

SIO Policy Regarding Institutional Support for Researchers Updated August 2018

This document replaces the "Frieman policy" put forth on May 27, 1994, describing SIO institutional support for academic personnel who hold the title of Researcher.

SIO's intention is to provide ongoing salary support to our researchers. For those appointed prior to 2007, previously covered by the Frieman policy, this support is provided as matching funds to extramural funds. All other Researchers hired after 2007, ("post-2007") receive partial support at a set level, currently 25% (effective 7/1/17). These support levels are provided to 100% research appointees, with the understanding that the balance of their salary will be covered by extramural funds. Pre-2007 researchers are eligible for 50% support; post-2007 researchers are limited to 25% institutional support at all ranks. All are eligible for bridge funding.

The following information applies ONLY to the researchers eligible to receive 50% support for their research appointment:

This support is adjusted accordingly if the Researcher reduces his or her Research appointment and/or receives other institutional support. Further, institutional funding limitations may require changes to the above levels of support per the following guidelines:

- This support is subject to the availability of funds. If insufficient funds are available, an across-the-board reduction could be made.
- SIO institutional support will be paid during periods of active service at SIO, periods of SIO Field Research or Change of Active Duty Station, and while on approved leave with pay (prorated to the percentage of leave). SIO institutional support is neither paid nor accrued during periods of leave without pay.
- SIO institutional support is based on the salaried appointment as Researcher, whether 11-month or 9-month, according to the basis of the appointment. SIO institutional support is not applied to summer salary for 9-month appointees.
- SIO institutional support is prorated to the Researcher's salaried appointment, and support is adjusted accordingly if the Researcher reduces his or her time and/or receives other institutional support. There is no minimum amount of support guaranteed for these researchers. If the salaried research appointment drops below 50%, institutional research support drops accordingly.
- Bridge funds do not count as extramural funds; they are institutional funds.

The following information applies ONLY to the researchers eligible to receive 25% support:

This support is NOT adjusted if the Researcher reduces his or her time and/or receives other institutional support. Further, institutional funding limitations may require changes to the above levels of support per the following guidelines:

- This support is subject to the availability of funds. If insufficient funds are available, an across-the-board reduction could be made.
- SIO institutional support will be paid during periods of active service at SIO, periods of SIO Field Research or Change of Active Duty Station, and while on approved leave with pay (prorated to the percentage of leave). SIO institutional support is neither paid nor accrued during periods of leave without pay.
- SIO institutional support is based on the salaried appointment as Researcher, whether 11-month or 9-month according to the basis of the appointment. SIO institutional support is not applied to summer salary for 9-month appointees.
- SIO institutional support is NOT prorated to the funded Researcher's salaried appointment, and support is NOT adjusted accordingly if the Researcher reduces his or her time and/or receives other institutional support.
- For post-2007 researchers with split appointments, the 25% support may be prorated to the percentage of researcher appointment at SIO. Support level must be negotiated with Deputy Director for Research and Section Head.
- Bridge funds do not count as extramural funds; they are institutional funds.

Policy Regarding Institutional Support for Researchers and Professors-in-Residence

Appendix A
Samples: Calculating Institutional Support

Funded Researcher:

50% Institutional support provided to a 100% researcher with a salary of \$90k would be:

$$50\% \times \$90K = \$45K$$

50% Institutional support provided to a researcher with a salary of \$90k receiving 20% salary as Lecturer in order to teach would be:

Appointment = 80% Researcher + 20% Lecturer

$$\text{Funding} = 50\% \times 80\% \text{ Research appointment} = 40\% \times \$90K = \$36,000$$

(Note: 20% Lecturer support provided through SIO Department)

Researcher hired after 2007:

Institutional support provided to a 100% researcher with a salary of \$90k would be: 25% X

$$\$90K = \$22.5K$$

Institutional support provided to a 50% researcher with a salary of \$90k would be:

$$25\% \times \$90K = \$22.5K$$