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**Article \_\_**

**Building Rutgers Innovation & Developing Grant Effectiveness (“Bridge”) Fund and Further Investments in Research**

**A. Establishment and Purpose of a Bridge Fund**

1. The Administration shall establish a centrally supported Bridge Fund to support grant-funded research that are undergoing an interruption in grant streams. This will be accomplished by awarding short-term funds to allow a faculty member to conduct work necessary for competitive grant application. Such mechanism is critical to faculty recruitment and retention.
2. Bridge Fund awards provide short-term, limited financial support to sustain an existing research program due to a temporary funding gap. Funds are to be used to maintain the existing research program at an essential level for a limited time to facilitate competitiveness in research applications. Bridge funding is not intended as a substitute for outside research funding or to support new, pilot, or seed projects.
3. A minimum of \$5,000,000 shall be available annually for Bridge Fund awards.

**B. Eligibility for Bridge Fund Awards**

1. The University shall provide up to one year of Bridge Funding to a Principal Investigator (PI) where (a) a PI, for funded research that has been supported for at least three consecutive prior years and that experience a delay or disruption in securing ongoing or additional grant funds, and/or (b) a PI faces an unanticipated, unbudgeted increase in stipends, wages, or fringe rate after grant submission, including after grant award, and due to factors beyond their control.
2. The amount of Bridge Funding provided to an eligible PI will be equal to the amount necessary to sustain the research project that is facing a lapse in funding. Details of the requested amount and how the money will be used to support the project will be included in the proposal. If funding is reestablished before the end of one year, Bridge Funds will be discontinued.
3. Any negotiations unit member with PI status may submit an application for Bridge Funding.

**C. Criteria for Funding**

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1. Factors considered in determining whether to award Bridge Funds include the project's strategic importance, necessity to sustain the project until funding is secured, feasibility of securing future funding, and the PI's funding record, and if available, study section report.
2. Bridge Fund applications shall be limited to the funding necessary to maintain a defined project over a short duration.

**D. Use of Bridge Funds**

1. Bridge funding may be for personnel costs, including but not limited to graduate students in fellowship and Graduate Assistant positions, hourly positions, postdocs, staff, technicians and faculty.
2. Bridge funds should be administered according to a submitted budget to sustain the project.

**E. Administration of the Bridge Fund**

1. The Bridge Fund shall be administered by the Bridge Fund Committee (BFC) comprised of fifteen (15) PIs: five (5) AAUP-AFT bargaining unit PIs from New Brunswick; three (3) AAUP-AFT bargaining unit PIs from Newark; two (2) AAUP-AFT bargaining unit PIs from Camden; and five (5) AAUP-BHSNJ bargaining unit PIs from Rutgers Biomedical and Health Sciences. These unit members shall be jointly selected by the AAUP-AFT/AAUP-BHSNJ and the University.
2. PIs shall be appointed to the BFC for four (4) year terms by the four Chancellors.
3. The BFC shall establish criteria (consistent with C(2) above) and application procedures for the award of Bridge Funds, which shall be published on the University's website. BFC decisions shall be made and notice sent within thirty (30) days of a PI's application for funding.
4. The BFC shall be charged with soliciting Bridge Funding Applications from PIs and organizing peer-review panels to award funding based on the criteria outlined above. These review sessions should take place no fewer than 3 times per calendar year.

**F. Database of Grant-funded Faculty**

1. The University shall maintain a database of grant-funded faculty whose funding may expire within the next 12 months.
2. In order to encourage collaborative research, and to identify unique research skills to aid grant applications, the University shall develop a database with the names

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and areas of research (including the funded abstract) of such faculty. The database shall be accessible to all faculty members and other members of the University community. Since research studies are enhanced by national and international collaboration, the database should be accessed by the public. This will place Rutgers in a position for broad collaboration with other academic institutions, as well as biotechnology and pharmaceutical entities.

