

SIO Support Policy for PI's Paid Exclusively from Federal Awards November 2012 - Updated August 2018

SIO developed the following implementation guidelines in response to the July 5, 2012 Office of Research Affairs (ORA) policy statement regarding salary support for PI's paid exclusively from federal awards (attached for reference).

The ORA policy applies to employees who have, as an expectation of their position, a requirement to raise 100% of their salary support from extramural sources, e.g., self-funded researchers. Effective July 1, 2017, SIO started providing all Researchers with a minimum of 25% support, therefore this policy now only applies to others (e.g., Project Scientists and Specialists) deriving 95% or more of their salary support from sponsored projects on which they are PI or co-PI (by exception) . These cases will be reviewed annually (see note below).

The maximum amount of institutional support provided via this policy is 3% of an employee's total annual base salary.

The ORA policy does **NOT** apply to:

- employees who already receive fractional salary support from the Institution, e.g., professors, researchers, retention cases that include salary support (for the duration of the retention agreement), and return-to-active-duty (RTAD) retirees.
- employees who are not expected to write/submit proposals for their own salary support as a requirement of their position even though they might derive 100% of their salary from extramural sources, e.g., post doctoral employees, programmer/analysts, development engineers, staff research associates, visiting scientists, academic coordinators, academic administrators, managers (functional area), directors (functional area), marine superintendents, graduate student researchers, or project scientists/specialists not meeting the criteria outlined above. This list is not intended to be exhaustive.
- employees who derive 100% of their salary from extramural sources yet are working in units that can provide (from their organization's budget) fractional salary support to correspond with time spent writing proposals, e.g., MarFac/STS, Sea Grant, BAS.

SIO Support Policy for PI's Paid Exclusively from Federal Awards November 2012 - Updated August 2018

Note: In July, Research Divisions should review prior year and projected support for each Project Scientist and Specialist position to determine eligibility for the 3% support. For those newly eligible, confirming that the projected FY salary support is 95% from grants/contracts on which the candidate is co- or sole PI is required. For those receiving continuing 3% support, confirmation that the 95% threshold was met in the prior year is also required. Salaries will be paid directly on SIO funds and once eligibility has been determined, divisions should contact SIO Administration with salary information and to receive PPS authorization. For any given year, Divisions should review projected support for these positions for the period January 1 -June 30 and if the 95% threshold is met, contact SIO Administration with salary information and to receive PPS authorization.

ADDENDUM to SIO policy on 3% support for extramurally funded investigators:

The 3% support for extramurally funded investigators will continue when an eligible employee voluntarily reduces his/her appointment to less than 100%. All reductions in time should be reported by the cognizant MSO to the Deputy Director for Research, the relevant Section Head, and Lil Dockery. The DDR will evaluate each case in concert with the investigator's section head and MSO and then will determine the terms/conditions for continued eligibility in light of each investigator's particular circumstances, e.g., anticipated duration of reduced appointment.