

1 Oregon State University Proposal
2 Negotiations with UAOSU
3 May 4, 2020
4

5 RESEARCH SUPPORT

7 BRIDGE FUNDING

8 **Section 1. Bridge-External Funding Bridge Pool. Effective September 16, 2022,** The Employer shall make
9 available annually a pool of funds equivalent to ~~3-1%~~ 1% of the previous year's recovered F&A costs for the
10 purposes of ~~providing bridge funding to assist research faculty bridge who are between externally funded~~
11 ~~research grants-funding.~~ **Research bridge funding can include up to nine months of salary support for**
12 **essential personnel and operational expenses for labs or other technical support.** Bridge funding may not
13 be used for the purposes of supporting summer salary for a 9-month employee.

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15 The Employer is not obligated to distribute the entirety of this pool in a given fiscal year.

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17 **Section 2. Eligibility.** ~~When a faculty member employed at 0.50 FTE or greater in a position supported by~~
18 ~~external funding has their FTE reduced below 0.50 because of the loss of funding, they will be eligible to~~
19 ~~apply for bridge funding.~~

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21 **Section 3. Application Process.** ~~To apply for bridge funding, a faculty member must notify their academic~~
22 ~~unit head of their expected need for bridge funding thirty days prior to the termination or reduction of~~
23 ~~their current funding, except in cases of sudden unexpected reduction or termination of external funds.~~

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25 ~~Applications for bridge funding must be made in writing and outline the reasons for needing bridge~~
26 ~~funding.~~

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28 ~~Applications for bridge funding made by principal investigators should also detail the grant or award~~
29 ~~applications they have outstanding, as well as a brief description of how bridge funding will advance the~~
30 ~~research program of the faculty member before additional grants or awards are secured.~~

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32 ~~Applications for bridge funding made by those who are not principal investigators should include a list of~~
33 ~~any outstanding grant or award projects on which their position is included, a statement of support from~~
34 ~~their immediate supervisor, and a brief description of their research experience and skills that support~~
35 ~~their program or university needs.~~

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37 **Section 4. Application Criteria.** ~~Decisions to award bridge funding and the amount of support to be given~~
38 ~~to a particular applicant will be made by the Office of Research in consultation with the Dean of the college~~
39 ~~and the center or institute director, if applicable.~~ **or program the faculty member is employed in, as well**
40 **as the immediate supervisor of the bargaining unit member.**

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42 ~~Decisions about bridge funding shall be made by the date that the termination or reduction of FTE is~~
43 ~~expected, excepting cases of applications based on sudden or unexpected loss or termination of funding.~~
44 ~~In such cases, decisions on applications shall be made as soon as possible.~~

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46 **Section 5. Bridge Funding.** ~~Faculty members whose applications for bridge funding are approved shall be~~
47 ~~eligible for up to nine months of salary and benefits until such time as they are able to secure a new source~~
48 ~~of funding.~~

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2 Salary compensation will be based on the faculty member's base salary in the term immediately prior to
3 the reduction or termination of their funding. Bridge funding should bring a faculty member to at least
4 0.5 FTE in order to maintain their eligibility for benefits. Bridge funding will not be used for the purposes
5 of supporting summer salary for a 9-month employee.

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7 No individual faculty member will be eligible for more than \$100,000 of bridge funding in a 9-month
8 period.

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10 ~~**Section 6: Health Insurance Extension.** A faculty member who has been employed at an average of 0.50~~
11 ~~FTE or greater over for five or more years of continuous service but has an unsuccessful application for~~
12 ~~bridge funding will be entitled to bridging support extending their insurance benefits for up to nine~~
13 ~~months.~~

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15 ~~**Section 7: Bridging Assignment.** As soon as it is known that a faculty member will be awarded bridge~~
16 ~~funding, they will meet with their immediate supervisor, academic unit head, and/or the Dean or Dean's~~
17 ~~designee to discuss what continuing or alternative duties will be performed during the receipt of bridge~~
18 ~~funding. Faculty members only receiving a health insurance extension through Section 6 will not be~~
19 ~~expected to perform work.~~

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21 ~~**Section 8: Bridge Funding Report.** No later than July 1 of each year the Office of Research will provide~~
22 ~~United Academics with a report of the total bridge funding distributed, the percentage of applicants that~~
23 ~~were supported, list of the positions and ranks of successful applicants, and the expected funding level of~~
24 ~~the next year's bridge funding pool.~~

25 26 **ADDITIONAL RESEARCH SUPPORT**

27 ~~**Section 2 9: FRA/RA Job Exchange.** Effective September 16, 2022, ~~T~~the Employer will compile a list of all~~
28 ~~open Fixed-Term Research positions and make this list available and searchable through the OSU Jobs~~
29 ~~website.~~

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31 ~~Bargaining unit members with a current appointment in a Fixed-Term Research position, ~~or who were~~~~
32 ~~employed in an appointment in a Fixed-Term Research position within the previous six months, can be~~
33 ~~hired into an open Fixed-Term Research position via the FRA/RA Job Exchange without the need to~~
34 ~~conduct an open search. The Employer will tag all open Fixed-Term Research positions with the~~
35 ~~appointment type of Fixed-Term Research on OSU Jobs. The job posting for each of these positions will~~
36 ~~include a designation that such position is eligible for an FRA/RA Job Exchange.~~

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38 ~~**Section 10: Research Support Bonuses to Principal Investigators (PIs).** The Employer agrees to return no~~
39 ~~less than 5% of the recovered F&A costs generated from an externally funded grant or award directly to~~
40 ~~the principal investigator of that grant. This money may be used at the discretion of the PI for any activities~~
41 ~~in support of research.~~

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43 ~~In the event there are multiple PIs employed by Oregon State University on a single grant or award, the~~
44 ~~money will be divided up among the PIs equally, unless an alternative arrangement has been specified by~~
45 ~~the PIs.~~

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47 ~~The total transfer of F&A funds directly to PIs is capped at a total dollar amount of \$100,000 per grant or~~
48 ~~award.~~

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PIs on large grants that are shared with PIs at other institutions shall receive this returned F&A on the portion of overhead directly received by Oregon State University.

~~**Section 11. Discounted Tuition for Graduate Employees.**~~ To increase grant and award competitiveness, the rate of Graduate Employee tuition to be built into external grant and award applications and charged to these sources will be 50% of the resident graduate tuition rate.

~~**Section 12. Other Research and Grant Support.**~~ The Employer will make all reasonable efforts to assist bargaining unit members in the preparation, application, and management of all external grants and awards. Upon request, bargaining unit members receiving grants and awards will have a right to receive, in a timely manner, any and all updates, clarifications, and information from the Research Office, Business Office, Human Resources Office, or any other part of the university that is involved in the process for applying, administering, or managing grant and award funding and research operations.