

USA COLLEGE OF MEDICINE
EXCEPTIONAL RESEARCH PERFORMANCE STIPEND

PURPOSE

This policy provides a prospective research engagement stipend to full-time Basic Science faculty who assume additional responsibilities through sustained commitment to externally funded research. Specifically, the policy recognizes that obtaining 20% of one's institutional base salary (IBS) from extramural awards requires significant effort beyond normal faculty appointment expectations and serves a vital institutional role in supporting research infrastructure.

FACULTY ELIGIBLE

- Faculty must be principal investigators (PI) or co-investigators (Co-I) on extramurally-sponsored research grants or contracts.
- Commit to maintaining at least 20% of their IBS charged to such awards during the upcoming fiscal year.
 - This research-driven effort constitutes additional responsibilities beyond standard teaching, service, and academic duties and supports the institution's research mission.

Transitional Provision (FY25 Only)

To support the implementation of this policy, faculty will receive the stipend effective August 1, 2025, provided in anticipation of their fulfillment of the eligibility criteria set forth herein. This stipend covers anticipated contributions for the period from August 2025 through December 2025, with the expectation that the faculty member will fulfill his or her research responsibilities during this time.

COMPENSATION

Eligible faculty members will receive a stipend for the performance of the responsibilities described above. Eligibility will be reviewed and determined on a bi-annual basis in January and July by the department chair and the COM Business Office. Once eligibility is confirmed, the stipend will be paid over a six-month period and included in the faculty member's regular paycheck.

OVERSIGHT

Continuation and adjustment of the stipend for each six-month period will be contingent upon fulfillment of the duties outlined in this policy and a prospective evaluation of performance. The stipend is not part of the Institutional Base Salary (IBS).

RESTRICTIONS

- Grants or contracts to support drug studies and/or clinical trials are not eligible
- Base salary used in incentive calculations will not include stipends paid for administrative duties
- Any portion of faculty salary/effort on grants or contracts that is cost-shared by the COM will not count toward the minimum effort requirement
- Faculty resignation, termination or retirement will automatically terminate any obligations of the COM to make additional research stipend payments for that year