

Grant Reviewer Compensation

Query – 09.24.2009

Query:

The Maryland Higher Education Commission periodically reviews its compensation for Title IIA Improving Teacher Quality grant reviewers. We are interested in knowing the compensation paid to grant reviewers in other states. Could you help us out by responding the following questions? Thanks so much!

1. Do you pay compensation to your ITQ reviewers?
2. If so, what is the compensation amount?
3. Is compensation based on a per proposal basis (e.g. \$100 per proposal reviewed)? Or a lump sum regardless of the number of proposals reviewed?
4. Is there any additional compensation offered? (e.g. travel reimbursement to reviewer meetings or meals related to grants travel)
5. How many proposals (on average) do your reviewers review?

From: Maryland

Responses:

Maryland	I thought I should share Maryland's approach to reviewer compensation. In Maryland, reviewers receive a flat rate of \$700 and typically review 7-10 proposals but sometimes as many as 14 depending upon how many are received. We hold an orientation meeting with light refreshments or lunch depending upon time of day and a debriefing meeting where lunch is served. Our reviewers are Maryland residents and Maryland is a small state so travel to our offices in Annapolis is not that difficult. Conference call is an option at these meetings – however most choose to attend in person.
Nevada	<p><i>1. Do you pay compensation to your ITQ reviewers?</i> No</p> <p><i>4. Is there any additional compensation offered?</i> Travel to the meeting as well as breakfast, lunch. This past year, we used video conferencing and did not pay anyone travel related expenses.</p> <p><i>5. How many proposals (on average) do your reviewers review?</i> <10. Last year, there were 6.</p>
Kentucky	In Kentucky we pay external reviewers (not our in-state, agency folks) \$2000 in a lump sum. We offer no other expenses as we conduct the reviews via conference call. On average, they review 12-15 proposals.
Montana	Montana: No compensation. (Our funds to administer Title II are minimal.) Reviewers see 6-8 proposals per year.
Mississippi	<p><i>1. Do you pay compensation to your ITQ reviewers?</i> Yes, we pay our external reviewers. We have one internal reviewer at IHL who works with another federal grant that reviews. Additionally, we have two internal reviewers from our state department of education. The three internal reviewers are not compensated, as they do their reviews during the work day.</p> <p><i>2. If so, what is the compensation amount?</i></p>

	<p>External Reviewers are paid \$800.00 to review the grants.</p> <p>3. <i>Is compensation based on a per proposal basis (e.g. \$100 per proposal reviewed)? Or a lump sum regardless of the number of proposals reviewed?</i> Compensation is based on a lump sum regardless of the number of proposals reviewed.</p> <p>4. <i>Is there any additional compensation offered? (e.g. travel reimbursement to reviewer meetings or meals related to grants travel)</i> Additional compensation has been offered for travel reimbursement to reviewer meetings and meals related to grant travel. This past year, all reviewers were required to post their findings on line. We had our group meeting via Qwest and it worked beautifully! I am hoping to use the same process for this year’s review and group assessment of the proposals.</p> <p>5. <i>How many proposals (on average) do your reviewers review?</i> On average, our reviewers review 10 proposals. Our proposals are not that difficult to review and the rubric provides a process that does not take too much time for the reviewers to complete. I am thinking about dividing the proposals into groups and giving them to the reviewer with that expertise, i.e. all math to one reviewer, but it will depend on the number I have to apply. I feel like the economic downturn will have an effect on the numbers.</p> <p>Going to the online process for the proposal application is the BEST thing I have done since I took over the grants. I can’t believe how much easier it makes the entire process. I was having to date stamp, etc. because people would argue that they DID have theirs in on time, etc. All of the guesswork is out of that now. I strongly support online all the way! Let me know if I can help you in any way.</p>
Nebraska	<p>Nebraska is the same as Montana: no reimbursement per se and about 8 proposals per year. Reviewers do meet in Lincoln and are paid mileage, meals, hotel if needed, and sub if needed.</p>
Georgia	<p>In Georgia, our review process occurs over three days and typically involves about 60 individuals. Each reviewer participates on a team with three others individuals, and each team reviews between 6 and 8 proposals each day. Individuals may review proposals one, two or three days.</p> <p>Reviewers’ travel, lodging and meals are covered, but we do not pay a stipend. We often attract prospective proposal developers as reviewers because they wish to learn about the review process and past grant recipients, because they wish to learn about new projects in order to strengthen their own work.</p>
Massachusetts	<p>Massachusetts doesn’t pay reviewers and we usually go through 20 per RFP.</p>
Maine	<p>Here are the answers from Maine:</p> <ol style="list-style-type: none"> 1. We pay \$100 per proposal. 2. Usually that amounts to about \$500. 3. I do not offer additional compensation because scorers all work remotely and submit electronic and hard copy results.

