equivalent of one-ninth of their base academic-year salary or up to the equivalent of one-twelfth of their base fiscal-year salary.

University Faculty Scholars may receive an annual supplement of up to \$5,000, not to exceed the equivalent of one-ninth of their base academic-year salary or up to the equivalent of one-twelfth of their base fiscal-year salary.

For all these categories of faculty, the funds for the annual salary supplement come from the faculty member's annual Discretionary Allocation and, therefore, reduce the amount that faculty can use for other allowable university expenditures. In addition, the cost of fringe benefits associated with the salary supplements is charged to a faculty member's Discretionary Allocation account.

### **Performance Review Process**

The dean and the head of each unit with faculty designated as Distinguished Professors, Named Professors, Named Term Professors, or University Faculty Scholars shall assess whether those faculty members' performance and contributions to the mission and vision of the college and the unit merit continuation of the Discretionary Allocation and/or the salary supplement. This assessment will be part of the annual process of merit review for faculty, and is the responsibility of the head for the unit where the faculty member's primary appointment is held. Based on that review, the Discretionary Allocation and/or the salary supplement for a specific faculty member may be increased or decreased based upon the recommendation of the head and approval by the dean.