Faculty Effort and Salaries on Sponsored Projects

Time and effort on grants should accurately reflect a faculty member’s commitment to that grant. To achieve this, the UW School of Medicine and Public Health has adopted the following procedures and guidelines for faculty effort and salary on sponsored projects, consistent with the University’s recently ratified policy on cost sharing. Where allowed by the granting agency, anything less than direct correspondence of percent salary to percent effort amounts to cost-sharing, i.e., State support of a sponsored project, which must be approved by the faculty member’s department and Dean. As a general rule, cost-sharing is strongly discouraged as State funds should not be allocated to sponsored research and cost-sharing reduces the indirect cost rate for federal grants.

1. Tenured or tenure-track faculty should not exceed 95% effort on grants, since all faculty members have responsibilities outside of research in teaching, service or other academic activities. The distribution of faculty effort should be an accurate representation of the effort devoted to each of these endeavors.

2. The percent effort for all personnel included in a project budget must accurately represent the effort required to complete the work.

3. Unless specifically prohibited by the granting agency, faculty are required to seek compensation as percent of University salary that is identical to percent effort dedicated to the project, e.g., 50% effort on a grant would generate 50% of University base salary and fringe benefits.

4. Typically, principal investigators will dedicate a minimum of 35% effort to their first (primary) extramural project and a minimum of 50% combined effort to two extramural projects. Principal investigators with more than two extramural grants must negotiate total effort with their chair or director.

5. Faculty effort and salaries on sponsored projects will be considered when awarding discretionary dollars to departments and individual faculty. Departments with significant faculty salaries on grants will also have more discretionary funds to recruit new faculty. Department implementation of this policy will result in greater support from the Dean’s office for faculty recruitment and retention. However, lack of adherence to these procedures and guidelines could result in reduction of School allocations to department or center budgets and/or suspension of faculty recruitment activity.

Approved by APC: 01.19.11
Implementation Plan

1. Initial implementation of these guidelines should occur as quickly as possible, recognizing that in some cases, changes can only be made at the time of competitive renewal of the awards.

2. All new grant submissions should incorporate these guidelines.

3. Department chairs have flexibility in determining the appropriate use of department funds made available due to appropriate funding of grant effort through grant dollars. These could include but are not limited to increased support personnel for faculty, flexible funding for individual faculty members, or pilot funds for new research projects.