Course Buyout Policy

Background

Securing external funding for research, educational, and service activities is a priority in the Department of Psychology. As such, the department wants to reinforce such efforts and allow researchers the time needed to conduct grant-funded research. To do this, the department allows – and encourages – course buyout for faculty who receive external funding.

Policy

1) When buying out of 1 or 2 courses in an academic year, a faculty member will be required to cover 14% of his/her 9-month base salary per course (assuming benefits associated with this amount are covered by the funding source).

2) When buying out of 3 courses in an academic year, a faculty member will generally be required to cover 65% of his/her 9-month base salary (assuming the funding source covers benefits on this amount). However, there may be some instances in which a faculty member may negotiate with the department head for a reduced percentage buyout depending on the impact of the load reduction on the department.

3) In most cases, faculty will be allowed to buy-out of a maximum of 3 courses per academic year. However, there may be some situations in which an individual would negotiate with the department head to buy-out of all teaching assignments. In these instances the faculty member would need to cover a minimum of 85% of his/her 9-month base salary. Such an arrangement would be negotiated with the faculty member and department head on a case by case basis.

4) All tenured and tenure-track faculty are eligible to buyout of courses in accordance with this policy.

5) In general, all faculty members who wish to buy-out will be allowed to do so. However, such buyout is at the discretion of the department head and there may be instances in which it is not in the best interest of the department (e.g., lack of adequate course coverage) to allow a buyout.