



STATE COLLEGE OF OPTOMETRY
THE STATE UNIVERSITY OF NEW YORK

Office of the Vice President and Dean for Academic Affairs

To: David Heath

From: David Troilo

Re: Institutional policy on salary offset, F&A distribution, and bridge funding

Date: July 9, 2009

Cc: David Bowers, Research Council

Rationale

This policy statement replaces any prior policies concerning salary offsets, use of Facilities & Administrative Indirect Cost Recovery (F&A) and access to bridge funding for faculty on state lines who receive grant funding that provides salary offset and F&A funds. The policy is designed to (1) assist funded researchers with their research programs by making resources available for additional support personnel, development of new lines of investigation and grant applications; (2) work toward a philosophy of equitable salary support for faculty performing funded research; (3) provide greater incentives for faculty to obtain and maintain extramural funding for their research; and (4) acknowledge and reward funded investigators, particularly during periods of reduced funding.

The amounts derived by this policy will be calculated annually at the end of the fiscal year based on the grant activity that year. At the end of fiscal year 2009-10, the administration will make available as much of the funds provided by the policy as possible. (Note - if economic conditions do not permit full implementation at the 2009-10, any reduction will be proportionately applied.) To allow accurate budget planning, the policy will become fully active for fiscal year 2010-11 and will be reviewed after two years.

Research Salary Offsets

All graduate faculty are expected to develop research programs. A minimum of 20% of their research effort during the academic year will be funded by the College. Faculty will not be required to fund more than 30% of their base salary from their grants. The percentage of their work assignment devoted to research, teaching, clinic and service will be determined by annual negotiation with their Department Chair and Dean for Academic Affairs and will depend on success in obtaining research grants.

Facility and Administrative Funds

Faculty holding grants (as the Principle Investigator) that generate F&A for more than two years shall receive for discretionary use, funds equaling 5% of the annual indirect funds from that grant and made available to the institution after the Research Foundation assessment. These funds will be distributed at the end of the fiscal year and may be carried over from year to year. With the approval of the Dean for Academic Affairs, faculty paying more than 30% salary offset from

grants may receive additional discretionary funds equal to up to 50% of the F&A generated by the additional salary offset for the PI.

Policy for Bridge Funding

Faculty (PI) with a history of at least 3 years of continuous prior research grants that generate F&A will be eligible for bridge funding during unfunded periods. An “unfunded period” begins when a research program has no remaining source of extramural funds. Bridging funds are designed to maintain existing research programs for the development of new grant applications for further funding. Accessing bridging funds is contingent upon at least one grant application each year. If funding has not been procured after two years, bridging funds may be discontinued and faculty work assignments may be renegotiated with the Department Chair and the Dean for Academic Affairs.

Elements of Bridge Funds:

- (1) The college will maintain an investigator’s percent effort on research at prior grant levels for a period typically not to exceed two years.
- (2) Essential laboratory personnel, as determined by the PI and Dean for Academic Affairs, will be supported in order to maintain productivity for a period not to exceed two years.
- (3) Laboratory consumables necessary to maintain productivity and development of pilot data for grant applications will be maintained during the bridge funding period.
- (4) New instrumentation and capital equipment will not be purchased using bridge funds.

The amount of bridge funding will be determined by negotiation with the Dean for Academic Affairs and will supplement any remaining discretionary funds. The amount of bridge funding shall take into account the amount and duration of past grant activity and the size of the research program being supported.