3. The database shall contain links to the curricula vitae of grant-funded faculty and abstracts of their research.

**G. Grant Writing Support**

PIs applying for grants and Bridge Funds shall receive assistance from the grant office in seeking and securing alternative funding during the bridge fund period.

**H. Support for Research Related Offices**

The University shall ensure appropriate funding and staffing for the following offices that support research. These include IACUC, IRBs, and IBC.

**I. Assistance in the Mitigation of Fringe Rate Increases**

The University and the AAUP-AFT/AAUP-BHSNJ shall work cooperatively to reduce the effect on increased fringe rates applied to outside grants. Any state funds appropriated for mitigation for the increase in fringe rates shall be distributed to the relevant PIs.

**J. . Lab Space**

Every PI shall have access to lab space commensurate with their level of productivity. Disputes or concerns concerning lab space allocation/use may be taken to a school's lab space committee consisting of two (2) faculty appointed by the AAUP-BHSNJ/AAUP-AFT and two (2) faculty appointed by the dean of the school where the dispute arises.

**K. Extramural Support Incentive Awards**

~~For Fiscal Years 2019, and 2020 only, the process set forth in the Agreement per "Side Letter of Agreement – Committee Regarding AAUP-BHSNJ Extramural Support Incentive Awards" contained in the July 1, 2013 to June 30, 2018 collective negotiations agreement shall remain applicable.~~

1. The Extramural Support Incentive Awards set forth below will apply to all faculty (except as noted below) and to new or existing research proposals for projects whose funding continues beyond Fiscal Year **2023** 2019.

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- 2. Awards in this category are in recognition of external research grants or other extramural research support acquired by faculty unit members (other than librarian unit members whose extramural support incentive awards are governed by ~~Subsection L~~ **Paragraph 8** of this section). The revised extramural support incentive award will be applied as follows:
- 3. Faculty on the Professional Practice track will not be eligible to participate in this Extramural Support Incentive Award program.
- 4. The Extramural Incentive Award will apply to all awards and proposals, including non-competing continuations.
- ~~5. Faculty required to support a percentage of their research FTE (rFTE) adjusted salaries using outside grant funds as a condition of their employment (e.g., coterminous faculty) will not be eligible for this incentive program.~~

<b>Percentage Salary Support on Award(s)<sup>1</sup></b>	<b>Percent Returned to Faculty<sup>2</sup></b>
<b>Up to 10.9%</b>	<b>28%</b>
<b>11% to 19.9%</b>	<b>31%</b>
<b>20% to 29.9%</b>	<b>34%</b>
<b>30% to 39.9%</b>	<b>37%</b>
<b>40% to 49.9%</b>	<b>40%</b>
<b>50% to 59.9%</b>	<b>43%</b>
<b>60% to 69.9%</b>	<b>46%</b>
<b>70% to 79.9%</b>	<b>49%</b>
<b>80% to 89.9%</b>	<b>52%</b>
<b>90% and above</b>	<b>55%</b>

- ~~6. The rFTE adjusted salary will be calculated by multiplying the ABS plus Supplement (if any) or FVS (if any) (but not any FVRS, RETEFI, and/or CIP (if applicable) the employee may also receive in that same Fiscal Year) by the rFTE. Incentives are not included in this calculation.~~
- ~~7. Faculty will receive a Research Incentive based on the percentage of their rFTE adjusted salary on awards, as defined in the following table:~~
- ~~8.~~

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1 The percent salary support on award(s) is calculated by taking salary support on award(s) as a percentage of faculty member's total salary **aggregated from payments during the applicable fiscal year.** (not just the academic base).

2 The amount returned to the faculty is a percent of the salary that is covered on awards ~~calculated in item (1) above.~~ It is not a percent of the total salary.

