

Tennessee State University
Research and Sponsored Programs

Research Enhancement Award

August 9, 2021

Procedure V-02.0 Research Enhancement Awards

The Research Enhancement Award (REA) is an award program and is not considered compensation since it does not require additional hours of work. This award program is based on the recipient's research productivity as calculated by a predefined formula.

The Department of Research and Sponsored Programs (RSP) has been established to enhance the university's research efforts and to increase extramural funding. Towards that end, university policies and procedures must be tailored to insure that the RSP unit fulfills its purpose and accomplishes its objectives. Therefore, the established of a mechanism to provide an award for principal investigators will play a critical role in increasing external funded research and scholarly activity. The purpose of the Research Enhancement Award (REA) is to:

- Reward active faculty for their research efforts, thus encouraging continue participation in the research enterprise;
- Encourage inactive faculty to conduct research thus increasing the number of faculty involved in externally funded projects;
- Attract world-class researchers who can establish research labs/centers increase of "high growth"
- Encourage retention of productive researchers

The Department of Research and Sponsored Programs will conduct a review of the externally funded Research activities of each faculty member during the Fall Semester to notify them if they are eligible to receive a Research Enhancement Award.

The Department of Research and Sponsored Programs will contact each department during the Fall Semester to notify them if they are eligible to receive a Research Departmental Enhancement Award.

Policy Compliance

In order to comply with federal cost principles in 2 CFR 200, it is important that the cost to the external sponsor remain unchanged as a result of the university's research enhancement award. In general, federal grants do not allow extra compensation to be direct charged. Thus, it is unallowable to direct charge an incentive award to a federal grant.

Most federal grant programs provide for facilities and administrative costs (indirect cost) to be recovered. Once the university receives indirect costs funds from a federal sponsor, the funds are

incorporated into the university's budget and become state funds. These funds can then be used to provide REAs without violation of federal cost accounting principles.

TSU's Extra Service Pay Policy (6.16) set forth the general provisions, circumstances, and limitation under which extra service pay may be appropriate for regular exempt employees. Regular 9-month faculty may earn a maximum of 40% of their fiscal year salaries in ESP. Regular exempt executive level personnel, administrative staff, professional staff and 12-month faculty may earn a maximum of 40% of their fiscal year salaries in ESP.

Research Enhancement Award is a financial bonus; it does not require additional work beyond 100% effort. Thus, it is exempt from the extra service compensation limit. Conversely, extra service pay is compensation that requires additional work beyond 100% effort. Consequently it is subject to the extra service compensation cap set by TBR. Faculty may receive both compensation and extra compensation if the situation warrants. Put another way, payment of extra compensation does not preclude the payment of an incentive award.

Research Enhancement Award Guidelines

Below is a list of guidelines for a research incentive award policy.

- For faculty to be eligible for REA, they must successfully obtain external funding with an indirect cost component.
- A minimum of 12% of indirect costs recovered from non-research grants will be paid to the principle investigator. Six percent will be given directly to the PI as incentive award and 6% will go to the PI's department.
- A maximum of 20% of indirect costs recovered from research grant will be paid to the principle investigator. Ten percent will be given directly to the PI as incentive award and 10% will go to the PI's department.
- In the case of collaborative effort, enhancement award will be calculated from the indirect costs recovered by TSU only.
- PI must be in full compliance with TSU Research & Sponsored Programs policies to receive REA.
- Faculty and staff must be employed at the university at the time the REA are issued to receive a REA.
- REA will be distributed during the Fall semester each year.
- Research and Sponsored Programs will administer the REA program, and mediate issues that may arise concerning the program.

Reevaluation of the Research Enhancement award policy will take place annually.