

Extra Compensation from Contract and Grant Research For Faculty Members and A Course “Buy Out” Policy

Faculty members are encouraged to seek external funding for their research, either individually or in collaboration with other colleagues, and to that end the College has established a set of incentive programs.

First, as established on May 10, 1993, faculty members may request and receive extra compensation up to 33 percent of their nine-month contract.

Second, as also established on May 10, 1993, contract research funds can also be used to augment salary received during the summer with a limit of one-third of the base or nine-month salary.

These policies are quite similar to those of our peer institutions, and we should continue these procedures.

Where we differ from our peer institutions is with regard to the provisions for seeking a release for teaching when contract research funds are secured.

Currently, faculty members may be released from teaching one course in an academic year if they generate sufficient funds to cover the replacement costs of an adjunct faculty member. However, those replacement costs have not covered all of the expenses the College actually confronts when a course release is granted. Further, our policies with regard to a “buy out” from a second course in an academic year are neither clear nor similar to those at our peer institutions.

I would like to align our policies with regard to “buy outs” with those of our peers and I would like your reactions and suggestions to the following (draft) procedures.

To meet their contract research obligations, faculty members may request release from up to two courses in any academic year.

The College in establishing this policy underscores its commitment to quality teaching and recognizes that through grants and research contracts faculty members (1) become better teachers and (2) create a vibrant learning environment that benefits students through the funding of assistantships and internships.

A single course reduction may be granted when a faculty member generates at least 10 percent of their salary for a given semester from external sources. A second course release may be granted if a faculty member generates an additional 25 percent of their semester’s income from external sources.

Other factors that will also be considered in the granting of course releases include (1) indirect income generated by a grant or contract, (2) a faculty member’s rank, (3) a faculty member’s research and service responsibilities, and (4) the requirements for the provision of matching funds to secure a grant or contract.