

College Policy

POLICY NAME: Grant Buy-Outs

POLICY NUMBER:

Authority Title and Review Information:	Name and Date
Approval Authority:	Dean, College of Education
Responsible Executive:	Jerlando F.L. Jackson, Ph.D., Dean
Responsible Office:	Dean's Office
Responsible Officer:	Emily C. Bouck, Ph.D., Associate Dean
Policy Category:	Compensation
Effective Date:	10/01/2024
Last Review Date:	10/01/2024
Next Review Date:	10/01/2029

I. POLICY STATEMENT

The general expectation is that a minimum of one unit is assigned to research. With this load assignment comes the expectation for evidence of scholarly productivity.

For tenure-stream and tenured faculty members as well as fixed term faculty and academic staff, load credit (course buy-out) may be obtained with externally-funded salary support at the rate of 20% for the academic year. The second course buy-out requires an additional 20% salary support. Likewise, a third course requires another 20% of salary support. Load credit from externally funded sources beyond the 60% rate must be negotiated with the department chair and approved by the dean of the college. Department chairs can, and are encouraged, to allow faculty to demonstrate 20, 40, or 60% combined across grants within one academic year (e.g., 10% load from one grant plus 10% load from a second grant within the same academic year would result in the 20% needed to buy-out of one course for that academic year).