

WCB Policy on Academic Year Effort Buyout from Grants

1. The department chair/academic unit head should assess the impact of the buyout on the instructional workload of the unit. The department chair/academic unit head has the right to refuse a faculty member request for a “course buyout” or any other type of academic year effort “buyout”.
2. Assuming the department chair/academic unit head approves, the buyout is subject to approval by the Associate Dean who has oversight for Research in the College.
3. A single three-credit “course buyout” would be at least **12.5% of a faculty member’s total 9-month salary + fringe**.
 - Buy-out of other “effort” during a given semester must correlate with the percentage effort reported for the activity (salary plus fringe). For example, a two-credit course buyout would be at least 8.33% of a faculty member’s total 9-month salary + fringe.
4. Effort buyout must come from extramural funds (not state funds). No start-up funds or IDC/F&A returns can be used for effort buyout.
5. The effort buyout should be consistent with cost accounting standards.