

MEMORANDUM

To: Faculty and Adjunct Faculty
From: Andrés G. Gil, Vice President for Research
Date: December 19, 2012
Re: Update on FY 2011-2012 Research Merit Bonus Program

On August 13, 2012, I sent a message to faculty describing the Research Merit Bonus Program, which had been announced by the Provost in an earlier message on February 20, 2012. In the August 13th message, we asked for specific information on student support on grants, which is an important component of the qualifying criteria for the bonus, and announced that we expected to distribute the bonus by the September 21, 2012 payday. We obviously have been unable to meet the September deadline. The delay has been related to complexities in determining and verifying student support for grants, a task that is complicated by the fact that Principal Investigators and Co-Investigators can qualify on the basis of the same student. Nevertheless, we believe that we are close to having a final and accurate calculation, and expect to distribute the funds within the next few weeks. Please anticipate receiving a message in which you will have to select between the choice of having the bonus as salary or as a research account.

Since we have had new faculty join FIU and we expect the Program to continue for the current year (the bonus we are currently calculating is for FY 2011-2012), below is a copy of the original message from the Provost announcing the Program.

M E M O R A N D U M

To: Faculty and Adjunct Faculty
From: Douglas Wartzok, Provost & Executive Vice President
Date: 20 February 2012
Re: *Research Merit Bonus Program*

I am pleased to announce the initiation of the Research Merit Bonus Program. Faculty have requested that the administration reevaluate whether a research merit bonus program could be designed that both recognizes and promotes excellence in research and does so in a manner that meets all Federal policies on individual researcher financial compensation. I believe the policy being announced today meets both of these criteria.

The creation of this new merit bonus program has been accomplished with extensive consultation with the Vice President for Research's Faculty Advisory Council and all the deans. The bonus is based on performance related to external grants and contracts and Ph.D. student support (or Master students if such is the highest degree conferred in the faculty member's department).

The criteria to qualify for the Research Merit Bonus Program are as follows:

1. The faculty member must be in a position that is supported by E&G funding.

2. The Research Merit Bonus cannot be received for support of the same student for more than 4 years.
3. Faculty can choose to receive the research merit bonus as salary, as a research account, or a combination of both.
4. Eligible faculty cannot receive both a research merit bonus and grant-related salary savings from the Department/College into a research account. That is, the faculty member must choose between these two.
5. To qualify for Research Merit Bonus, annual University Graduate School evaluations of the GRA(s) must be at least satisfactory.
6. Student support consists of stipend and tuition (RA Contract) for the Year. At least 50% of support for the students must be from grants & contracts; the remaining 50% can be from F&A returns to faculty members.

Research Merit Bonus Program Matrix¹

Academic Year Grant Effort	Academic Year Bonus			
	1 GRA	2 GRAs	3 GRAs	4 GRAs
12%	\$1,000	\$4,000	\$7,000	\$10,000
25%	\$2,000	\$5,000	\$8,000	\$11,000
50%	NA	\$6,000	\$9,000	\$12,000

¹Academic year effort and GRAs are cumulative across grants, and are based on the role of Principal Investigator or Co-Investigator. For example, if an individual has effort on two grants (one as PI and the other as Co-I) which adds to 25% effort and two Ph.D. students are supported by the grants, the bonus would be \$5,000.

The Research Merit Bonus Program will be in place during the current academic year. The bonuses will be calculated at the end of each academic year. I have instructed the Division of Research to establish the necessary procedures for calculation and distribution of bonuses.