Oklahoma	We have been offering \$50.00 per proposal for online review last two years. This year, however, we are looking into other ways to recruit qualified reviewers without any compensations. I will share the outcome, if we are successful. Thanks!
Hawaii	<p>1. <i>Do you pay compensation to your ITQ reviewers?</i> No</p> <p>4. <i>Is there any additional compensation offered?</i> No (we provide a snack)</p> <p>5. <i>How many proposals (on average) do your reviewers review?</i> 10-20</p>
Puerto Rico	In Puerto Rico we pay \$125 per proposal. Until last year, we used to reimburse travel expenses (\$.35/mile) during meeting days and a flat fee of \$40 per day (whole day work) for meals. From this year on, no other expenses but the \$125 compensation for the evaluation of each proposal. The number of proposals reviewed by each reviewer in the past years has been 7-8 but sometimes 13-15.
Wyoming	Wyoming has only had one proposal for the last three years. Reviewers are paid \$100 each for review of proposals regardless of the number and another \$100 for pre-review training and collaborative scoring review. No other expenses are paid unless a reviewer has to travel a significant distance. We have paid mileage on one occasion since I have been with the department.
West Virginia	<p>1. <i>Do you pay compensation to your ITQ reviewers?</i> WV does not provide compensation to the reviewers. I have been fortunate to have reviewers who are willing to assist without being compensated.</p> <p>4. <i>Is there any additional compensation offered?</i> Travel support is provided if needed. Many of my reviewers live in the general vicinity of our office and do not require support. Lunch is provided on the day of our meeting.</p> <p>5. <i>How many proposals (on average) do your reviewers review?</i> Each reviewer reads all proposals, which in recent years has been in the 17-23 range</p>
Ohio	The Ohio Board of Regents compensates each ITQP reviewer at a lump sum of \$450.00. In addition, we reimburse reviewers for travel expenses to a review panel meeting in Columbus. We receive 45-50 proposals each year and each proposal is read and rated by 6 reviewers. Each reviewer reads and rates about 15-17 proposals.
Kansas	<p>1. <i>Do you pay compensation to your ITQ reviewers?</i> Yes.</p> <p>2. <i>If so, what is the compensation amount?</i> \$200 per reviewer regardless of number of proposals reviewed.</p> <p>3. <i>Is compensation based on a per proposal basis (e.g. \$100 per proposal reviewed)? Or a lump sum regardless of the number of proposals reviewed?</i> Lump sum.</p> <p>4. <i>Is there any additional compensation offered?</i></p>

	<p>Travel support is provided, if needed. Many of reviewers live in the general vicinity of our office and do not require support.</p> <p>5. <i>How many proposals (on average) do your reviewers review?</i> Each reviewer reads all proposals, which in recent years has been about 10 proposals.</p>
Utah	<p>1. <i>Do you pay compensation to your ITQ reviewers?</i> Yes.</p> <p>2. <i>If so, what is the compensation amount?</i> They earn \$450. for each set of proposals.</p> <p>3. <i>Is compensation based on a per proposal basis (e.g. \$100 per proposal reviewed)? Or a lump sum regardless of the number of proposals reviewed?</i> The latter.</p> <p>4. <i>Is there any additional compensation offered? (e.g. travel reimbursement to reviewer meetings or meals related to grants travel).</i> Because the reviewers are qualified people from out of state, they submit their rating sheets and we hold a two-hour telephone conference where we discuss each proposal, argue with one another, debate, and thoroughly enjoy the time. I then follow their recommendations on funding. If they have absorbed telephone or mailing costs, we reimburse them.</p> <p>5. <i>How many proposals (on average) do your reviewers review?</i> Anywhere from 6-9 proposals. If there are more, they review all that are submitted.</p>
Colorado	<p>1. <i>Do you pay compensation to your ITQ reviewers?</i> Colorado pays some reviewers. If the reviewer is a state employee within either the department of higher education or the department of education no compensation is paid. If the reviewer is from an outside entity we pay for their time.</p> <p>2. <i>If so, what is the compensation amount?</i> \$200.</p> <p>3. <i>Is compensation based on a per proposal basis (e.g. \$100 per proposal reviewed)? Or a lump sum regardless of the number of proposals reviewed?</i> The \$200 is a lump sum amount not paid per proposal.</p> <p>4. <i>Is there any additional compensation offered? (e.g. travel reimbursement to reviewer meetings or meals related to grants travel).</i> No additional compensation is provided.</p> <p>5. <i>How many proposals (on average) do your reviewers review?</i> Usually about 10</p>
Arizona	<p>In Arizona, our 12-member ITQ Advisory Council reviews proposals (both for new projects and for continuation). They receive no compensation other than travel if requested. We usually organize our proposal reviews via videoconference or phone conference. The number of proposals has dropped recently as more of our annual funding is supporting multi-year projects.</p>

