



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Obstetrics & Gynaecology

Faculty of Medicine

Salary Award Guidelines

Background

The Department has developed these guidelines as a way of recognizing and rewarding exceptional success in winning salary awards. While we must consider the current finances of the researcher's Division and how much funding the researcher has attained over the years in salary awards, we will pursue a policy of sharing any surplus funding over the actual salary cost of the faculty member.

UBC policy 87 regarding the incentivising salary awards is that if the salary awards amount to more than the salary costs (salary & benefits), funds can be applied to research support or to an Honorarium of up to \$15k or up to 10% of salary whichever is less.

When a faculty member who has funding from an outside source receives a salary award, that has a surplus of over their salary and benefits costs, the Division Head will contact their previous funder to ask them if they would be willing to cover research support or an honorarium to the award recipient.

Process

When a faculty member receives a salary award that amounts to more than their salary costs the Division Head will contact the outside funder and ask if they would be willing to cover research support or an honorarium to the award recipient.

In accordance with UBC Faculty of Medicine and Departmental guidelines, the maximum honorarium will be up to 10% of the salary award or \$15,000/year (no benefits), whichever is less.

Please let the [HR Manager](#) know if the external funder would like to grant an honorarium and the Department will contact the funder in order to set up the honorarium.

Timeline

These guidelines take effect in 2020 and will not be retroactive.

If you have any questions please direct them to the [Administrative Director](#).

Approved by DEX 15 April 2020