



Psychiatry UNIVERSITY OF TORONTO

ASA Frequently Asked Questions (FAQ)

- 1) What is the **rationale for having an income cap**?
 - a) The ASA is meant to help junior faculty who need financial support to devote one day a week to support their career growth. If an ASA holder is earning more than \$450K annually, they do not need financial support. The funds can be used to support other faculty members.

CHANGE – Starting July 1, 2023, the income threshold will be modified as follows:

If gross professional income in the previous calendar year is greater than (>) 400,000 + ASA for the upcoming year, then the ASA will be reduced by this overage.

For illustration purposes please see below:

Gross Professional Income 2022 = 470,000

Planned ASA for 2023-24 = 66,000

Income threshold = 400,000 + 66,000 = 466,000

Revised ASA for 2023-24 = 466,000 – 470,000 = (4,000) or 66,000 – 4,000 = 62,000

- 2) When does the clock start for the yearly calendar income reporting?
 - a) Although the ASA begins July 1 of each year, **the income reporting period starts in January of the same year**. This timing is clearly stated in the RFA and included in the career development section of how the ASA holder plans to free up 1 day a week of their time.
 - b) Some have argued that they do not have enough advance time to reduce their professional income (e.g., to decrease their clinical activities). However, one can start planning when applying for an ASA. Also, the “income cap” does not apply to the last six months of the ASA, thereby offsetting the impact of the income threshold in the 1st year of the award.
- 3) Why is the **income cap based on a calendar year rather than an academic year** (i.e., July to June)
 - a) To lineup with CRA’s annual calendar income reporting requirement and facilitate annual reporting.
 - b) To prevent income shifting within a year to remain under the income cap.
- 4) Why is the **income cap based on the previous year instead of the current year**?
 - a) To avoid having to claw-back a portion of the award after the funds are disbursed.
 - b) The income from the previous calendar year is final and already reported to CRA, which makes it easier to report and validate.

- c) Of note, as a result, there is no income cap in the first year of the ASA and the income earned during the last six months of the ASA does not impact it either.
- 5) Do I need an Academic Appointment to apply for an ASA?
- a) One can apply before having an appointment. However, at the start of the ASA, one **must have an active primary faculty appointment in the Department of Psychiatry at the rank of Assistant Professor or higher** and work at a fully affiliated hospital either as a full-time clinical faculty or as a status-only faculty.
 - b) So, even if the ASA application is approved, funds will not be issued until their appointment has been finalized.
- 6) If unsuccessful, how many times can I apply for an ASA?
- a) Faculty members **can apply up to three times for an ASA award**. The three times do not need to be in consecutive years.

- 7) What happens if I change hospital or if my category of appointment changes during my ASA?
- a) The eligibility remains based on maintaining an active primary faculty appointment in the Department of Psychiatry at the rank of Assistant Professor or higher and working at a fully affiliated hospital either at a clinical full-time clinical faculty or as a status-only faculty.

From	To	Eligibility
Full Time	Full Time	✓
Full Time	Part Time	X
Full Time	Adjunct	X
Full Time	Leave University	X
Status-only	Status-Only	✓
Status-only	Adjunct	X

- b) The above model was put in place due to the source of funding for the ASA's. The funds that are currently being used to support ASA holders were derived from the discontinuation of faculty salary payments from fully affiliated hospital practice plans.