Course Buyout

- Faculty must teach a minimum of two 3 SCH courses/academic year or one 3 SCH course per semester (not including summer semester) with course buyout.

- With the approval of the Department Chair/School Director and the Dean, a course buyout will be allowed at a minimum of 20% of a semester salary or 10% of a 9-month salary.

- Note that the fringe benefits associated with the percent effort will also be expended from the grant with this buyout.

- All documentation for the course buyout must be approved and processed by the Business Service Center at least 1 semester (4 months) prior to the semester that the faculty is assigned the course.
Course Buyout

• Table below shows the cost associated with each course buyout.

<table>
<thead>
<tr>
<th>Semester Credit Hour (sch) / No. of Courses / Sections</th>
<th>Minimum Semester Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 sch / 1 course / 1 section</td>
<td>20% + fringe</td>
</tr>
<tr>
<td>4-6 sch / 2 courses / 2 sections</td>
<td>40% + fringe</td>
</tr>
</tbody>
</table>

• With the course buyout, all salaries released will be returned to the college for college-related initiatives.

• If the course released needs to be taught, the department chair can request budget for a Fixed-Term Track A faculty to cover the course. The current rate for a Fixed-Term Track A is $5,000 per course. This rate will be reviewed and adjusted each year.
Course Buyout

- Faculty members who bought out courses are expected to have an increase in their research productivity.
- Expectations regarding publications, grant applications, intellectual property, research administration and student mentoring metrics need to be increased.
- As a result, the workload agreement for that semester/academic year will be adjusted to reflect changes in teaching and research efforts.
- With the exception of approval from the Dean, there is NO course buyout for fixed-term faculty members since their teaching loads are specified in the faculty’s appointment contract.
Research Buyout

• Faculty are allowed to buyout their research time. Research buyout is allowed only with approval from the Department Chair/School Director and the Dean.

• Note that the fringe benefits associated with the percent effort will also be expended from the grant with this buyout. With research buyout, there is no course release.

• Faculty are expected to teach the courses as assigned in the workload agreement.
Research Buyout

• With the research buyout, all salaries released will be distributed as per the table below.

<table>
<thead>
<tr>
<th>GRA Supported at $30,000 or more</th>
<th>0</th>
<th>1</th>
<th>2 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>45%</td>
<td>35%</td>
<td>25%</td>
</tr>
<tr>
<td>Department</td>
<td>45%</td>
<td>35%</td>
<td>25%</td>
</tr>
<tr>
<td>Researcher</td>
<td>10%</td>
<td>30%</td>
<td>50%</td>
</tr>
</tbody>
</table>

• All monies distributed will need to be expended by the end of the FY. These expenses can be in the form of lab supplies, equipment, and/or salaries (student, staff and faculty).
Questions?