

**Institute for Behavioral Genetics**  
Policies and Procedures  
DA-ICR Returns  
Proposed to IBG Directorate, May 6, 2022

**Description of this document**

This document explains IBG policy and procedures for returning DA-ICR to faculty rostered in the Institute.

The University of Colorado Boulder has a various ICR return rate depending on the funding mechanism. Most of IBG's grants have a 54% ICR rate. DA-ICR (Departmental Administration ICR) is the portion of the ICR generated by grants that is returned to the departments or institutes to provide general fund support. CU's DA-ICR unit return level is currently 29%. Thus, for a grant with a 54% ICR rate,  $54\% \times 29\% = 15.6\%$  of all qualifying expenditures are returned to IBG annually to aid in administrative expenses (mostly staff support, student support, operating expenses, startup funds, and DA-ICR return to faculty).

IBG has historically tried to return a portion of the DA-ICR that comes into IBG back to investigators who generated that DA-ICR. This document explains how that is done. The policies below are subject to change in response to CU Boulder policy changes.

**General policies**

- Unless specified below for specific scenarios, all investigators who bring in DA-ICR to IBG are eligible for DA-ICR return. This includes tenure track faculty, research professors, Research Associates, and postdoctoral trainees, regardless of whether their appointment is through IBG or another unit.
- The IBG Director and Chief Financial Officer will meet in August of each year to determine the amount of DA-ICR that will be returned to investigators. Investigators will be notified by email about this amount, and funds will be available to investigators in a fund 10 account.
- When the Director and Chief Financial Officer meet to discuss DA-ICR return, they will determine an overall amount of money that can be returned to investigators. This decision will be based on the balance in IBG's general fund account and anticipated revenue and expenses over the next year. Typically, ~ 10% - 20% of IBG's account balance is returned as DA-ICR to investigators.
- From this total amount of DA-ICR to be returned, investigators will be provided funds proportionate to the amount of DA-ICR they generated during the ICR calculation period set by UCB.

**Special Incentive for AY effort and GRA support**

- Currently, IBG generates funds when institute rostered tenure track faculty budget and spend AY effort on their grants. To incentivize investigators to continue to do this, as of June 2022, IBG will return 25% of funds generated by salary savings for AY effort back to Institute rostered tenure track faculty. As with DA-ICR, IBG will deposit funds into investigators'

discretionary accounts proportionate to the amount of salary savings they generate over the previous year.

- Currently, IBG pays for summer stipends for students in the IBG Certificate Program. To incentivize faculty to pay for this summer support instead, and to reward those who decide to do so, when faculty pay for GRA summer support for students that IBG would otherwise have supported (i.e., students in the IBG Certificate Program who are not on a T32 training slot), IBG will return 25% of these funds back to the faculty. Note that this applies to both research and tenure track professors, regardless of where they are rostered. Similar to above, investigators will be provided funds into their discretionary accounts proportionate to the amount of support (up to the T32 level of support) they provide.