Memo

May 6, 2019

Dear Colleagues,

The UO research enterprise continues to grow, through the innovative scholarship of our faculty, increased external grant funding, and our commitment to recruiting top researchers to campus. Within the framework of this expansion, we are reviewing all programs which support faculty research. This memo serves to communicate the revised policy for covering faculty salary in excess of the NIH cap.

The "NIH salary cap," as it is commonly referred to, is a statutory limitation imposed by Congress on an individual’s rate of pay directly chargeable to grants, cooperative agreements, and contracts issued by the National Institutes of Health (NIH). The salary cap limits the rate of pay chargeable to NIH awards to a maximum that is tied to the Federal Executive Pay Scale and the year of the award. The capped rates of pay apply equally to academic year and twelve-month employees. Salary in excess of the NIH Salary Cap is considered institutional support and should be identified during the proposal phase of an award. Current and historical salary cap limits can be found at: https://grants.nih.gov/grants/policy/salcap_summary.htm.

The following outlines the updated OVPRI policy:

1. The OVPRI will not provide over the cap funding for tenure-track faculty during the academic year, as funds are allocated to their School or College through the academic allocation model to cover their full salary during the academic year.
2. During summer, OVPRI will provide up to $10,000 in total summer support (salary + OPE) per faculty member to cover any effort above the NIH salary cap for TTF. Effort that exceeds $10,000 in over the cap funds must be covered through other means.
3. The OVPRI will cover up to $10,000 annually in salary and OPE per faculty member for non-tenure track faculty above the NIH salary cap, hired before January 1, 2019. Future hires of NTTF with salaries over the cap need to be covered by the home unit. This new policy will be re-evaluated in two years.

Guidance, including detailed information for how to obtain funding, can be found here: https://rds.uoregon.edu/content.nih-salary-cap-policy
Please reach out to me should you have questions or concerns as to the implementation of this guidance.

Sincerely,

David Conover
Vice President for Research and Innovation