

Allowable Compensation Matrix

The following matrix represents the allowable salary compensation and requirements based on the type of employee and funding provided by the Department of Defense (DOD), Department of Health and Human Services (HHS) divisions (to include National Institutes of Health (NIH)), and Interagency Agreements (IAA). Compensation is considered allowable for all other sponsors unless award terms and conditions specify otherwise. ("X" denotes allowable).

	Employee Type	DoD	HHS (incl NIH)	IAA	Salary Base	BVARI Requirements
VA reimbursement	Permanent or Full-Time (tenure group ¹ 1 or 2)	X		X	VA	<ul style="list-style-type: none"> • Fully executed joint appointment effort BVARI/VA MOU (for faculty only) • VA Personnel Agreement (for each project)
	Temporary, Term, or Part-Time (tenure group ¹ 0 or 3)	X	X	X	VA	<ul style="list-style-type: none"> • Fully executed joint appointment effort BVARI/VA MOU • VA Personnel Agreement (for each project)
BVARI	Full-Time Employee (no VA appointment)	X	X	X	BVARI	<ul style="list-style-type: none"> • BVARI Employee Modification Form
	Part-Time (BVARI & VA appt with total professional effort within 40 hours/week; tenure group ¹ 3)	X	X	X	BVARI	<ul style="list-style-type: none"> • BVARI Employee Modification Form
Other reimbursements via institutional agreements	Graduate student stipends (no fees)	X	X	ACOS-R review	Academic Affiliation	<ul style="list-style-type: none"> • Principal Investigator initiation • Reimbursement Agreement

¹ Tenure group is noted in Box 24 of SF-50 "Notification of Personnel Action" provided by the VA.