

Understanding Salary and Support for Career Development Awards

1. NIH K awards include a minimum effort requirement, usually 75% / 9 calendar months. NIH K award recipients may devote the remaining 25% effort to projects—federally funded or otherwise—with goals that are distinct from the K award. This includes grant collaborations with a mentor on which the candidate is a named co-I, clinical earnings opportunities, and other health system or departmental roles for which awardees receive compensation.
2. If scientific overlap exists between a newly funded K award and other grant support, the K recipient should review the overlap with his/her mentor to determine if effort on the non-K award should be subsumed by the K or if it should supplement effort on the K. When appropriate for an award to be subsumed, any effort budgeted on the non-K award (which directly aligns with the K) will be funded by the K. When appropriate for an award to supplement the K, any salary budgeted on the non-K award will fund the K recipients' effort on the K. NIH guidelines on these distinctions are provided below
3. When determining if there is scientific overlap between a K award and separate award, in addition to discussing with the K award Program Officer, the terms & conditions of the non-K award should be reviewed. If the K recipient's effort/salary on the non-K award is impacted, s/he should discuss this impact with the non-K award sponsors' scientific and administrative contacts as well.
4. VA CDAs are competitive awards that provide salary support as well as a limited amount of funding for the proposed research. The expectation is that the awardee spend 75% time on research and 25% on clinical care within the VA. VA CDAs involve the same timeline, CDA committee review process, and faculty expectations, although a support letter from the Chair is not needed. The 25% clinical care of the CDA is covered by the Medical Center. If an applicant is a non-clinician, they can request 100% coverage.

** Subsumed Effort – See [NIHGPS, 12.3.6.1 Mentored CDAs](#)*

Mentored CDA recipients are allowed to devote complementary effort without salary support on other research grants that include related research between the CDA and the research grant. In such cases where there is scientific overlap, the percent effort on the research grant is subsumed within the required effort of the CDA.

Salary Supplementation – See [NIHGPS, 12.8.1 Salaries and Fringe Benefits](#)

The recipient institution may supplement the NIH salary contribution on the CDA up to a level that is consistent with the institution's salary scale. For effort directly committed to the CDA, salary supplementation is allowable, but must be from non-Federal sources (including institutional sources). In no case may PHS funds be used for such salary supplementation. Non-federal or institutional supplementation of salary must not require extra duties or responsibilities that would interfere with the goals of the CDA. For effort not directly committed to the CDA, CDA recipients may devote effort, with compensation, on Federal or non-Federal grants as the Program Director/Principal Investigator (PD/PI) or in another role (e.g., co-Investigator), as long as the specific aims of the other supporting grant(s) differ from those of the CDA.