

## CAS Policy on Additional Research Compensation for Academic Year Faculty

The Stony Brook Research Office has outlined the process allowing faculty to earn Additional Research Compensation (ARC): <http://research.stonybrook.edu/Additional-Research-Compensation>. According to this description, faculty who expend extra effort in obtaining research funding from external sponsors can be compensated for this effort. Payment will be in the form of "Also-Receives", and is subject to fringe benefit charges at the academic year rate.

General Eligibility Requirements in CAS:

1. The faculty member must be tenure-track/tenured, with a 1.0-FTE appointment.
2. The faculty member must fulfill his or her normal designated teaching obligation in the department.
3. The faculty member must provide support for a minimum of two graduate students or a combination of graduate students and full-time research staff (technicians, postdocs, etc.), and commit to maintaining the salary support for those individuals for the duration of the current academic year and \*summer (\*excluding graduating spring students), understanding that no request may be submitted to the department or CAS support unfunded students.
4. The faculty member must meet all service expectations within and outside the university.
5. The faculty member must meet all recharge obligations to the department and university.
6. The faculty member must budget for reimbursement of the additional effort via salary offset to grants.

Faculty can be paid up to 20% of their salary if they have paid additional salary offset after funding the minimum percentage required by their department. The amount is based on the prior year's offsets and is paid as an Also Receives over the course of one year beginning 7/1 or 9/1. This 20% cap includes "Also Receives" paid by other means, for example, Chair/Director agreements or endowed Chair agreements. The payment is a supplement to the total compensation (not added to the base salary). The ARC supplement level is reviewed annually.

### **Specific guidelines for Biochemistry and Cell Biology**

### **Specific guidelines for Department of Chemistry**

### **Specific guidelines for the Department of Ecology & Evolution**

Examples below:

#### Example #1:

Base Salary = \$100,000

Required Offset = 20% or \$20,000 + fringe

FY 19/20 Offset = \$45,000 + fringe

\$45,000 Offset - \$20,000 Required = \$25,000 + fringe

20% cap = \$20,000

Also Receives = \$20,000 + fringe FY 20/21

#### Example #2:

Base Salary = \$125,000

Required Offset = 20% or \$25,000 + fringe

FY 19/20 Offset = \$27,500 + fringe

\$27,500 Offset - \$25,000 Required = \$2,500 + fringe

20% cap = \$25,000

Also Receives = \$2,500 + fringe FY 20/21

**Specific guidelines for Biochemistry and Cell Biology:**

- 1) Faculty are eligible in academic years for which they have a minimum of \$400K in annual direct support. (Grants in their final year or in no-cost extensions cannot count towards this total.) This figure does not include instrumentation grants or training grants. For co-PI grants, direct support will be calculated as the amount which is credited to the faculty member and the Department of Biochemistry and Cell Biology (or CMM center) for the distribution of indirect costs. The additional compensation will be received in the year following eligibility.
- 2) Faculty member must be meeting all departmental teaching and service obligations.
- 3) Faculty member must be meeting their regular salary offset obligations.
- 4) Faculty member or their lab should be receiving no other departmental support in a year the PI is collecting also-receives.
- 5) The faculty member may receive up to 20% of their 9-month salary (not including fringe).

### **Specific guidelines for Department of Chemistry:**

- 1) Faculty are eligible in academic years for which they have a minimum of \$400K in annual direct support. (Grants in their final year or in no-cost extensions cannot count towards this total.) This figure does not include instrumentation grants or training grants. For co-PI grants, direct support will be calculated as the amount which is credited to the faculty member and the Department of Chemistry for the distribution of indirect costs. The additional compensation will be received in the year following eligibility.
- 2) The faculty member must be meeting all departmental teaching, service, and safety obligations.
- 3) The faculty member must provide support for a minimum of two graduate students or a combination of graduate students and postdoctoral researchers and commit to maintaining the salary support for those individuals for the duration of the current academic year and \*summer (\*excluding graduating spring students).
- 4) The faculty member or their lab should be receiving no other departmental support in the year the PI is collecting also-receives. Training grant and fellowship support to students is not counted against the PI, but will also not count toward the requirement to support at least two students or postdocs.
- 5) The faculty member may receive up to 20% of their 9-month salary (not including fringe).

**Specific guidelines for the Department of Ecology & Evolution:**

- 1) Faculty members are eligible in academic years for which they have a minimum of \$200K in annual total direct costs. Grants in their final year or in no-cost extensions cannot count towards this total. This figure does not include instrumentation grants or training grants. For co-PI grants, direct support will be calculated as the amount which is credited to the faculty member and the Department of Ecology & Evolution for the distribution of indirect costs. The additional compensation will be received in the year following eligibility.
- 2) The faculty member must meet all departmental teaching, service, and safety obligations.
- 3) The faculty member must provide support for a minimum of two graduate students and commit to maintaining the salary support for those individuals for the duration of the current academic year and \*summer (\*excluding students graduating in spring).
- 4) The faculty member and their lab should be receiving no other departmental support in the year the PI is collecting also-receives. Training grant and fellowship support to students is not counted against the PI, but will also not count toward the requirement to support at least two graduate students.
- 5) The faculty member may receive up to 20% of their 9-month salary (not including fringe).

**Guidelines for the other CAS Departments:**

- 1) Faculty are eligible in academic years for which they have a minimum of \$400K in annual direct support. (Grants in their final year or in no-cost extensions cannot count towards this total.) This figure does not include instrumentation grants or training grants. For co-PI grants, direct support will be calculated as the amount which is credited to the faculty member and the Department of Biochemistry and Cell Biology (or CMM center) for the distribution of indirect costs. The additional compensation will be received in the year following eligibility.
- 2) Faculty member must be meeting all departmental teaching and service obligations.
- 3) Faculty member must be meeting their regular salary offset obligations.
- 4) Faculty member or their lab should be receiving no other departmental support in a year the PI is collecting also-receives.
- 5) The faculty member may receive up to 20% of their 9-month salary (not including fringe).