

**RUTGERS BIOMEDICAL AND HEALTH SCIENCES (RBHS)
EXTRAMURAL SUPPORT INCENTIVE PROGRAM - FY2025
FOR FACULTY IN THE AAUP-BHSNJ NEGOTIATIONS UNIT
AND ELIGIBLE FACULTY ADMINISTRATORS**

PART A – FACULTY INFORMATION

Name	Email Address	Phone Number	
School(s)/Unit(s)	Department	Title	
Track ¹	Employee ID #	Total FTE	rFTE
Choose an item.			

PART B – EXTRAMURAL SUPPORT INCENTIVE AWARD | TO BE COMPLETED BY FACULTY MEMBER

I certify that I have received salary support from the attached external research grant(s) or extramural sponsored research award(s):

Title of Research Award ²	Agency	R01 or Equivalent ³	Project#	Amount of Salary Support (\$) from grant during the FY	Dates of Award
		Choose an item.			
		Choose an item.			
		Choose an item.			
		Choose an item.			
		Choose an item.			
Total Amount of Salary Support from Grants = \$					

*Use extra sheet if needed. Was extra sheet required? ☐ Yes or ☐ No (check one)

Faculty are able to discretionarily choose to (1) receive the entirety of the Extramural Support Incentive Award in the form of compensation; (2) apply the entirety of their Extramural Support Incentive Award toward support of programmatic activity; or (3) divide their Extramural Support Incentive Award between compensation and support of programmatic activity. **Indicate your choice below by checking the box.**

Option 1:

☐ I choose to receive the **entirety** of the Extramural Support Incentive Award in the form of **compensation**.

¹ Faculty on the Professional Practice track are not eligible for the Extramural Incentive Award. 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) are not eligible for this incentive program.

² Funding related to clinical and service contracts, unrelated to research, are excluded from this incentive program. Funding related to clinical trials will be applicable to this incentive.

³ Faculty who have R01 or equivalent awards may be eligible for the Fully Variable Research Supplement (FVRS) per the agreement ([see page 195 of the pdf](#)).

Option 2:

☐ I choose to apply the **entirety** of the Extramural Support Incentive Award toward **support of programmatic activity.**⁴

Option 3:

☐ I choose to **divide** the Extramural Support Incentive Award between **compensation and support of programmatic activity.** Please indicate how you wish to divide the award INSERT BOX.

PART C – RESEARCH INCENTIVE PROGRAM FOR LARGE PROGRAMS, TRAINING AND SPECIALIZED EXTERNAL GRANTS (RETEFI) | TO BE COMPLETED BY FACULTY MEMBER

Type of Grant ⁵	Principal Investigator(s) ⁶	Title of Grant	Amount of Grant (annual direct)	Date Awarded
Choose an item.				
Choose an item.				
Choose an item.				
Choose an item.				
Choose an item.				

*Use extra sheet if needed. Was extra sheet required? ☐ Yes or ☐ No (check one)

Faculty Member Signature

Date

PART D – DEPARTMENT CHAIR/SUPERVISOR AUTHORIZATION

I certify that the information provided in Parts A-C are accurate.

Department Chair/Supervisor Printed Name	Department Chair/Supervisor Signature	Date

Department Chair/Supervisor Title	Email Address	Phone Number

The Department Chair/Supervisor shall submit this form to the business manager of the school/unit for processing.

PART E – THE FOLLOWING SHOULD BE COMPLETED BY THE BUSINESS MANAGER

Extramural Incentive Award

Faculty will receive an extramural Support Incentive based on the percentage of their rFTE adjusted salary on awards, as defined in the following table:

⁴ This is applicable to the faculty's research, scholarly or other discretionary funds.

⁵ Full descriptions of the types of grants that qualify for RETEFI are described in the contract ([see page 193 of the pdf](#)).

⁶ The RETEFI applies only to the Principal Investigators of the qualifying grants. If the grant applicant includes more than one PI (e.g., (multi) MPI), then the MPIs split the RETEFI equally.

Percentage of rFTE Adjusted Salary Supported on Awards	Percentage Returned to Faculty
1% to 9.99%	0%
10% to 19.99%	3%
20% to 29.99%	6%
30% to 39.99%	10%
40% to 49.99%	15%
50% to 59.99%	19%
60% to 69.99%	21%
70% to 79.99%	24%
80% to 89.99%	25%
90% and above	30%

Calculation for rFTE Adjusted Salary

rFTE adjusted salary = ABS + [Supplement (if any) or FVS (if any) (but NOT any FVRS, RETEFI, and/or VIP if applicable) the employee may receive in that same fiscal year] X rFTE. Other incentives, if any, are also excluded from calculation.

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. For example, if a faculty member is paid in excess of the NIH cap and has 60% of research effort and salary support of the NIH cap on an extramural award, 21% of 60% of the NIH cap will be returned to the faculty member in the form of an extramural support incentive award. Salary support from institutional training grants (as defined in the RETEFI section) is considered part of the rFTE.

rFTE Adjusted Salary	rFTE	%rFTE on the grant	Type of Cap Used (if applicable)	Salary Adjusted for Cap (if applicable)	% Salary Coverage Adjusted for Cap (if applicable)

The above listed faculty member is entitled to an extramural support incentive bonus of \$ _____ to be paid from the following COA # _____.

Complete the section below if the faculty member has chosen to apply any portion of the of the Extramural Support Incentive toward support of a programmatic activity.

The above listed above listed faculty member is entitled to an extramural support incentive and has chosen to apply it toward support of a programmatic activity. The funds will be placed in Project # _____ Task # _____.

RESEARCH INCENTIVE PROGRAM FOR LARGE PROGRAMS, TRAINING AND SPECIALIZED EXTERNAL GRANTS (RETEFI)

Name(s) of PI/MPis Eligible for RETEFI	Employee ID	Department/Unit	RETEFI Lump Sum Payment	To Be Paid From Account #
			\$	
			\$	
			\$	
			\$	

FULLY VARIABLE RESEARCH PAYMENT (FVRS)

A PI or MPI on a R01 or equivalent grant may be eligible for a lump sum FVRS.

If the PI's ABS plus Supplement (if any) plus FVS (if any) falls below the corresponding median of compensation, adjusted for rFTE and rank and specialty, as measured by the Summary Statistics on Medical School Faculty 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 40th percentile of compensation, adjusted for 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).

Calculation for FVRs Lump Sum Payment:

1. Adjust the 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. $0.8 * \$180,000 = \$144,000$.*
2. Second, the benchmark compensation, adjusted for rank and specialty, for that negotiations unit member at the median 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 0.8FTE 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: $(0.8 * 0.6 * \$200,000) - (0.8 * 0.6 * \$180,000)$.*
3. 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 R01 (subject to the re-calculation 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, and eligibility disappears once the R01 goes into a No Cost Extension.

The FVRS will not be counted as earnings for the purposes of calculating retirement plan benefit contributions.

Name(s) of PI/MPIs Eligible for FVRs	Employee ID	Department/Unit	FTE	rFTE	Adjusted Total Comp for rFTE	Adjusted Benchmark Comp	Lump Sum Payment	To Be Paid From Account #
							\$	
							\$	
							\$	
							\$	
							\$	

Signature of Business Manager

Date

Printed Name of Business Manager

The faculty member must complete Part A and submit to the Business Manager by July 25, 2025. The Business Manager must submit the incentive to Payroll by Friday, August 22, 2025, in order to receive an incentive award for FY2025 in September 2025.

Please direct any questions about this program to RBHS Faculty Affairs, at (973) 972-7595 or rbhsfacultyaffairs@ca.rutgers.edu.