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Percentage of rFTE Adjusted Salary Supported on Awards	Percentage Returned to Faculty
1% to 10%	-0%
11% to 20%	-1%
21% to 30%	-2%
31% to 40%	-5%
41% to 50%	-6%
51% to 60%	-15%
61% to 70%	19%
71% 80%	22%
81% 90%	25%
91% and above	30%

Where applicable, the extramural support incentive award will be adjusted for the NIH and New Jersey caps in effect **at the beginning of the applicable fiscal year used for calculation.** ~~at the time of the award.~~ **For example, if a faculty member is paid in excess of the NIH cap and has 60% effort and salary support of the NIH cap on an extramural award, 46% of 60% of the NIH cap will be returned to the faculty member in the form of an extramural support incentive award.** ~~For example, if a faculty member is paid in excess of the NIH cap, spends 100% of their effort on research (rFTE) and has 60% effort and salary support of the NIH cap on an extramural award, the NIH cap in effect at the time of the award will be returned to the faculty member in the form of an extramural support incentive award.~~ Extramural support incentive awards shall not increase the academic base salaries of faculty unit members, nor shall they be used in calculating fringe benefits. This incentive is intended for research grants and contracts. Funding related to clinical and service contracts, unrelated to research, are excluded from this incentive. The faculty unit member shall receive the incentive for each year that the extramural support continues, and payment of the incentive will be made no later than September 30 following the fiscal year of the extramural support.

- Funding related to clinical trials will be applicable to this incentive.

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7. Faculty will be able to discretionarily choose to receive the entirety of the Extramural Incentive in the form of compensation or apply the entirety of their Research Incentives toward support of programmatic activity.
8. Librarian Unit Members

A librarian unit member who is both a principal investigator and the principal author of an externally-funded program which provides support for his/her own salary shall be eligible for a one-time bonus of up to one-third of such salary support in a specific fiscal year up to a maximum bonus of \$10,000 for that fiscal year. The bonus shall be awarded in each fiscal year during which salary support is provided by external funding.

L Research Incentive Program for Large Programs, Training and Specialized External Grants:

1. ~~Effective July 1, 2020,~~ Negotiations unit members otherwise eligible for the Extramural Research Incentive program shall be eligible for an incentive for obtaining certain types of research, education/training, equipment, and facilities grants (the incentive program hereinafter shall be referred to as "RETEFI") for the University. This program is meant to encourage faculty to develop externally funded programs that support establishing large research teams that benefit many faculty and students, and bring to RBHS **and other legacy Rutgers campuses** support to recruit, train and promote the careers of learners.
2. The RETEFI applies only to the Principal Investigators of the qualifying grants. If the grant application includes more than one PI (e.g., (multi) MPI), then the MPIs split the RETEFI equally. The RETEFI will reward funded applications (awards) with a lump sum payment, made at the same time payment is made for the Extramural Support Incentive Award, above. The lump sum payment will be made upon the initiation and completion of proper documentation by the PI providing evidence and receipt of the award for the grant application.
3. Types of Grants that Qualify for the RETEFI<sup>3</sup>
  - Multi-project research grants such as NIH U and P mechanisms, but may include other federal and nonfederal grants that have 2 years or more of annual directs and one-time associated lump sums listed below:

\$10,000 one-time lump sum payment upon funding of grants with annual directs of \$500,000 up to \$750,000

\$12,000 one-time lump sum payment upon funding of grants with annual directs of greater than \$750,000 up to \$1 million

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~~<sup>3</sup>The RBHS Senior Vice Chancellor for Academic Affairs and Research, or designee, shall have be the sole authority for determining whether a particular grant qualifies for a RETEF Incentive.~~

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\$15,000 one-time lump sum payment upon funding of grants with annual directs of greater than \$1 million up to \$2 million

\$25,000 one-time lump sum payment upon funding of grants with annual directs of greater than \$2 million up to \$4 million

\$35,000 one-time lump sum payment upon funding of grants with annual directs of greater than \$4 million up to \$8 million

\$50,000 one-time lump sum payment upon funding of grants with annual directs of greater than \$8 million

- Training and educational grants that are 2 years or more in the annual costs listed below (one-time payments):

