

2018-2019 Faculty Development Committee (FDC)

Appendix B

Responses from colleges regarding their practices and procedures related to course buyout using overhead return funds:

College of Arts, Media and Design (CAMD): Course buyouts at the rate of 1/6 salary are possible under circumstances in which the faculty member has received significant external funding with indirect cost returns. Exceptions to this can and have been made, but typically only for one or two semesters at most. CAMD also has an incentive program whereby if a faculty member receives over \$500K in grants with corresponding indirect returns, they may also be eligible for course releases.

College of Computer and Information Science (CCIS): Generally speaking, a faculty member will not be permitted to buy out of teaching below 2 courses per year, subject to the discretion of the Dean. These teaching load policies apply to *disciplinary faculty* only; For interdisciplinary faculty, the workload policy specified above will be prorated to the percentage of their appointment in CCIS, subject to the discretion of the Dean. FTNTT faculty with active research funding may choose to "buy-out" courses at a rate of one-sixth of their base salary per course, though teaching faculty may not buy down to a course load lower than 3 courses per year.

Correspondence with Cristina Nita-Rotaru.

D'Amore-McKim School of Business (DMSB): Very few faculty would have overhead returns at this level and they have not used them for course buyouts. Faculty who have used sponsored funds for course buyouts have done so as part of the grant. Course buyouts are allowed at a rate of 1/24th of base salary per credit hour. *Correspondence with Emery A. Trahan.*

College of Engineering (COE): Course buyout rate is at 1/6 of base salary for one course. Buyout plan (including teaching coverage) has to be approved by Department Chair in advance. COE faculty has to buy out using externally supported funds. No use of overhead return funds or any other discretionary funds is allowed. Please note the purpose of COE faculty buyout is to release teaching time to complete their research projects. Teaching release for other purposes should follow faculty leave guidelines. The course load cannot go below one. *Correspondence with Jasmine Sun*

College of Science (COS): A faculty member can buy out of one course per academic year at the cost of 1/6 of the academic year salary plus benefits. Only external or discretionary funds can be utilized for this purpose. It is possible to buyout more than one course, but everyone must teach at least one course a year. *Correspondence with Fred Davis*

College of Social Sciences and Humanities (CSSH): Our practice is to not allow any faculty compensation to come from overhead return accounts, that includes course buy-outs and summer salary. *Correspondence with Matthew Tobin.*

College of Professional Studies (CPS) We do not have much of this activity, predominantly because we don't have tenured or tenure-track faculty with large research agendas that would buy out their time. Finance team confirmed that we have very little overhead return college-wide, especially in comparison to other colleges here at NEU. *Correspondence with David Fields.*

School of Law (SL): Very few of the grants typically available to law professors come with significant overhead, so to my knowledge we do not have a well-established policy with respect to buy-out rates. However, with an increasing number of jointly appointed faculty in the law school, I expect us to move in this direction. *Correspondence with Kristin Madison.*