



**Performance-Based Research Faculty Salary Enhancement Policy**  
**College of Medicine**  
**Effective: April 1, 2008**

**Rationale:**

The goal of the University of South Florida College of Medicine's Research Faculty Salary Enhancement Policy is to promote and reward departmental and individual success in research through monetary incentives, and to improve the College of Medicine's financial performance in order to enhance the ability to carry out its educational and research missions.

During previous years, College of Medicine personnel have provided significant cost share to their grants and contracts. Cost share occurs when faculty and other personnel provide effort to a project but take no or less than the identified salary from the award. This practice is not in compliance with Institutional policy.

Presently all salary funds replaced by extramural grants and contracts are retained by the College of Medicine. As a result, there is no incentive to the faculty to request salary support from their grants and contracts, nor to the departments to encourage faculty to obtain and continue to sustain salary support from grants and contracts.

The Research Faculty Salary Enhancement Policy rewards faculty for recovering investigator salaries from grants and contracts and further seeks to incentivise faculty to continue to seek and maintain a high level of extramural funding to enhance our research capacity.

**Implementation:**

The implementation of the Performance-Based Research Faculty Salary Enhancement Policy calls for the research faculty salary E&G funds replaced by grant and contract funds to be shared among the faculty, the academic departments and the College of Medicine.

The distribution formula for replaced E&G salary funds:

- 40% to the faculty member (to be utilized as bonus compensation and/or invested into their individual research program)
- 20% to the faculty member's academic department
- 40% to the College of Medicine

The replaced fringe benefits funds will be retained by the College of Medicine. The College of Medicine would utilize the recovered funds for continued support of its Research Enhancement Program, which includes operations of the existing and newly developed core facilities, bridge funding for faculty and students, and faculty recruitment.

**Eligibility:**

**Eligible Faculty:**

Eligible participants in the Research Faculty Salary Enhancement Program include all research faculty members supported by E&G funds irrespective of their rank or level of existing FTE support.

**Eligible Extramural Sources:**

All new and existing extramurally funded grants and contracts are eligible to serve as the source for salary E&G replacement provided the funds can be identified and faculty effort has been funded.