

STANFORD UNIVERSITY
DEPARTMENT OF PEDIATRICS RESEARCH BONUS PLAN (FY 2011)
September 2011

The Research Bonus utilizes both qualitative and quantitative metrics to reward faculty who hold their primary appointment in Pediatrics for outstanding research performance during the preceding fiscal year. The amount of bonus will be determined by individual performance and the department's fiscal status. The Chair has the discretion to adjust bonuses to individual faculty upward or downward based on school and departmental citizenship (including professionalism, institutional compliance and ethics).

ELIGIBILITY REQUIREMENTS:

- MCL, UTL, and NTL-R faculty
- Minimum MTDC of \$50,000 based on data from SOM
- Research Bonus Metrics for FY11 submitted by October 1, 2011
- Updated CV submitted by October 1, 2011

METHODOLOGY:

The bonus score will have 3 components:

1. Grant support (GS) score: (F&A * 2) + (Total Research MTDC)

Grant Score - points are linear - 1 point for each \$250,000 in PI Research MTDC

The GS score for Professors and Associate Professors will be modified by negative space recoveries

Less than \$10,000	0 points subtracted
\$10,000 - \$20,000	1 points subtracted
\$20,000 - \$30,000	2 points subtracted

If there is a larger negative space recovery deductions will be determined by the Chair

Non-research funds for support of clinical activities (e.g., from the State of California) will not be included in research expenditures.

2. Publications (P): The number of publications, author position (i.e., (co-) first, senior or middle author), and journal quality will be considered and assigned to quintiles for each academic rank. The Associate Chairs for Research will perform this assessment based on review of the submitted Research Bonus Metrics with input from the Division Chief.

Publication Score will range from 0 to 5.

3. Research leadership and other meritorious academic activities (L): Examples of research leadership include membership in NIH Study Sections, Journal editorial positions, and leadership positions in major national and international societies. Examples of meritorious research activities include research awards and invited lectures. The Associate Chairs for Research will perform this assessment based on review of the submitted CVs Research Bonus Metrics with input from the Division Chief.

Leadership Score will range from 0 to 5

OVERALL TOTAL SCORE: The Bonus Score will be calculated as described above and the faculty will be ranked by quartiles within their academic rank. The bonus awarded will be determined by assigned quartile and the dollar amount will not vary by rank. As noted above, the Chair retains the discretion to adjust bonuses to individual faculty upward or downward based on school and departmental citizenship (including professionalism, institutional compliance and ethics).