California	<p>1. <i>Do you pay compensation to your ITQ reviewers?</i> Yes.</p> <p>2. <i>If so, what is the compensation amount?</i> Phase I - \$1,300.00. Reviewed and ranked grant proposals submitted in the Commission's Improving Teacher Quality 2009 Achievement Gap grant competition. Phase II - \$1,000.00. Developed, reviewed and edited interview questions for finalist proposals in the 2009 Improving Teacher Quality Competition; conducted interviews, developed follow-up questions, reviewed subsequent responses, participated in phone conferences with ITQ staff to reach final panel consensus on recommendations for funding.</p> <p>3. <i>Is compensation based on a per proposal basis (e.g. \$100 per proposal reviewed)? Or a lump sum regardless of the number of proposals reviewed?</i> Lump sum for each phase.</p> <p>4. <i>Is there any additional compensation offered? (e.g. travel reimbursement to reviewer meetings or meals related to grants travel)</i> Travel is reimbursed and reviewers are paid the state per diem.</p> <p>5. <i>How many proposals (on average) do your reviewers review?</i> For the 2009 competition we had 3 panels and they reviewed each grant proposal and scored it. We received a total of 31 proposals.</p>
Wisconsin	<p>1. <i>Do you pay compensation to your ITQ reviewers?</i> No</p> <p>4. <i>Is there any additional compensation offered?</i> Travel to the 2 day meeting, meals, lodging are all paid for my administrative funds.</p> <p>5. <i>How many proposals (on average) do your reviewers review?</i> 15</p>
South Carolina	<p>South Carolina is the same as Nebraska and Montana. Our administrative funds are minimal and luckily, we are located in the center of the state and no one needs to travel over 3 hours to get here. We do provide lunch, mileage, and hotel, if needed. We average between 8 and 14 proposals and reviewers rate each proposal.</p>
New Jersey	<p>New Jersey only pays grant readers who are external to the Department of Education. The panelists each read as many grants as are submitted which is usually less than 15. They meet together the day they receive their grants and the program officer gives them a technical assistance session identical to the one that was given to the potential grant applicants. The readers return in two weeks to discuss the grants in an arena session (without the program officer). We typically have one reader from the Department and two external readers on a panel. They are paid as follows.</p> <p>For the external panel readers we use the following applies:</p> <ol style="list-style-type: none"> 1.) The rate of pay is \$29.08 per hour. 2.) We do not reimburse any travel expenses. 3.) We do not provide any food or beverages, unless the program officer provides it as a courtesy.

Louisiana	In Louisiana, ITF PD is integrated into a broader PD program. All consultants are from outside the state. This year we have 37 proposals. Each is paid travel expenses and afforded a stipend of \$2000.
North Carolina	<ol style="list-style-type: none"> 1. We compensate our reviewers. 2. We pay the reviewers a lump sum of \$500. 3. See #2. 4. No additional compensation offered. We utilize only out-of-state reviewers and handle all communications electronically, hence there is no need for travel reimbursement. 5. Each reviewer handled 4 proposals in the last cycle. In some years reviewers have handled as many as 5 proposals.
South Dakota	<ol style="list-style-type: none"> 1. <i>Do you pay compensation to your ITQ reviewers?</i> Yes 2. <i>If so, what is the compensation amount?</i> \$500 per external reviewer to review 9-14 proposals. No compensation to internal reviewers. 3. <i>Is compensation based on a per proposal basis (e.g. \$100 per proposal reviewed)? Or a lump sum regardless of the number of proposals reviewed?</i> Lump sum regardless of number of proposals. 4. <i>Is there any additional compensation offered? (e.g. travel reimbursement to reviewer meetings or meals related to grants travel)</i> No. Reviews are submitted and then discussed by teleconference with Board of Regents and Department of Education officials. 5. <i>How many proposals (on average) do your reviewers review?</i> 9-14
Pennsylvania	PA uses volunteers to read and rate proposals.