CHHS Research Incentive Policies

Buyout

What is a course buyout? A buyout is the percentage of one’s full-time equivalent (FTE) salary and benefits to ‘buy out’ a course. This will vary by faculty workload option.

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 and is on a 2:2 work load (teaches 2 courses/semester), she needs to generate $20,000 (25%) of her salary. If she wants to buy out two courses, one in each semester of the academic year, she needs to cover $40,000 (50%) of her salary.

Regarding 100% course buyout: All faculty should teach or contribute substantially to teaching one course per year with the probable exception of faculty with full-time administrative assignments.

Summer Pay

PI self-support of summer pay in summer months through grant funding is strongly encouraged for faculty with 9 month contracts. CHHS 9 month faculty may receive up to 28.5% of their 9 month salary in the summer months as supplemental pay.

Incentive Funds

The difference between the money paid by a grant (% FTE salary and benefits) to buy out a course, and the unit head’s costs to replace the faculty member in the classroom (i.e., the cost of part-time faculty) will be shared equally between the PI, the PI’s unit head, and the Dean.

Example: Professor A’s salary is $80,000 per year. She buys out one course at $20K + benefits (25%) with a research grant. After Professor A’s department chair determines the cost necessary for replacement/PT faculty (approximately $4000), $16K will be distributed equally to Professor A, Professor A’s School/Department, and Dean’s Office ($16,000/3 = $5,333 each).

Professor A may use her portion of the incentive funds (consistent with State guidelines) for purposes of research support and development. Examples include: graduate assistantships, contracts for mentoring services, travel related to current or prospective research opportunities (e.g., to present results), and research supplies prohibited under OMB A-21 or by the sponsor.

Please note that course buy-out funds CANNOT be used to supplement faculty salaries.

Reference: 2011-2012 CHHS Faculty Handbook