

USA COLLEGE OF MEDICINE FACULTY RESEARCH INCENTIVE PLAN

PURPOSE

The overall purpose of the plan is to reward faculty who **successfully** compete for major extramural research grants and/or contracts by providing research incentive supplement (RIS). RIS awards are intended to provide incentive for additional extramural research funding.

FACULTY ELIGIBILITY

-
- Faculty must be principal investigators (PI) or co-investigators (Co-I) on extramurally-sponsored research grants or contracts
- At least 20% of the faculty member's departmental base salary (reflective of effort) must have been charged directly to eligible extramurally-sponsored research grants or contracts during the prior fiscal year – salary release funds
 - Effort will be calculated as the cumulative salary release funds from grants/contracts in this period divided by the departmentally budgeted salary
 - Faculty must free up 20% of **state dollars** funding their salary
- Faculty reaching the minimum 20% effort will be eligible for a research incentive supplement

MECHANISM

- Projections for research incentive supplements for awards active within the preceding 12 months (June-May) will be calculated by the COM Business Office by June 1 each year
 - Supplements will be calculated as cumulative salary release funds accrued over the year*0.2
 - The total supplement for any faculty member in a given year will be capped at \$25,000
 - Research incentive supplement distributions will be reviewed and approved by the Business Office and the Dean's Office
 - Approval is contingent upon faculty member compliance with all related grant/contract post-award reporting and business requirements
- Funds for research incentive supplements for eligible faculty will be split equally between the COM department unrestricted fund account and the COM Dean's Office – sponsored research funds cannot be used for research incentive supplements
- Once approved, an incentive supplement is provided as a one-time supplement, where in any year faculty may choose to receive the supplement as a salary supplement or as a research fund supplement
- For salary supplements,
 - Incentive supplements will not modify the faculty member's institutional base salary or be included in the retirement base salary

- Incentive supplements will not affect the faculty member's eligibility for merit or other salary increases
- Incentive supplements **will be** subject to the applicable federal and state taxes and FICA withholdings
- For research fund supplements,
 - Once distributed, research fund supplements cannot be converted to salary supplements
 - Research supplement monies may be carried from year to year
 - Equipment purchased with research fund monies become the property of USA

RESTRICTIONS

- Grants or contracts to support drug studies and/or clinical trials are not eligible
- Base salary used in incentive calculations will not include administrative supplements
- Any portion of faculty salary/effort on grants or contracts that is cost-shared by the College will not count toward the minimum effort requirement
- Faculty resignation, termination or retirement will automatically terminate any obligations of the COM to make research incentive payments for that year
- Departing faculty forfeit any remaining research fund monies accrued through this mechanism, which will revert to the department unrestricted fund account