OFFICE OF THE VICE PRESIDENT FOR RESEARCH

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MEMORANDUM

TO: All faculty
FROM: Gordon Cannon, Vice-President for Research
DATE: March 29, 2018
RE: Faculty Research Incentive Program

In response to the changing federal research funding landscape, Associate Vice-President for Research Marcia Landen, a committee of faculty, and I have undertaken a study to determine if and how an incentive program might be reinstituted at USM for faculty who are awarded external funding for their research, scholarship, and creative activities. The study included a review of incentive programs at other universities and consideration of numerous options. The following describes the decisions made by the group for purposes of

- increasing resources available to the University community;
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$85,000	$8,500	20%	$25,500	$10,200 incentive payment goes to Professor Y

Example: Professor X is the PI of a funded Robert Wood Johnson Foundation-sponsored program that meets eligibility criteria for the incentive program. Professor X's E&G-supported base salary is $100,000. Twenty-five percent of Professor X's salary is charged to the grant.

E&G-supported Base Salary	Must Fund 10% of E&G-supported Salary to be Eligible for Incentive	Additional % Grant Funded	Eligible E&G Salary Savings 25% of $100,000)	40% Faculty Research Incentive Payment = $25,000 x 40% = $10,000 (up to a cap of $15,000)
$100,000	$10,000	15%	$25,000	$10,000 ***POTENTIAL*** incentive payment to Professor X

In addition to her own recent NIA grant for which she was eligible for $10,200 in incentive payment, Professor Y is Professor X's Co-PI on this sponsored project. Professor Y's E&G-supported base salary is $85,000. Twenty percent of Professor Y's salary is charged to this second sponsored project.

E&G-supported Base Salary	Must Fund 10% of E&G-supported Salary to be Eligible for Incentive	Additional % Grant Funded	Eligible E&G Salary Savings (20% of $85,000)	40% Faculty Research Incentive Payment = $17,000 x 40% = $6,800 (up to a cap of $15,000)
$85,000	$8,500	10%	$17,000	$6,800 ***POTENTIAL*** incentive payment from