

FY20 Faculty Research Compensation Guidance Document

The Faculty Compensation Policy currently posted on the Intranet reflects current state (FY19). This document is intended to provide guidance for Faculty Research Compensation and Bridge Funding that will be in effect for FY20. These changes were approved at the 2/14/18 Faculty Executive Council Meeting. If you have any questions or would like guidance on how best to proceed, please contact Chris O'Byrne at cobyrne@wakehealth.edu.

Salary Expectations

- The purpose of this program is to set fair salary recovery expectations for Wake Forest School of Medicine faculty in a manner that drives key behaviors and furthers our desired culture of collegiality, accountability, and excellence.
- These salary expectations are applicable to all faculty with the exception of Research Scholar Track (or contingent) faculty, who are expected to fund 100% of salary with extramural funds.
- Faculty with a research component of their salary will be expected to support 65% of this research effort with extramural (e.g. grants & contracts) funds. The remaining 35% of research salary is considered the "match."
- To calculate research effort, start with a faculty member's employed FTE and remove anticipated FTE associated with clinical, educational, and administrative functions. The remainder should be the faculty member's research effort, of which at least 65% should be supported by extramural funds.
- Extramural funds can be derived from any extramural research funding source, regardless of F&A rate.
- Department Chair must confirm all research efforts.

Example 1

-1.00 FTE faculty member with 0.10 education FTE, 0.50 clinical FTE, and 0.10 administrative FTE.
-Research FTE = 0.30 FTE (1.00 - 0.10 education - 0.50 clinical - 0.10 administrative = 0.30 FTE)
-Extramural funding expectation = 0.195 FTE (0.30 research X 65% = 0.195 FTE)

Example 2

-1.00 FTE faculty member with 0.00 education FTE, 0.00 clinical FTE, and 0.00 administrative FTE.
-Research FTE = 1.00 FTE (1.00 - 0.00 education - 0.00 clinical - 0.00 administrative = 1.00 FTE)
-Extramural funding expectation = 0.65 FTE (1.00 research X 65% = 0.65 FTE)

Example 3

-0.85 FTE faculty member with 0.00 education FTE, 0.70 clinical FTE, and 0.00 administrative FTE.
-Research FTE = 0.15 FTE (0.85 FTE - 0.00 education - 0.70 clinical - 0.00 administrative = 0.15 FTE)
-Extramural funding expectation = 0.0975 FTE (0.15 research X 65% = 0.0975 FTE)

Research Excellence Awards (REA)

- The purpose of this program is to provide financial rewards and recognition for successful research-intensive faculty.
- This program is available to research-intensive (50% or greater research effort) tenure-track, clinician scholar, and education scholar faculty who are in eligible positions for the full fiscal year. In addition, faculty must be employed by Wake Forest at the time of payout (October payroll) to be eligible. Department Chairs, Research Scholar Track (or contingent) faculty, Instructors, and faculty with less than 0.75 total FTE are ineligible for REAs.
- Prior to each fiscal year, faculty will choose whether potential REAs will: 1) be received as a salary bonus payment; 2) be placed in a research and development account; or 3) be split 50/50 between funding a salary bonus payment and supporting a research and development account. Faculty who have not declared their intent prior to the beginning of the fiscal year will default to option 1—REA funding salary bonus payment. No changes to elections will be allowed after the beginning of a fiscal year.
- REAs will be calculated based on percent of annual extramurally funded research effort, capped at 90% support, and the financial incentive will be consistent across rank.
 - Percent of annual extramurally funded research effort is calculated by determining an individual's funded research effort (numerator) and research base (denominator). These calculations are based on complete fiscal year funding data.
 - Funded Research Effort (Numerator): All extramurally-supported effort + Over-the-Cap Support
 - Research Base (Denominator): All extramurally-supported + Over-the-Cap + Start-Up and Development Accounts (all Fund 125 accounts) + Match + Bridge + 3-Year Guarantee Usage + Early-Career Salary Support.
 - Individuals receiving Bridge Funding, Early-Career Salary Support, or 3-Year Guarantee are eligible to receive REAs. However, the amount of support from these programs is subtracted from the potential REA. If this amount is positive, the faculty member will receive that amount as an REA. If \$0 or less, no REA is awarded.
 - Research intensive faculty (≥ 0.50 absolute FTE) with effort between 0.75 FTE and 0.99 FTE are eligible for prorated REAs.
- The following criteria will be used to calculate REA payment:
 - 70% - 74% = \$500 per % unit
 - 75% - 84% = \$1,000 per % unit
 - 85% - 90% = \$1,500 per % unit
- The following table can be used to calculate REA payments by percent of annual extramurally funded research effort:

