

College of Health and Human Sciences Research Reinvestment Plan

Purpose: Research Reinvestment Plans are important for promoting the research enterprise, supporting faculty, and maintaining the fiscal health of units. They recognize and incentivize the procurement of external funds to support research. Specifically, they can provide:

1. Faculty with allocations that can be used to collect pilot data, replace equipment and supplies, and bridge their work across periods of lower funding.
2. Recognition to faculty for their work in attaining external funds that can support their AY salary.
3. Support for unit research activity, including meeting cost share requirements, purchasing shared equipment, supporting doctoral student work, assisting faculty in need of bridge funds, as well as helping address other critical research needs.

We will review this plan in the spring of 2023 and consider changes to the plan at that time.

Eligibility: Tenured, tenure-track, and clinical faculty in the College of HHS who charge base salary on their external grants. For tenured and tenure-track faculty, academic year (AY) salary is considered for return. For clinical faculty, academic year (AY) or fiscal year (FY) salary is considered for return, depending on the faculty appointment.

Reinvestment Plan: One-quarter of the amount of base salary charged to an external grant will be returned to the faculty member's faculty allocation account. These research reinvestments will be transferred to the faculty allocation accounts once the semester PARS reporting is complete. If retroactive changes to PARS effort occur, adjustments to the faculty allocation balance may be made at the Heads discretion to correct for the appropriate return. Balances in the faculty allocation account can roll over from year-to-year, allowing faculty to save for their future research needs. The funds not returned to the faculty member will be held at the unit level. These funds can be used to support unit priorities such as shared equipment purchases, teaching coverage costs, cost share requirements, graduate student support, faculty bridge costs, and other unit-specific needs.

Frequently Asked Questions

1. *Do I have to charge base salary to my external grants?* No, you are not required to charge base salary to external grants, unless required by the sponsor. You are encouraged to support your research effort on grants by charging part of your base salary to the grants. If you request base salary support in a proposal that is awarded, you should follow your budget or work with Sponsored Programs Services to bring your actual spending in line with your budgeted plan, as required by the funder.
2. *How does this plan relate to course release/course buy-out plans in a unit?* If a unit has a course release/course buy-out plan, base salary charged to an external grant to support a course release will be subject to this plan. Reinvestments back to the faculty will not be impacted by the course release, meaning that one-quarter of the salary charged to a grant will be returned to the faculty member's allocation regardless of whether there is a course release or not.
3. *Is there a minimum amount of salary I must charge to receive a reinvestment?* No
4. *Is there a maximum limit to the amount of base salary I can charge to external grants?* No, per College policy, but there may be limits imposed by the Unit or the funding agency that apply.
5. *Is there a way to obtain an exception to this policy for larger return of salary support?* Unit Heads may allow greater return on salary if required by the grant. If the exception is not required by the grant, approval from the Head and the Associate Dean for Research are required.