

BONUS PLAN FOR PHYSICIAN SCIENTISTS IN THE DEPARTMENT OF MEDICINE

The Department of Medicine is committed to enhancing its research programs, consistent with the Mission Statement of the Department. Advances in basic and clinical research are the very core of an academic department, and leadership in research programs is essential to success in our educational and clinical programs. A bonus plan for the faculty engaged in research has been implemented to stimulate research programs through additional grant applications and to recognize exceptional accomplishments by faculty engaged in clinical and/or basic research.

- Eligibility for established investigators requires an independent extramural grant award (R01 or equivalent) in addition to extramural salary support covering in excess of 80% of the investigator's guaranteed salary (academic base plus departmental supplement, or the maximum salary permitted by NIH, whichever is lower).
- Since essentially all investigators at the VA have salary provided by this institution and they have access to sources of funding not available to non-VA investigators, the eligibility criteria for these investigators is modified as follows: eligibility requires a **Merit Award** to complement the 5/8ths of VA salary and an R01 or project on a PPG that covers the remaining eighths of the investigator's guaranteed salary.
- Individuals who receive a portion of their salary from other departments, HUP, or endowment funds, will be able to transfer these funds to their research programs if they otherwise meet the above criteria for participation in the bonus plan.
- Howard Hughes Medical Institute investigators and Division Chiefs are not eligible to participate in this program.

After satisfying the above eligibility requirement, investigators will receive a bonus based on the following formula. The investigator will receive a bonus from departmental funds in the amount of 65% of the salary support in excess of the threshold for eligibility (80% of guaranteed salary) in the bonus program, **up to a maximum of 10%** of the annual guaranteed salary (or the NIH salary cap, whichever is less). Calculation of the bonus payment will be determined on data available at the close of the fiscal year on June 30th.

- Actual awards through the bonus plan will be possible only if the resources of the Department are adequate in that fiscal year to cover bonuses for eligible investigators.
- The total amount of bonus awarded to a given investigator in a single year cannot exceed 10% of the annual guaranteed salary (or 10% of the NIH cap) in the fiscal year. Bonuses will not influence the guaranteed salary in subsequent years.
- Revenue generated by the investigator through clinical activities cannot be used to offset the threshold required for eligibility or in determining the units available through the bonus plan. Similarly, A-1 supplements from the School of Medicine cannot be used to offset the threshold or the bonus.
- Established investigators, eligible to receive a bonus, may be requested to contribute to the administrative overhead of the Division, as specified by the Chief of the Division and approved by the Chair. The amount of support requested should be reasonable and equitably applied to all division bonus participants in proportion to the percentage of effort required to administer the grant(s).

For new Assistant Professors, i.e. within three years of joining the faculty, receipt of peer-reviewed funding in addition to that expected of new investigators (CLA, PSA, R29) such as an R01 or project on a PPG will qualify these individuals for a bonus, up to 10% of guaranteed salary, when at least 40% effort and support are awarded on the R01 or PPG. The amount of the bonus will be recommended by the Division Chief for approval by the Chair. **The bonus must be paid from the departmental or institutional start-up funds committed for recruitment of this faculty member.**