

## College of Health and Human Services

### Faculty Buy-Out and Research Support 2015-2016

**Course Buy-Out.** The percentage of full-time equivalent (FTE) salary and benefits to “buy out” of a 3 credit course in CHHS is 12.5%. This policy is standard across all full-time faculty in the College.

Teaching salary buy-out is a means to free faculty time for more intense and focused research activity. The Dean has determined that funds returned to the College of Health and Human Services to support this focused research activity will be used first to cover per-course instruction costs for the course the full-time faculty is being released from, with the remainder distributed through the College’s Research Enhancement Funds (managed by the Office of the Dean).

- Example: Professor A’s salary is \$80,000 per year. If she wants to buy out one course in one of the semesters of the academic year, she needs to generate \$10,000 (12.5%) of her salary. If she wants to buy out of two courses, one in each semester of the academic year, she needs to cover \$20,000 (25%) of her salary.

**Teaching Policy.** Although some faculty members may obtain 100% FTE funding support, faculty members may not buy out of 100% of their teaching assignments during the Academic Year as per University Policy. Full-time faculty with no administrative or other specially designated responsibilities must teach a minimum of two courses per academic year. Support of the teaching mission of the University is an essential role for faculty, and student exposure to our most productive researchers yields great benefit for them in our classrooms, the community and teaching laboratories.

**Research Enhancement Funds.** Research Enhancement Funds are managed by the Office of the Dean (Office of Research) and are used to support operations of the Office of Research, research start up, and new and ongoing research initiatives in the College. REFs are a combination of teaching buyout (after course coverage) and the Dean’s discretionary funds. Faculty may apply for REFs through the process outlined on the Research Office’s web page (<http://health.uncc.edu/office-research/faculty-resources>).

Research Enhancement Funds will be strategically distributed and are not guaranteed. They are meant to fill a gap when other means of support have been exhausted or are unavailable to faculty researchers (i.e. allowable re-budgeting on grant proposals to cover unanticipated expenses, available overhead support through unit chairs, etc.). Research Enhancement Funds may be distributed to full-time faculty with active funding or to faculty seeking small amounts of funding for seed or pilot projects, or promising community/industry research collaborations.

**Summer Salary.** “Summer salary” is any earning paid though the University for work performed by a 9 month faculty member during the period between May 16 through August 15. A 9 month faculty cannot be paid more than a total of 27 % (which is equivalent to 2.43 summer months) of their nine month **base salary** from grant funds. If the summer effort from research grants exceeds this cap, written approval by the Chair and Dean will be required.

**Indirect Cost (IDC) Return.** The University policy is that 10% of the IDC is returned to the Academic Unit. No overhead is returned to the CHHS Dean's Office. Distribution of overhead (IDC) within the unit or to the PI generating the overhead is at the discretion of the unit leadership.