

Effort Grid

Faculty Effort Grid - By Academic Track - 2022

	Start-up Period		Start-up Duration (years)	After Start-up Period	
	CPE (% Effort)	SCE (% Effort)		CPE (% Effort)	SCE (% Effort)
Basic Science Investigator Track	NA	0*	3 (to 5)	NA	95*
Physician Scientist Investigator Track	20	0*	3 (to 5)	20**	80**
Basic Science Educator Track	NA	60-70 [#]	2	NA	100 [#]
Clinician Educator Track	60-70 [#]	0 [#]	2 (to 3)	~80-90 [#]	~10-20 [#]
Clinical Practice Track	75-90	0	2 (to 3)	100	0^
Research Track	NA	60-80	2	NA	95
Assistant In/Associate In Track	70	NA	1	95^	0^

*Exceptions include career development awards F99/K00, K08 etc.; signature recruits that require custom start-up package; or after the startup period institutionally/departmentally-designated leadership or service roles in which ISE replaces SCE

#Exceptions include industry, society, or career development support replacing CPE with SCE; or institutionally/departmentally-designated leadership or service roles in which ISE replaces CPE and/or SCE

^aVariable, some individuals may have industry or federal support as collaborators or the ROI for a service line provides rationale for ISE coverage of clinical effort

** Physician scientists with mature research careers may at times have CPE ranging from 0-50% with SCE = 100%-CPE, with institutionally/departmentally-designated leadership or service roles in which ISE replaces CPE and/or SCE

Clinical Staff Effort Grid - 2022

	CPE (% Effort)	SCE (% Effort)
VMG Member Staff Physicians	100	NA
VMG Member Staff Clinicians (other than physicians)	100	NA

CPE = Clinical Professional Effort

ISE = Internally Supported Effort

SCE = Sponsored Committed Effort