\$10,000 one-time lump sum payment upon funding of NIH T32 or **R25**, K12 grants

\$10,000 one-time lump sum payment upon funding of educational/training grants (federal or nonfederal), other than T32, **R25** or K12, that provide \$250,000 or more in annual directs

\$10,000 one-time lump sum payment in addition to one of the above two scenarios (for these training and educational grants) if the funded educational/training (federal or nonfederal) grant is \$500,000 or more in annual directs

- Equipment grants, including but not restricted to NIH S10 grants (one-time payments; equipment needs to be available to at least 5 additional faculty, other than the PI):

\$10,000 lump sum payment if the funded grant is \$500,000 or more in directs

- Facilities grants, including but not restricted to NIH G grants

\$10,000 lump sum payment if the funded grant is \$1,000,000 or more in directs

- RETEFI payments will not be counted as earnings for the purposes of calculating retirement plan benefit contributions.

M. Fully Variable Research Payment ("FVRS") – Beginning in ~~Fiscal Year 2021~~, immediately following the calculation of the Extramural Support Incentive Award for the prior Fiscal Year, a PI or MPI ("PI") on a RO1 or equivalent grant may be eligible for a lump sum FVRS.

1. If the PI's ABS plus Supplement (if any) plus FVS (if any)-falls below the corresponding **mean 40<sup>th</sup> percentile** of compensation, adjusted for **FTE** ~~rFTE~~ (see subsections ~~b., c., and d. below~~) and rank and specialty, Summary Statistics on Medical School Faculty

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- Compensation for Public Schools PhD or Other Doctoral Degree, Basic Science Departments/Specialties or Summary Statistics on Medical School Faculty Compensation for Public Schools PhD or Other Doctoral Degree, Clinical Science Departments/Specialties), the PI will be paid a one-time lump sum payment equal to the difference between their ABS plus FVS—and the **mean 40<sup>th</sup> percentile** of compensation, adjusted for **FTE** ~~rFTE (and FTE if necessary)~~, as measured by the appropriate benchmark and the total of the PI's ABS plus Supplement (if any) plus FVS (if any), also adjusted for rFTE (and FTE if necessary). The determination of the appropriate benchmark shall be consistent with the process set forth in Section \_\_ above, entitled "Review of Effort and Benchmark Standard."
- ~~2. If an individual's FTE and/or rFTE is less than 1.0, the benchmark compensation and the negotiations unit member's compensation must be adjusted for FTE and/or rFTE.~~
  - ~~3. First, adjust the negotiations unit member's current total compensation for rFTE. Example, a 1.0 FTE, has a 0.8 rFTE and ABS, Supplement and FVS (if any) total \$180,000.  $0.8 * \$180,000 = \$144,000$ .~~
  - ~~4. Second, the benchmark compensation, adjusted for rank and specialty, for that negotiations unit member at the **mean 40<sup>th</sup> percentile** is \$200,000. Adjusting that figure for a 1.0 FTE with a 0.8 rFTE would equal \$160,000. Note: Similar calculations would be performed if the employee is less than 1.0 FTE. For example, if the employee is 0.8 FTE with a 0.6 rFTE, total compensation calculated above and the appropriate benchmark compensation would be adjusted by multiplying the FTE times the rFTE times each compensation figure. In this example:  $(0.8 * 0.6 * \$200,000)$  —  $(0.8 * 0.6 * \$180,000)$ .~~
  - ~~5. The difference between the adjusted benchmark compensation and the adjusted total compensation is the FVRS ( $\$160,000 - \$144,000 = \$16,000$ ). The PI will be eligible for this one-time, lump sum FVRS payment for each year of the RO1 (subject to the recalculation of the actual FVRS each year to account for other changes to the negotiations unit member's rFTE, total compensation, and/or benchmark compensation). The PI will first be eligible for a FVRS in the Fiscal Year in which the Notice of Award is received.~~
  6. The FVRS will not be counted as earnings for the purposes calculating of retirement plan benefit contributions.