

CPH Faculty Incentive Plan for Increasing Indirect Cost Recovery

The College of Public Health's (CPH) Faculty Incentive Plan for Increasing Indirect Cost Recovery ("Faculty Incentive Plan") is designed to increase our indirect cost recovery (IDC). The Faculty Incentive Plan recognizes and rewards faculty who generate financial resources for the college in the form of IDC on funded research awards (Office of Sponsored Programs [OSP] and non-OSP awards) and also rewards the faculty's division. University and college centers are not eligible to receive incentives through this plan.

Eligibility. Tenure-track, clinical, and research faculty (including emeritus) with paid appointment in CPH are eligible for the Faculty Incentive Plan. Incentives earned by faculty who no longer have a CPH appointment at the time of distribution will be allocated to their division. Faculty who are on an approved leave of absence (e.g., FPL, parental leave, FMLA, etc.) remain eligible for the incentive program.

Calculation. IDCs are distributed to colleges and units based on the approved percentage allocations listed in the university's ePA005 form. Faculty should work closely with their grants manager, division chair, and the Associate Dean for Research to advocate for appropriate IDCs to be returned to CPH based on projected CPH contributions and expenditures. Only actual IDCs generated for CPH each fiscal year will contribute to the Faculty Incentive Plan. CPH incentive payments will be calculated at the end of each calendar year (e.g., December 31, 2023) and will be based on the prior fiscal year's (e.g., July 1, 2022 – June 30, 2023) reconciled IDCs per the university general funds allocations report and internal college tracking systems. Incentive payments will be distributed in full by the end of February (i.e., incentives for IDCs generated in Fiscal Year 2023 will be calculated in December 2023 and distributed by February 2024). Corrections to IDCs generated that occur after the fiscal year ends will need to be accounted for in the calculation of the incentive payment in future years.

Faculty who are listed, and serve, as PI or M-PI on a funded award will receive 10% of IDCs generated for CPH by that award during each fiscal year. Faculty who hold any other role on an award with at least 5% monthly salary coverage during the period that the award is active will receive 5% of IDCs generated for CPH by that award during each fiscal year. Note that the PI of a subaward to CPH will be considered to hold the role of co-investigator for purposes of calculating the incentive. Any PI of a subaward who is also an M-PI on the parent award will be considered to hold the role of PI for purposes of calculating the incentive.

The faculty member's division will receive funds equal to 5% of the total IDCs generated for CPH by the awards for which the faculty member is eligible for an incentive payment during each fiscal year. A single division will only receive the 5% payment for a given award once, regardless of the number of faculty in the division who receive incentive payments for the award.

For example, if a faculty member is the PI on an award that generates \$10,000 in IDCs to CPH during the 2023 fiscal year, the incentive payment to that faculty member for that award would be \$1,000 (i.e., 10% of the total IDCs generated). If this faculty member is an M-PI on a different award that generates \$20,000 in IDCs to CPH during the 2023 fiscal year, the incentive payment to that faculty member for that award would be \$2,000 (i.e., 10% of the total IDCs generated). The total incentive payment to this faculty member for these awards would be \$3,000. The faculty member's division would receive \$1,500 in its strategic funds for this faculty member's incentive plan activities. If a second faculty member in another division is a co-investigator on these same two awards, the

second faculty member's division would also receive \$1,500 in its strategic funds for this activity.

Incentive payments. As a default, faculty will receive 50% of the total incentive payment as a bonus and the other 50% as a deposit to their discretionary fund. If the faculty member declines this option, the full incentive payment will be deposited into their discretionary fund.

Review and approval process. The CPH Dean retains full discretion over the Faculty Incentive Plan, including total funds available for incentive payments, data sources for calculations, the possibility of introducing incentive payment caps, distribution dates, and allocation methods. The Dean may forgo incentive payments due to financial constraints, budget uncertainty, or other circumstances. Faculty will be made aware of this decision no later than the December preceding the February when payments would have been made.

Process. The university's general funds allocation reports regarding IDCs generated (eActivity) in the applicable fiscal year will be downloaded and analyzed in December by the Assistant Dean for Finance and Administration or their designee. The college's local list of PI, M-PI, and other roles held for each funded award will be applied to the generated IDCs report. Incentives will be calculated as described above then summed by each eligible faculty member and division. Calculated incentive plan payments will be shared with the faculty member and their division chair for review and confirmation prior to distribution.

This plan is effective January 31, 2024 and is subject to annual review and approval by the Dean.