

Fiscal Year 2025 Research Recognition Award

Plan Detail

Overview & Document Purpose: At the close of each fiscal year, the Department of Medicine (DoM) provides monetary awards to Principal Investigators (PIs) for their sponsored research activities. The Research Recognition Award (RRA) highlights the critical role of sponsored research in the institution and honors the exceptional leadership of the PIs who lead it. RRA criteria are revised each year to adapt to the evolving landscape of academic medical research. This document outlines the RRA eligibility criteria for FY2025. Additionally, faculty members who are DHIP employees have an opportunity for research recognition metrics as outlined in the department and divisions compensation plans.

FY25 Qualifying Criteria

1) **Direct Expenditures**

Qualification Criteria:

- PI has direct expenditures on sponsored research (Tier 5) fund codes in the fiscal year.
- 75% of the PI's effort is supported by externally sponsored research or paid administrative roles.

Payout Criteria for Direct Expenditures

- PI qualifies for \$1,250 for every \$100,000 of direct expenditures in FY25.
- Sponsored research expenditures must be owned by the Department of Medicine (DoM).

2) **Team Science**

Qualification Criteria:

- Faculty serve as PI on multi-PI sponsored research project awarded in the fiscal year.
- Research is DoM-Owned.

Payout Criteria:

- PI qualifies for \$1,000 (initial award year only).
- Maximum payout is \$1,000 a year, cumulative for all projects.

Additional Eligibility Requirements

1. PI must be primary, regular-rank faculty in the Department of Medicine.
2. Faculty members who are DHIP employees are not covered under the FY25 RRA. Instead, opportunities for research recognition metrics are outlined in the department and divisions compensation plans for FY25.
3. PI must be in good standing with the university.
4. PI must have completed all required training in the fiscal year.
5. Payout is based only on those projects for which DOM faculty is the PI.
6. The maximum payout across both categories is \$20,000.
7. Division Chiefs are covered under a different plan and are therefore not eligible.
8. Any significant compliance findings from internal and external research reviews (e.g., human or animal subjects, research integrity/misconduct, conflict of interest, etc.) will result in ineligibility.
9. The total amount paid across the department is subject to a cap, in which case all awards are prorated at that percentage.
10. The fiscal year ends in June, and awards are typically distributed in October. This allows time for the prior fiscal year data to be calculated, reviewed, and finalized.
11. Awards to the PI are not considered part of an individual's Institutional Base Salary (IBS¹).
12. Any proposal waiver request attributable to the PI will reduce the total award payment by 5%.
13. Failure by the PI, or any faculty or staff paid on the PI's fund codes, to certify effort² or complete any required training by the internal DoM deadline, will reduce the total award by 5%.
14. Budget overdrafts on research projects not reallocated to discretionary or start-up funds are considered UIR (Unacceptable Institutional Risk). Such deficits must be resolved before award dollars are paid. The entire overdraft will be subtracted from the final award payout.
15. After overdrafts, additional reductions of up to 20% may be incurred if, for example, the PI fails to certify effort or complete required training.

¹ IBS is "the annual compensation paid by an Institution of Higher Education (IHE) for an individual's appointment, whether that individual's time is spent on research, instruction, administration, or other activities. IBS excludes any income an individual earns outside of duties performed for the IHE. Unless there is prior approval by the Federal awarding agency, charges of a faculty member's salary to a federal award must not exceed the proportionate share of the IBS for the period during which the faculty member worked on the award."

² Effort must accurately reflect the PI's expended time. The Department of Medicine's internal effort certification deadline is typically two (2) weeks before the institutional published deadline.