

Bryan School of Business and Economics

Course Buyouts: Policy for Rate Determination

This policy applies to course buyouts requested for externally funded research or professional activities of Bryan School faculty.

The assessed rates are determined by the normal teaching load of the respective faculty.

- i. For faculty teaching 18 credit hours per academic year (AY) or more (a 3-3, or more, annual teaching load).** The faculty member will provide 4.17% of AY compensation (salary and fringe benefits) per credit hour (i.e., 12.5% of AY salary per three credit hour course).
- ii. For faculty teaching 15 credit hours per AY (a 3-2 annual teaching load).** The faculty member will provide 4.17% of AY compensation (salary and fringe benefits) per credit hour for the first three credits of the buyout (i.e., 12.5% of AY salary for the first three credit hour course). Thereafter, the faculty member will provide 5.00% of AY compensation per credit hour (i.e., 15% of AY salary per each three credit hour course) for additional buyouts. Note: the reduced rate for a buyout of the first course will not be applied if the faculty member is already receiving additional non-academic course release or if the faculty member is on partial leave during the period of the grant.
- iii. For faculty teaching 12, or fewer, credit hours per AY (i.e., a 2-2 or a lesser annual teaching load).** The faculty member will provide 4.17% of AY compensation (salary and fringe benefits) for the first three credits of the buyout (i.e., 12.5% of AY salary for the first three credit hour course). Thereafter, the faculty member will provide 6.25% of academic AY compensation per credit hour (i.e., 18.75% of AY salary per three credit hour course) for additional buyouts. Note: the reduced rate for a buyout of the first course will not be applied if the faculty member is already receiving additional non-academic course release or if the faculty member is on partial leave during the period of the grant.
- iv. These rates do not apply to off-campus research, leaves, visiting fellowships, or intergovernmental personnel agreements.** In all cases, course buyouts will be based solely on the faculty member's actual teaching load.

Note: exceptions to the above (i. – iv.) can be permitted; however, any exception will require the approval of the appropriate Department Head and the Dean. The request for an exception will be supported by the appropriate documentation (e.g., policy documentation from sponsor regarding cost sharing requirements).