

PROPOSED POLICY ON COURSE BUY-OUT
COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

Voted on by CEHD Council of PI's 3/5/06 (7 in favor, 0 opposed)
for subsequent consideration by the Dean's Council

Assumptions:

1. There is some merit in achieving consistency in course buy-out policy across departments within the College.
2. The current system emphasizing negotiation with one's department head is problematic, especially for junior faculty.
3. Absolutely equivalent policies in course buy-out procedures are not possible given large differences in types of funding and costs of replacing teaching faculty across the different departments.

*The CEHD Council of PI's therefore proposes this **statement of principles** to be followed by each department in formulating its individual course buy-out policy:*

1. The current proportions of distribution of total salary savings to department and PI (55% and 25%, respectively) should be retained.
2. If no expenditures are required to cover teaching of bought-out course(s), then all salary savings costs (minus the College portion, 20%) should be distributed between the department and PI, as stipulated above.
3. The actual replacement costs for hiring an adjunct faculty, e.g., to teach the bought-out course(s) should be used to calculate what salary savings are "left over" for distribution between department and PI.
4. The faculty member's contribution (from his/her 25% share of total salary savings) toward actual teaching replacement costs should not exceed 50% of those replacement costs.
5. Each department's policy should be transparent and available for all faculty to read on a departmental website or equivalent.