% of Research Effort Extramurally Funded	REA Increment	Total \$ Incentive
70%	\$500	\$500
71%	\$500	\$1,000
72%	\$500	\$1,500
73%	\$500	\$2,000
74%	\$500	\$2,500
75%	\$1,000	\$3,500
76%	\$1,000	\$4,500
77%	\$1,000	\$5,500
78%	\$1,000	\$6,500
79%	\$1,000	\$7,500
80%	\$1,000	\$8,500
81%	\$1,000	\$9,500
82%	\$1,000	\$10,500
83%	\$1,000	\$11,500
84%	\$1,000	\$12,500
85%	\$1,500	\$14,000
86%	\$1,500	\$15,500
87%	\$1,500	\$17,000
88%	\$1,500	\$18,500
89%	\$1,500	\$20,000
90%	\$1,500	\$21,500

Example 1

- 1.00 FTE faculty member with 0.10 education FTE, 0.20 clinical FTE, and 0.10 administrative FTE.
- Research FTE = 0.60 FTE (1.00 – 0.10 education – 0.20 clinical – 0.10 administrative = 0.60 FTE)
- Annual Extramural Funding Level: 0.50 FTE (or 83% of Research FTE)
- 83% Funded = \$11,500 REA

Example 2

- 1.00 FTE faculty member with 0.00 education FTE, 0.00 clinical FTE, and 0.00 administrative FTE.
- Research FTE = 1.00 FTE (1.00 – 0.00 education – 0.00 clinical – 0.00 administrative = 1.00 FTE)
- Annual Extramural Funding Level: 0.90 FTE (or 90% of Research FTE)
- 90% Funded = \$21,500 REA

Example 3

- 1.00 FTE faculty member with 0.00 education FTE, 0.50 clinical FTE, and 0.00 administrative FTE.
- Research FTE = 0.50 FTE (1.00 FTE – 0.00 education – 0.50 clinical – 0.00 administrative = 0.50 FTE)
- Extramural Funding Level: 0.35 FTE (or 70% of Research FTE)
- 70% Funded = \$500 REA

Three-Year Faculty Salary Guarantee Program

- The purpose of this program is to guarantee the salary of the most consistently successful research-intensive Wake Forest School of Medicine faculty.
- This program is available to research-intensive (50% or greater research effort) tenure-track, clinician scholar, and education scholar faculty. This program does not apply to Research Scholar Track (or contingent) faculty.
- Faculty with 75% or greater annual extramurally funded research effort for six consecutive years at Wake Forest School of Medicine who are nominated by their Department Chair are eligible for a 3-year salary guarantee.
 - Percent of annual extramurally funded research effort is calculated by determining an individual's funded research effort (numerator) and research base (denominator). These calculations are based on complete fiscal year funding data.
 - Funded Research Effort (Numerator): All extramurally-supported effort + Over-the-Cap Support
 - Research Base (Denominator): All extramurally-supported effort + Over-the-Cap + Start-Up and Development Accounts (all Fund 125 Account) + Match + Bridge + 3-Year Guarantee Usage + Early-Career Salary Support.
 - Note: the threshold for this program remains at 75% effort to capture the most consistently successful, research-intensive faculty.
- Individuals maintaining this level of extramural funding will be “renewed” each year, re-starting their 3-year guarantee.
- Should an investigator already enrolled in the 3-year guarantee program drop below the 75% threshold for a single year, he/she will be restored into the program.

