

# Evaluator Pay: Current Status & Issues Going Forward

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I/UCRC Evaluator Meeting

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# I/UCRC Program Solicitation

## NSF 07-537

- Requirements of an I/UCRC

There must be an independent evaluator who cannot be from the department within the institution receiving funding for the I/UCRC award. The center evaluator is responsible for:

# I/UCRC Program Solicitation

## NSF 07-537

- \* Preparing an annual report of center activities with respect to industrial collaboration during the previous year.
- \* Conducting a survey of all center participants to probe the participant satisfaction with center activities (LIFE).
- \* Compiling a set of quantitative indicators determined by NSF to analyze the management and operation of the center.
- \* Participating in I/UCRC center and informational meetings including:
  - Semi-annual Industrial Advisory Board (IAB) meetings
  - Annual center director's meeting
  - Other evaluator meetings.
- \* Performing exit interviews to determine why members chose to withdraw from the center, and
- \* Participating in continuous quality process improvement by providing information to the NSF I/UCRC program officials.

# I/UCRC Program Solicitation

## NSF 07-537

- I/UCRC FUNDING FORMULA

Amount added to towards the support of an evaluator:

1. Lead institution: \$9,000 is added annually.
2. Second institution: \$6,000 is added annually.
3. Third institution: \$3,000 is added annually.
4. Fourth through the sixth institution: \$1,000 is added to the award annually.
5. Seven or more: No additional evaluator support is provided.

# Single University Center

- Is your compensation Alex's recommended rate (\$8,000 less OH)?  
2 No, 4 Yes
- Is university overhead actually deducted?  
3 No, 3 Yes
- What is your total compensation (x \$1K)?  
\$3.5, \$4, \$5.4, \$5.5, \$8, and \$8

# Single University Center

- Do you negotiate your compensation?  
5 No, 1 Yes (a No said “I did it once”)
- Do you invoice the univ./center annually?  
3 No, 2 Yes, on milestones completion
- Do you bill the center in arrears?  
3 No, 1 Yes, year end, have a running tab

# Single University Center

- How are you paid?  
2 Supplemental, Consultant, Contractor,  
Summer Salary
- Does your center pay travel?  
2 No, 4 Yes
- If yes, are all travel expenses covered? \*  
4 yes (bill IAB only; one meeting per yr.)

\* “all travel expenses” could be “all trips” or “all expenses for each trip”.

# Single University Center

- Difficulty getting paid on time?  
4 No, 2 Yes (have to wait 8-9 months)
- Should compensation be uniform statement?  
5 Yes (Absolutely)

I would like to see a separate award earmarked specifically for the Evaluator.

All center related travel expenses should be required to be paid by the center, not out of the evaluator stipend. The stipend amount also should be revisited as I don't think it has changed since the program started.

# Single University Center

- **Comments:**

Despite getting about half the money I was originally promised, I have stayed on as evaluator for two years. I will do it again next year ... after that, I don't know. I could do much more for my center, but there is a limit to how much pro bono work I will do.

I think the term "Evaluator" should be reconsidered. There is the implication that we are assessing research quality---which we are not doing. At this point I can't suggest a better title.

# Single University Center

- **Comments:**

I know it's politically difficult for Alex, but I'd like to see a clear, specific, written policy about Evaluator pay: For an off-campus, non-employee Evaluator, the Center pays the designated fee plus specified travel expenses, no overhead deducted, period. No discussion. Universities have no basis for collecting overhead on off-campus contractors who don't use their facilities. The only exception: if an Evaluator is an employee at the University, it's reasonable to deduct some overhead .

# Single University Center

- Comments:

I am charged a higher net indirect than the standard rate. There has to be a clause in the contract statement from NSF that says the evaluator pays the same indirect as everyone else.

# Multi-University Center

- Is your compensation Alex's recommended rate (\$8K + \$5K + \$3K, less OH)?

5 No, 11 Yes

- Is university overhead actually deducted?

12 No, 4 Yes

- What is your total compensation (x \$1K)?

\$16, \$16, \$16, \$13, \$13, \$13, \$12, \$11, \$10, 7, \$10, \$10, \$10, \$9.5 and \$8.8

- Who pays compensation?

12 Several Universities; 5 Lead University

# Multi-University Center

- Do you negotiate your compensation?  
14 No, 1 Yes (a No said “I did it once”)
- Do you invoice each separate university?  
4 No, 11 Yes
- Do you invoice the univ./center annually?  
3 No, 8 Yes, 3 Q or Bi-An, Bi-An, Milestones
- Do you bill the center in arrears?  
4 No, 3 Yes, 2 Bi-Annual, 3 Mid-Yr, 4 End Yr

# Multi-University Center

- How are you paid?  
3 Supplemental, 4 Consultant, 4 Contractor,  
2 Supplemental & Consultant
- Does your center pay travel?  
3 No, 13 Yes
- If yes, are all travel expenses covered? \*  
5 No, 7 yes (Not food, Only airfare,  
2 indicated Not Eval.s Meetings)

\* “all travel expenses” could be “all trips” or “all expenses for each trip”.

# Multi-University Center

- Difficulty getting paid on time?  
9 No, 5 Yes (have to wait 3-4 months, 6-8 months)
- Should compensation be uniform statement?  
13 Yes (Absolutely)

I would like to see a separate award earmarked specifically for the Evaluator.

It depends if a distinction is made between evaluators who are independent contractors (working with a personal services contract) or if they are university employees.

# Multi-University Center

- **Comments:**

Because I am not a university employee I receive no administrative support or other employee benefits. I pay federal and state taxes, self employment taxes and all the other expenses associated with the job such as computer hardware, software and maintenance; internet service provider; supplies, postage and phone costs; and travel costs to the June and January meetings in D.C.

Billing separate centers (universities) gets to be a hassle.

I wish (getting paid) could be more automatic. I seem to spend a lot of time and effort to get paid.

All the directors and co-directors need to know the guidelines/standards for compensating evaluators.

# Key Issues:

- Base compensation (I/UCRC Formula)
- Overhead and other deductions \*
- Payment method / dates \*
- Travel coverage \*
- Negotiating / invoicing

\* Negotiable items