

# DEPARTMENT OF ANESTHESIOLOGY

VANDERBILT  UNIVERSITY

MEDICAL CENTER

Compassionate | Creative | Committed | Collaborative

## **How do you deal with effort compensated by an entity outside the Department (e.g., paid SOM teaching, funded research grants)?**

Generally speaking, the starting point for funded effort is 221 (maximum number of ACC days per year) multiplied by the funded percent effort. Many faculty who receive outside funding have previously had unfunded CDA time for the work in the area that they have now gotten funded for i.e. the Department has been investing appreciable unfunded CDA in their career development over several (sometimes many) years prior to the funding. Therefore obtaining funding may not result in an arithmetic sum of new funded days plus the earlier CDA because the new funded effort is offsetting some of the earlier granted unfunded CDA time. As one example, imagine a highly academically productive faculty member who received a CDA of 62 the prior year has now received an NIH grant for 25% effort ( $221 * 0.25 = 55$  CDA). While the arithmetic sum would be  $62 + 55$  or 117 days, the Committee might recommend an award of 97 days ( $42 + 55$ ) because much of the unfunded effort represented in the 62 days will now be represented as effort in the 55 funded days. Doing this frees up unfunded CDA that can be shared with junior faculty who can then use them to build their own careers. Ultimately, the most important consideration is whether the faculty member will realistically have sufficient total academic time to accomplish the funded work.