Salary Bridge Funding

- The purpose of this program is to provide salary support to eligible Wake Forest School of Medicine faculty whose extramurally funded research effort falls below the 65% expectation.
- This program is available to research-intensive (50% or greater research effort) tenure-track, clinician scholar, and education scholar faculty. This program does not apply to Research Scholar Track (or contingent) faculty.
- To access this program, the department chair must review the RFA ([link here](#)) and complete the application ([link here](#)).
- There will be quarterly start dates (July 1, October 1, January 1, and April 1) with applications due 90 days in advance. Applications require only 1) a fillable PDF with answers to 3 questions; 2) a standardized funding template that calculates need; and 3) an updated CV.
- Research Leadership, including the Chief Science Officer and the Vice President of Research Administration & Operations, will review applications and make the decision about whether or not to fund an application. The department chair will attend this meeting to participate in the discussion and decision. Dean Freischlag will review all decisions.
- Twice per year, all extant salary bridge recipients will be reviewed to determine whether or not continued funding is justified. There will be no re-application necessary for faculty with salary

bridge needs extending across fiscal years, however additional information on progress may be requested during bridge periods.

- This refined bridge funding process is intended to: increase flexibility with 4 application and start dates throughout the year; rely more on Chair input; closely evaluate progress of recipients; and eliminate the past “one and done” philosophy of bridge funding.

Early-Career Salary Support

- The purpose of this program is to increase support for early-career faculty and provide an extended period of time for these individuals to reach the 65% salary funding expectation.
- This program is available to research-intensive (50% or greater research effort), tenure-track, clinician scholar, and education scholar, early-career faculty who have completed the start-up phase defined in their offer letters. This program does not apply to faculty still within their start-up phase or Research Scholar Track (or contingent) faculty.
- To access this program, the department chair must review the RFA ([link here](#)) and complete the application ([link here](#)).
- There will be quarterly start dates (July 1, October 1, January 1, and April 1) with applications due 90 days in advance. Applications require only 1) a fillable PDF with answers to 3 questions; 2) a standardized funding template that calculates need; and 3) an updated CV.
- Faculty at the rank of assistant professor for 7 years or less and have not received a K-Award are eligible for a reduced extramural funding expectation. Faculty members in this category are expected to support 50% of their research effort with extramural funds.
- Faculty within 2 years after completion of a Career Development Award (e.g. K08, K23, KL2, etc.) are eligible for a reduced extramural funding expectation. Faculty members in this category are expected to support 25% of their research effort with extramural funds.

Example 1

-Early-career faculty member one year removed from K08 support
-1.00 FTE faculty member with 0.00 education FTE, 0.00 clinical FTE, and 0.00 administrative FTE.
-Research FTE = 1.00 FTE (1.00 FTE – 0.00 education – 0.00 clinical – 0.00 administrative = 1.00 FTE)
-Extramural funding expectation = 0.25 FTE (1.00 research X 25% = 0.25 FTE)

Example 2

-Early-career faculty member one year removed from K23 support
-1.00 FTE faculty member with 0.00 education FTE, 0.25 clinical FTE, and 0.00 administrative FTE.
-Research FTE = 0.75 FTE (1.00 FTE – 0.00 education – 0.25 clinical – 0.00 administrative = 0.75 FTE)
-Extramural funding expectation = 0.1875 FTE (0.75 research X 25% = 0.1875 FTE)

Example 3

- Early-career faculty member without K-Award, completed start-up phase
- 1.00 FTE faculty member with 0.00 education FTE, 0.00 clinical FTE, and 0.00 administrative FTE.
- Research FTE = 1.00 FTE (1.00 FTE - 0.00 education - 0.00 clinical - 0.00 administrative = 1.00 FTE)
- Extramural funding expectation = 0.50 FTE (1.00 research X 50% = 0.50 FTE)

Example 4

- Early-career faculty member without K-Award, completed start-up phase
- 1.00 FTE faculty member with 0.10 education FTE, 0.20 clinical FTE, and 0.20 administrative FTE.
- Research FTE = 0.50 FTE (1.00 FTE - 0.10 education - 0.20 clinical - 0.20 administrative = 0.50 FTE)
- Extramural funding expectation = 0.25 FTE (0.50 research X 50% = 0.25 FTE)