

ASC Policy on Course Release (Buy-Out) Rates

Updated June 11, 2019

Course Release (buy-out) Rates

| Dept. Course Load | 1 st Course Buy-out | 2 nd Course Buy-out | 3 rd Course Buy-out |
|-------------------|--------------------------------|--------------------------------|--------------------------------|
| 4 | 12% salary & benefits | 20% salary & benefits | 25% salary & benefits |
| 3 | 15% salary & benefits | 25% salary & benefits | |
| 2 | 20% salary & benefits | | |

- The above rates apply to buy outs from outside of the college regardless of the source of funds (e.g., non-ASC internal vs. external to the university; with or without full indirect cost recovery).
- The buy-out rates are to be calculated on the faculty member's annual 9 month salary total and are cumulative. Departments with a 4 course load require 12% to buy out one course, 32% to buy out two courses, and 57% to buy out three courses.
- Teaching reductions related to counter offers, distinguished professorships, or other offer letter terms are excluded. (e.g. A faculty member with a four course load has a one course reduction for a distinguished professorship. The second course buy-out rate would be 12%.)
- If the course release is purchased by funds outside ASC, then 100% of the funds goes to the department and the department must provide a replacement instructor.
- If the course release is external to the department/school but within the college and provided through general funds, then only the amount required to provide replacement instruction is necessary for the buyout. Funds will be provided directly to the department/school.
- All resident full-time tenure-track faculty members not on leave or special assignment must teach at least one course annually.
- Policies for external fellowship subsidies are described in the External Fellowship Subsidy (EFS) Guidelines and Procedure document