

**Berkeley Excellence Accounts for Research (BEAR)
Policy Statement
October 2017**

The original BEAR program was a three-year pilot program lasting from 2014 to 2016 (with funds provided summers 2014, 2015, and 2016). We are revising the BEAR program in light of budget realities and other factors. Please note that this is a policy document; questions about the administration of the program will be addressed separately.

A. General eligibility

1. Funds will be provided to ladder faculty only (i.e., those who are (Acting) Assistant Professor, (Acting) Associate Professor, or (Acting) Professor).
2. Funds will not be provided to ladder faculty who are appointed to endowed chairs or Chancellor Professorships with annual research payout of \$10,000 or more.
3. Funds will not be provided to ladder faculty who can expect to receive research support of \$10,000 or more, which they can use for their own research purposes, from intra- and extramural grants or research gifts. Note, for this purpose, BEAR is not considered an intramural grant, nor are funds provided as part of startup and retention packages provided they do not derive from endowed chairs or Chancellor Professorships. Note, too, training or center grants, where the funds go to support others (e.g., doctoral students), are not considered grants in this regard even if the faculty member is the PI.

B. Provision of BEAR funding

1. BEAR funding will be provided once a year, during the fall. The amount of funding provided to eligible faculty will depend upon the factors described in (B-2) and (B-3) immediately below.
2. Funds will be provided in proportion to faculty members' percentage of appointment in a ladder title plus any additional academic title.
3. Full-time faculty members will be credited with \$2,000 for each semester of active service during the immediately preceding year, subject to the carry-forward provisions in (C-7) below. For the purposes of this program, faculty members are regarded as being on active service status for a given semester unless they are on 100% leave without salary for that semester.
4. Eligible faculty members will receive BEAR funding automatically.

C. Expenditure of BEAR funding

1. Faculty members may expend BEAR funds only when they are in active service. For the purposes of this program, faculty members are regarded as being in active service for a given semester unless they are on 100% leave without salary for that semester.
2. Faculty members may expend BEAR funds only for expenses incurred during periods of active service. For the purposes of this program, faculty members are regarded as

being on active service status for a given semester unless they are on 100% leave without salary for that semester.

3. BEAR support is to be used by faculty members to advance their research.
4. BEAR funds must be used in accordance with University policies.
5. BEAR funds may not be used by faculty members to pay themselves summer salary or other compensation.
6. Groups of faculty members may use their BEAR funding for a common *research good* (e.g., a major piece of scientific equipment).
7. Carry-forward of unused support is permitted up to a cap of \$6,000; thus, the maximum that could be available to a faculty member at any one time would be \$10,000 (\$6,000 carried forward plus a new provision of \$4,000). This provision refers to all BEAR funding (including under the previous 2014–16 program).
8. Examples of uses for BEAR support include, but are not limited to, the following: computers and other equipment; research-related travel; items for the University's library collections or for a personal research library; graduate or undergraduate research assistants; the costs of bringing colleagues from another institution to Berkeley to participate in scholarly seminars, colloquia, or conferences.
9. The BEAR program does not include a requirement that faculty members prepare reports on their expenditures.
10. Any BEAR funds that remain unspent when a faculty member leaves the University, retires, or transitions to an ineligible title will be returned to the campus.

FAQs

Q1: Would **new faculty members** whose appointments started July 1, 2017 receive BEAR funding in the fall of 2017?

A: No, but if they were in active service during all of 2017–18, they would receive funding of \$4,000 in the fall of 2018, assuming they met the other eligibility criteria and the program continues.

Q2: Would **new faculty members** be excluded from eligibility if their start-up funding for research is \$10,000 per year or more?

A: Probably not, unless that funding is via an endowed chair or Chancellor Professorship. Of course, she or he must meet the other eligibility criteria.

Q3: Am I on active service if I am on **Active Service/Modified Duties** status?

A: Yes, assuming you meet the other eligibility criteria.

Q4: Am I on active service if I am on **sabbatical** leave?

A: Yes, assuming you meet the other eligibility criteria.

Q5: Are investigators for the **Howard Hughes Medical Institute** on active service?

A: No; HHMI investigators are on leave without salary.

Q6: Are **full-time administrators** eligible for BEAR funding?

A: No; they are not regarded as being in active-service status as faculty members.

Q7: I am a **department chair**; am I eligible for BEAR funding?

A: Yes, assuming you meet the other eligibility criteria.

Q8: Are faculty members on active status if they are on **non-sabbatical leaves funded by the University** (e.g., paid leaves in lieu of sabbatical, Humanities Research Fellowships, or medical leave)?

A: Yes, assuming they meet the other eligibility criteria.

Q9: During the spring 2017 semester, I was partially supported by a University-funded leave and partially supported by an **external fellowship**. Will I receive \$2,000 for that semester?

A: Yes; as long as you were not 100% on leave without salary (and assuming you meet the other eligibility criteria), you will receive \$2,000 for that semester.

Q10: If I participate in the **Faculty Salary Research Exchange Program** to charge part of my salary to a research grant, will I receive \$2,000 for that semester?

A: Yes, assuming you meet the other eligibility criteria.

Q11: I am a ladder faculty member in the College of Natural Resources, and 30% of my appointment is as a Professor and 70% is as an Agronomist in the **Agricultural Experiment Station**. Am I eligible at 100% for BEAR funding, or just at 30%?

A: Assuming you meet the other criteria, you are eligible at 100%, because your Agronomist appointment is an academic appointment that complements your ladder-faculty appointment.

Q12: What about ladder faculty members whose 100% employment is divided between a ladder title and another academic title (e.g., **Researcher** or **Curator**)?

A: They are eligible at 100% (provided they meet the other criteria) because they

have a ladder-faculty appointment plus an academic appointment that complements their ladder-faculty appointment.

Q13: My ladder appointment is **50%** in one department and **50%** in another department. Am I fully eligible?

A: Yes, assuming you meet the other criteria.

Q14: Are **emeriti** eligible for BEAR funding?

A: While emeriti are not eligible for this program, the Executive Vice Chancellor and Provost has funded a new program of research support exclusively for emeriti, one that will be administered by Senate's Committee on Research.

Q15: Suppose I am in active service during 2017–18 and **retire** as of June 30, 2018; will I receive \$4,000 in BEAR funding in the fall of 2018 (assuming the program is extended)?

A: No, because BEAR funds can be expended by faculty members only when they are in active service. After your retirement, however, you will be eligible to apply for funding from the Senate's Committee on Research.

Q16: I plan to **retire** as of January 1, 2018; will I receive \$4,000 in the fall of 2017 for my active service during all of 2016-17?

A: Yes, but you may spend those funds only before the time of your retirement.

Q17: I am the principal investigator (PI) on a major **training grant** that provides more than \$10,000 in funding, none of which goes to support my research directly; am I eligible for BEAR funding?

A: Yes, assuming you meet the other criteria.