



Updated as of February 8, 2018

HWCOM FACULTY RESEARCH INCENTIVE PROGRAM (HWCOM-FRIP)

1 Purpose

As a means of encouraging and rewarding active participation in competing for extramural support for research projects, HWCOM has developed guidelines for a Faculty Research Incentive Program (HWCOM-FRIP) for full-time faculty at HWCOM.

For eligible faculty, the HWCOM-FRIP permits a choice between the establishment of a research account or a bonus payment.

The HWCOM-FRIP is not a contract and is subject to change at the Dean's sole discretion.

2 Eligibility

- 2.1 Participation is limited to Principal Investigators (PIs) or Co-Principal Investigators (Co-Is) with full-time faculty appointments at HWCOM at the rank of Assistant Professor, Associate Professor, Professor, or Distinguished Professor.
- 2.2 Faculty must charge more than **40%** of their annual effort to external research projects during the fiscal year; grants must list the faculty member as the PI or Co-I in order to qualify. Since effort charged to external research projects may vary during the year, the average annual effort will be used to determine whether a faculty member meets this annual effort requirement.
- 2.3 Faculty must be in active employment status— holding a paid faculty appointment at the time the bonus is awarded - in order to receive an incentive under the HWCOM-FRIP.
- 2.4 Faculty hired to be supported by contracts from affiliate institutions – who meet all the eligibility requirements outlined above - are eligible to receive a bonus only if salary savings can be achieved on future independent funding, and the initial grantor allows for such payment to be made (e.g., faculty supported by Baptist grants).

3 Incentive amount

- 3.1 Faculty who meet the eligibility requirements as outlined above, earn an incentive equivalent of up to 10% of the salary recovered based on the percentage of salary charged to external research projects where the faculty is the PI or Co-I.
- 3.2 The salary recovered from grants will reflect the actual savings realized by HWCOM, excluding cost share adjustment.

Example (1)

A faculty member's salary is \$100K and she/he is the PI on 1 grant and a Co-I on 2 other grants; the total effort charged to the 3 grants is 70% and the salary recovered is \$70K (\$100K x 70%).

- The incentive is calculated as 10% of the E&G salary recovered; the faculty member will receive an incentive of \$7K (\$70K x 10%).

Example (2)

A faculty member's salary is \$200K and she/he is the PI on 3 NIH grants; the total effort committed to the 3 grants is 75%, but due to NIH salary cap limitations HWCOR only recovers \$140K of the salary (\$187,000 X 75%).

- The incentive is calculated as 10% of the E&G salary recovered; the faculty member will receive an incentive of \$14K (\$140K x 10%).

4 Method of Payment

Faculty may elect to retain the HWCOR-FRIP salary savings incentive in a research account for future research-related expenses or receive the funds as a bonus (a lump-sum payment subject to applicable taxes).

The distribution of the HWCOR-FRIP salary savings incentive will take place each October and will be based on productivity of the prior fiscal year ending on June 30. The salary savings incentive program will be launched in FY 16-17 and the first payment distribution will take place in April 2018.

5 Other Incentives provided by the University and the Office of Research and Economic Development (ORED)

In addition to the HWCOR-FRIP, the following incentives are provided by the University and the Office of Research and Economic Development (ORED):

- 5.1 Annually, HWCOR Principal Investigators (PIs) who charge more than 40% of their annual effort to their grants will receive 5% of the F&A produced by their grants. The annual allocation of this F&A incentive is determined by the Vice President of Research and Economic Development. PIs can decide to share this incentive with the Co-Is in the respective grants and determine whether to receive it in a research account or as a bonus.

- 5.2 Bonus/Research Account for Assistant Professors Obtaining Grants: Assistant Professors receiving grants as PI in the amounts of \$30,000 to \$75,000 in a given fiscal year will receive a one-time bonus of \$3,500 for the first grant. This bonus can be paid in full or part as a bonus and/or can be transferred to the faculty member's research account to support research.
- 5.3 Patenting Incentives: In order to reward patent productivity: 1) for each patent disclosure FIU submits during the calendar year to the USPTO for a non-provisional patent, the inventor group will share equally \$700, and 2) for each FIU patent received from the USPTO during the calendar year, the inventor group will share equally \$2,000. These amounts will be paid in full as a bonus.
- 5.4 BOG Recognized High Value Faculty Awards and Fellowships: Annually, faculty receiving these awards and fellowships will receive \$2,000. This bonus program will be managed through FIU - Academic Affairs. A separate announcement from Academic Affairs will provide details of this program, including a list of the Awards and Fellowships.

Faculty who receive the funds as a bonus will have the appropriate fringe benefits deducted prior to payment.

The distribution for the F&A (5.1) for FY 16-17 will take place in April 2018. Going forward, the distribution for the F&A (5.1) and the High-Value Faculty Fellowship incentive (5.4) will take place each October and will be based on productivity of the prior fiscal year ending on June 30. The distribution of the patenting-related incentives (5.3) will take place each February and will be based on patent applications and patents received in the previous calendar year.