

Contact: Marcia Brunson

**UNIVERSITY OF IOWA**  
**COLLEGE OF DENTISTRY BASIC SCIENCE INCENTIVE COMPENSATION PLAN**

**Action Requested:** Authorize the University of Iowa to include the College of Dentistry faculty within the Basic Science Incentive Compensation Plan previously approved by the Board for the Carver College of Medicine and the College of Pharmacy.

**Executive Summary:** The University of Iowa requests approval for a Basic Science Incentive (BSI) Compensation Plan for the College of Dentistry to incentivize faculty who are releasing salary from extramural funding. The College of Dentistry Basic Science Incentive plan is constructed like the BSI plans previously approved by the Board for the Carver College of Medicine and College of Pharmacy. The College of Dentistry expects this will help to increase sponsored research activities in the College. The College and the Office of the Provost will monitor the effectiveness of the plan and will review extramural funding trends and faculty productivity.

**Background Information:** The primary purpose of the proposed Basic Science Incentive Plan is to provide incentives and equity for faculty members whose primary appointment is in the Dows Institute for Dental Research. Currently, 13 faculty members (10 Professors, 1 Associate, and 2 Assistant tenure track faculty) have their primary appointments in the Institute. All faculty also have academic appointments in clinical departments across the College. Many are basic scientists and, therefore, cannot participate in the clinical department's incentive plans which are based primarily on clinical revenue generated by the private practices of the faculty clinicians (Dental Service Plans or DSP).

The proposed Basic Science Incentive Plan will be funded through salary release on extramural grants, with the goal of providing a comparable incentive plan and positive outcomes as the existing collegiate practice plans. Increased extramural funding will encourage the expansion of research efforts, including interdisciplinary research collaborations, and will benefit the economic health of the entire campus.

In order for faculty to be able to participate in the proposed Basic Science Incentive Plan, the following criteria must be achieved:

- The faculty member is tenured or in a tenure-track full time faculty position in the College of Dentistry,
- The faculty member has a primary 12 month/year appointment in the Dows Institute for Dental Research,
- The faculty member is 100% time in her/his University appointment,
- The faculty member has at least 50% (>6 calendar months) time protected for research,
- The faculty member has a strong, ongoing research program,

- The faculty member actively provides teaching and educational activities in the various graduate programs with the College,
- The faculty member has sufficient current salary support and ongoing salary offset,
- The faculty does not participate in a clinical department's DSP Incentive Plan,
- The faculty on phased retirement cannot participate in this Research Incentive Plan.

The primary source for providing incentive support will be through salary release from extramural funding resources.