

**Department of Pathology  
Research Support Program**

Faculty with a primary focus in research are required to support laboratory based activities which are not allowable as charges to their extramural grants. The Department recognizes the financial burden and resulting limitations to a research operation from these restrictions. The following defines the criteria to qualify and benchmarks required to provide discretionary funding on an annual basis:

- a) Full time Tenured/Tenure-Earning Pathology Faculty are eligible who have less than \$50,000 in discretionary funds and maintain an active research laboratory.
- b) The faculty must have an annual (fiscal year) salary coverage from extramural research grants of at least 50% to qualify for discretionary funding.
- c) The calculation will include extramural salary coverage as a percentage of UAB salary (up to the NIH CAP). For faculty with Veterans Administration Merit Awards, the calculation will be based on the total of both UAB and VA salaries.
- d) Contribution to salary coverage for activities related to service centers, cost share amounts, service contracts, internal awards or supplements for UAB related activities are not included towards the calculation for extramural salary coverage.

If the qualifications above are met, the following formula will be applied with the resulting funds provided for the faculty member's use in supporting the needs of their research operation.

50-65% salary coverage	\$ 3,000
66-85%	\$ 9,000
>85%	\$12,000

The awards will be annual based upon salary coverage for the fiscal year ended September 30. Discretionary fund benchmarks will be based on the balances as of September 30. Distributions will be made within 120 days of fiscal year end.

**NOTE: This policy and all applicable criteria/benchmarks will be reviewed, updated and approved annually.**