

# Research Funding Incentive Bonus

A one-time bonus paid in the Fall for research funding obtained in the most recent completed fiscal year

$$\text{Bonus} = \text{NIH Bonus} + [(\text{salary savings} > 25\%) \times \text{IDCR} \times \text{E}]$$



- 1 R01 = \$3,000
- 2 R01 = \$5,000 (total)
- 3 R01 = \$7,000 (total)
- 1 R21 = \$1,500
- 1 U01 = same as R01
- 1 KXX = same as R21



Example: 30% salary on grants  
= 5% x UCS for part of bonus



Indirect cost rate (F&A) for grant, example 49.5% for NIH



Economy factor, varies based on MCOM financial status

# Research Grant Incentive Plan Notes

## Criteria of eligibility:

1. Faculty must be in tenure-earning pathway (research track not eligible) for the salary charged to grants component. Both non-tenure and tenure-earning pathways are eligible for the NIH Incentive component.
2. Faculty must serve as PI, Co-PI of true multi-investigator grant, project leader, or subcontract leader (co-I or collaborator not eligible). NIH Incentive component will be split for true multi-investigator grant.
3. Department chairs, center/institute directors, associate vice presidents, vice deans, associate deans, assistant deans, and faculty on sabbatical during the year are not eligible.
4. Faculty who have bonus criteria in their letters of offer are excluded, unless offer letter has an amended to reflect a change in bonus method.
5. Grants must be awarded to MCOM.
6. Grants must be from extramural sources with indirect costs  $\geq 10\%$ .
7. Pharmaceutical and other industry grants, clinical trials, endowments, gifts, fellowships, and clinical service contracts, are not eligible.
8. The formula for calculating the bonus includes an economy factor ("E" in the formula) that adjusts the final amounts across all faculty. This factor is determined by the Dean or Vice Dean for Research.

\* Incentives calculated annually for the prior fiscal year.

\* Annual incentive per faculty is not to exceed 30% of the NIH Cap.

\* Faculty will receive bonus as personal compensation.