

**DOP Research Intensive Faculty Funding Plan Questions
from the PhDFIG Faculty Survey
(for FAQ Document)**

June 3, 2019

The Plan in General:

1. What is this the Research Intensive Faculty Funding Plan (Plan)?

Answer: A plan for primary research intensive faculty in the DOP to provide guidance for “guaranteed” salary support and an incentive for generating a research reserve account.

2. When did the Plan go into effect?

Answer: October 2019, covering the period of October 1, 2018- September 30, 2019

3. How do I learn more about the Plan?

Answer: Your section’s business manager will be able to provide you with information regarding this incentive plan. In addition, you can reach out to Jeanette Leaser, Grants Program Director or Mike Jonen, Director, Finance and Administration for the Department of Pediatrics.

4. Why is the Plan important to the DOP and to me?

Answer: Assisting faculty in basic and clinical research in order for them to be more successful assists the DOP of building its own national reputation. The plan is intended to have faculty members cover more of their salary with their extramural awards, as well as generate additional grant funding.

5. As research intensive faculty, what should I know about the Plan?

Answer: You should know if you are eligible and what %FTE is “guaranteed” to you by the DOP.

Qualifications

- Eligible for tenure or PhD faculty in the Research Track
- Assistant Professor, Associate Professor, Professor
- FTE > or equal to 0.50 FTE
- MD with Research Effort > or equal to 0.50 FTE
- PhD research faculty working towards or with independent research funding

“Guaranteed” salary coverage

Assistant Professors are expected to obtain extramural grant funding to support 40% of their salary and benefits. The goal of 40% support must include funding from a K, R or equivalent type of grant.

Associate Professors and Professors are expected to obtain extramural grant funding to support 60% of their salary and benefits. The goal of 60% support must include funding from a K, R or equivalent type of grant.

6. From where did the Plan come?

Answer: DOP

7. Will the Plan be for applied (clinical) research purposes as well as other?

Answer:

Funds in the research reserve account can be accessed for future research needs of the investigator. These funds can be used at the investigators discretion including for personnel costs, lab equipment, salary support for investigator as needed, etc. The funds will be placed into an individual reserve account in the name of the faculty member. In all cases, spending of funds will require Section Head approval/endorsement.

Dates/Deadlines/Expirations:

8. Does the funding received through this plan expire?

Answer: The funding does not expire.

9. When is the date that counts for % grant support?

Answer: October 1, 2018- September 30, 2019 will be the first cycle.

General Funding:

10. Will salary support from investigator-initiated industry grants count toward salary funding?

Answer: Yes, all extramural funding that covers the investigators salary will count towards the salary funding.

11. What happens to the individual faculty account if the faculty member leaves the DOP?

Answer: They will not be able to take the money with them and the money will remain in their section.

12. How does investigator-initiated funding work?

Answer: Investigator-initiated funding for the purposes of this incentive plan, will only be counted if extramural (hence, %FTE on internal grants through the SOM/DOP will not count).

13. How is hard money counted?

Answer: Research intensive faculty at an assistant professor level are guaranteed 60% of their salary and associate professor and above are guaranteed 40% of their salary. Remaining salary support needs to be generated from the faculty member.

Using Funds:

14. What are the rules governing how investigators use their pots of money?

Answer: There are no official rules; however, investigators need to discuss their plans with their section heads prior to the money being spent. All funds need to be spend in accordance with University fiscal policies.

15. When can the funds be available each year (e.g. fiscal year or calendar year)?

Answer: New funds will be generated October 1 each year.

Interdepartmental Funding:

16. Will grant funding as a collaborator on grants housed in another department count toward the funding requirement?

Answer: All extramural funds (i.e., funds from outside our institution) that cover your faculty salary as PI, co-I, or consultant, etc can be counted for this incentive plan. However, the faculty member must have at least one funded project with PI status.

DOP Sections:

17. How does the section incentive apply to faculty submitting grants through DOP-based centers?

Answer: Although the DOP highly recommends submitting grants through our centralized Pediatrics Grants and Contracts Team, salary coverage for all extramural funded grants (even those not submitted by DOP OGC) will count towards this incentive plan.

18. How does the incentive apply to someone who has split section appointments within the Department of Pediatrics?

Answer: This will be discussed with the faculty, section head, and business manager to identify the best solution for each individual situation.

Incentivization:

19. Is there any way to tap into the incentive if I have a large administrative component but also do research (e.g. I spend 30% of my time in a leadership position, 20% clinical, and the remaining 50% in research)?

Answer: As long as you meet the qualifications you are eligible for this incentive plan.

Qualifications

- Eligible for tenure or PhD faculty in the Research Track
- Assistant Professor, Associate Professor, Professor
- FTE > or equal to 0.50 FTE
- MD with Research Effort > or equal to 0.50 FTE
- PhD research faculty working towards or with independent research funding

Penalization/Disincentivization:

20. Why are successful faculty who acquire sufficient funding to cover parts or all of their salary but could retain some of their startup funds penalized for their success? Excellence should be rewarded. As the plan is stated right now in the word document, but not the ppt, it rewards mediocracy and thus does not recognize the hard work put in by faculty that achieve funding success early on.

Answer: Under this plan, faculty will be “incentivized” for acquiring sufficient funding to cover their salary. No faculty will be penalized for their success. If the faculty covers their salary above the amount indicated (40% for assistant, 60% associate/professor) they will be awarded the incentive.

21. What is the reasoning for disincentivizing faculty who have hard money support for their salary if it allows them to use more research dollars for research?

Answer: This is not the goal of the plan. Please speak to your business manager, Grants Program Director or DFA.

K Awards:

22. Can you clarify the part of the Plan that seems to disincentivize K awards, as they lead to a lower level of funding from the department than if an individual had similar salary support (75%) from another career development award that is not a K award.

Answer: K awardees (or similar extramural career awards that cover 75% or more of your faculty salary) are included for the incentive plan.

23. Are internal K awards (e.g. K12 or RSA) included in the incentive plan?

Answer: Only external career awards that cover 75% or more of your faculty salary are included for the \$20,000 stipend/year and will be made available for the project period of the award.

Reports:

24. Can faculty/section heads receive 6-month estimates instead of 12-month reports?

Answer: This is up to your section's business manager. Please consult with them.

6-month estimates were sent to Section Heads and Business Managers May 2019. This will continue moving forward.