

College of Sciences Policy

SUBJECT: Research Buyout and Course Release	Effective Date: 11/11/2019	Policy Number: COS001-8.2
	Supersedes: COS001-8.1	PAGE OF 1 2
	Responsible Authority: Dean	

POLICY STATEMENT

Research Buyout

- Research buyout without course release
 - Transfer to Summer: A faculty member may buy out academic year research time without course release and transfer the state compensation to summer salary. The maximum amount that can be bought out is the academic year E&G research FTE, not to exceed three months' salary (assuming no summer teaching). E&G match commitments cannot be bought out. Transferred funds will be available only in the following summer and the faculty member is expected to work the dates and FTE stated on the summer supplement agreement.
 - Incentive: A faculty member may buy out academic year research time (including benefits) without course release and receive a portion of the salary savings (not including benefits) as a salary supplement. The buyout requires chair and dean approval, and requires a level of doctoral student support (stipend, FTE, and duration) as stated below. The maximum amount that can be bought out is 0.25 FTE. E&G match commitments cannot be bought out.

The incentive amount depends on the amount of salary savings and the number of doctoral GRAs supported from any active contract or grants:

Supporting	Incentive Amount
1 GRA	10% of salary savings
2 GRAs	20% of salary savings
3 GRAs	35% of salary savings
4 GRAs or more	50% of salary savings

For example, a faculty member with \$100,000 academic year salary who buys out 0.20 FTE will provide \$20,000 of salary plus benefits from his or her grants. If the

- faculty member supports one doctoral GRA, he or she will get an incentive payment of \$2,000 (10% of the salary savings excluding benefits). Remaining funds will be returned to the unit (in the example, \$18,000). For primary joint appointments, the remaining funds could be shared between the units upon mutual agreement.
- Combination: A faculty member may transfer a portion of his or her E&G research buyout to summer. The remaining nontransferred funds qualify for the incentive above.
 - Research buyout with course release
 - Buying out a course requires chair approval. Normally, all faculty will teach a minimum of one regular course per academic year. Exceptions require dean approval.
 - Release from one course requires a minimum buyout of 12.5% of the academic year salary plus benefits. If the faculty member is supporting doctoral students, as described above, he or she (with chair and dean approval) will receive a salary supplement that is half the amount shown in the table above. The remaining funds will be returned to the unit. If there is no salary supplement, all of the salary savings will be returned to the unit.
 - The unit will be responsible for replacing the faculty member in the classroom from the salary savings return.
 - A faculty member and chair/director may agree to accumulate buyouts until the 25% threshold is reached; e.g., a faculty member who buys out 5% of academic year salary (plus benefits) one semester and 7.5% (plus benefits) the next, could be released from one course in the second semester. Buyouts can accumulate over only one year.