FACULTY WITH LABORATORY RESEARCH FUNDING SHORTFALL POLICY

Definition of Laboratory Research Funding Shortfall:
COP faculty with a substantial effort devoted to research are expected to support and maintain a productive laboratory/research effort that is funded, equipped, and staffed to a level that meets the basic requirements of academic research, including:

- Where appropriate, essential equipment in usable condition
- Where appropriate, adequate disposables, supplies and reagents needed for experiments
- Post-doctoral researchers, technical staff, and graduate students, (graduate student training and mentorship is a key element of the COP mission, and is not an optional element of faculty research)

Research Funding Shortfall
Context-Dependent Impact: Faculty who are not able to meet these expectations are in a funding shortfall. The impact of the funding shortfall may be different for different faculty members, depending on their area of research and career stage. For example, a faculty member whose research depends exclusively on mining database information may have substantially lower “laboratory” costs—compared to a molecular biology-focused wet-lab investigator. Thus, the ease of returning to a sufficiently funded level is not uniform across faculty. Similarly, the choice to regain sufficient funding may not be uniform. A funding shortfall for a late-career-stage faculty member may be a time to re-evaluate career directions and whether a shift away from the existing research effort is in order; a consideration that would be inappropriate for a junior faculty member hired with the expectation of an active, extramurally funded research program.

Recovery Plan
It is in the best interest of the college and the university to support faculty through periods of funding shortfall to allow productive faculty performing fundable research to regain adequate extramural funding to support their research effort. Nevertheless, maintaining funding to support the research enterprise is the responsibility of the faculty member.

Bridge funding for recent funding shortfalls
Bridge funding is defined as temporary support for worthy projects, led by COP faculty who are in a funding shortfall. Depending on the availability of funds, the COP will consider awarding bridge funds on a case-by-case basis and may also solicit funds from the Senior Vice President for Health Sciences and the University. At the college level, evaluation of bridge funding requests will be conducted by the Dean and the relevant Department Head (together with any ad hoc consultation if requested by the Dean).
Factors enhancing competitiveness for bridge funding include:

- Regular, frequent, and recent grant submissions
- Recent grant submission(s) scored near the “pay-line” percentile
- History of successful extramural funding
- History of productive research, measured by publications, invited talks, poster presentations
- History of productive research mentoring
- Current research focus in an area deemed relevant to funding agencies.

Bridge funding requests must meet the following criteria:

- The potential need for funding should be identified at least six months before current funding is anticipated to run out.
- Funding requests must be tied to specific research projects, and optimally also tied to previously submitted and reviewed grant applications. Funds should not be requested for “general operations” of a laboratory. These funds must be focused on obtaining a fundable score on a particular application.
- The maximum funding that will be granted is $50,000 per 10-month period for a maximum of 2 periods. The second period must be applied for separately and is not an automatic “extension” of the first period.
- Personnel support priorities must follow this order (from highest priority to lowest): Graduate students, post-doctoral fellows, paid technical staff (i.e. support for a Research Technician cannot be requested if all graduate students are not fully supported).
- Funding requests must include a description of the work to be conducted in the 10-month period, including a detailed budget, specific aims, significance, and methodology. It is desirable to include a scored grant application that the bridge funding is targeted toward making “fundable” as appendix material. This appendix should include the research design section of the grant, the scientific review report, and an indication of the relationship of the grant’s score to the pay-line for that round.
- Applicants for bridge funding must agree to produce a detailed progress report at the conclusion of the bridge-funding period, with particular focus on the extent to which Specific Aims were met and on the resultant grant application submission.
- Tenured or non-tenure-eligible faculty at the associate or full professor level.

Extended Research Funding Shortfalls
College and Department administration will regularly review college faculty with funding shortfalls. At such time as a determination is made that a particular faculty member does not have a viable research laboratory and is very unlikely to regain funding to restore viability to his/her research efforts, the faculty member’s laboratory/research space may be
reassigned. Within the regularly occurring process of evaluating faculty effort distribution, faculty who no longer have a viable research program will have effort redistributed to reflect this.