

THE UNIVERSITY OF TOLEDO – HEALTH SCIENCE CAMPUS

Subject: RESEARCH INCENTIVE PROGRAM
COLLEGE OF MEDICINE

Policy No.: 03-010

The Sponsored Projects Incentive is intended to reward faculty and their departments for successful competition for extramural grants/contracts and for charging a significant fraction of their academic salaries and fringe benefits to The University of Toledo restricted account(s) associated with extramural grants/contracts. Sponsored Projects Incentive awards to academic departments and eligible faculty will be paid from The University of Toledo institutional funds and will be determined by two factors: 1) The total amount of Facilities & Administrative Cost (FAC) recovered from grants/contracts of faculty with a primary appointment in a given academic department are the principal investigators; and 2) The amount of eligible faculty college salary and fringe benefits in excess of 40% charged to restricted accounts for extramural grants/contracts. For the purposes of the individual faculty component, the term "Eligible Faculty" means tenured faculty or non-tenured faculty who are in a tenure-eligible track.

Sponsored Projects Incentives accrued in each calendar quarter will be distributed no later than the end of the 2nd month of the following calendar quarter. Allowability of expenditures from Sponsored Projects Incentive accounts will be determined by The University of Toledo policy.

DETERMINATION OF SPONSORED PROJECTS INCENTIVE AWARDS:

Departmental Component:

The departmental component of the Sponsored Projects Incentive will be an amount equal to 30% of the Facilities and Administrative Costs recovered from extramural grants/contracts for which faculty members with their primary academic appointment in that department were the principal investigator during the previous calendar quarter. In the event that faculty members have multiple peer-reviewed national funded awards the department component will be increased by an additional 10% of the Facilities and Administrative Costs recovered from each additional sponsored award. Grants/contracts which are in no-cost extensions will not be considered in this "multi-award" additional incentive. The incentive for the first sponsored award will be 30%, for the second sponsored award the incentive will be 40%, and 50% for the third sponsored award. The order of grants will be determined by the order of their budget period begin dates, with the earliest date being the first grant. This component of the Sponsored Projects Incentive will be deposited in the departmental Sponsored Projects Incentive account. This account shall be under the control of the department chair to utilize for the benefit of the departmental research/academic environment and/or to provide departmental support for faculty research and/or other academic endeavors.

Individual Faculty Component:

The individual faculty component of the Sponsored Projects Incentive will be an amount equal to 50% of his/her salary and fringe benefits, in excess of 40%, and 75% of his/her salary and fringe benefits in excess of 65% charged to restricted accounts for extramural grants/contracts during the previous calendar quarter. This component of the Sponsored Projects Incentive will be deposited in the Sponsored Projects Incentive account of the individual faculty member.

Faculty members will be ineligible for the individual component if the percent of salary and fringe benefits charged to grants/contracts is less than 95% of the individual's total committed effort for new or competitively renewed grants/contracts with budget periods beginning on or after January 1, 2005.

The department chair may authorize faculty members to use 50% of their annual individual incentive for an end-of-year bonus. Department chairs, at their discretion, may also use up to 15% of the annual department incentive to support end-of-year faculty bonuses. Faculty bonuses are limited to the lesser of 10% of current salary or \$10,000. Faculty members are eligible for a bonus if they have at least \$100,000 of direct

expenditures and the percent of salary and fringe benefits charged to grants/contracts is within 5% of their total committed effort.

Grants/contracts for which extraordinary institutional cost-share has been specifically approved are ineligible for department and individual incentive.

In the event that a faculty member leaves The University of Toledo or retires, any Sponsored Project Incentive Awards accrued by that individual, but not yet distributed, prior to his/her termination or retirement date will be distributed to the Sponsored Projects Incentive account of the department in which that faculty member held his/her primary academic appointment. Similarly, any balance in the individual faculty member's Sponsored Projects Incentive account shall be transferred to the departmental Sponsored Projects Incentive account of the department of his/her primary appointment on the date of his/her termination or retirement.

Source: Finance

Effective Date: 07/01/97

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Revision/Review Date:

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