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allocated to the PI through this policy shall return to the Deans Office. For questions, please contact the Deans Office staff.

F&A Rebate

- The college receives a 22.5% rebate of the F&A costs recovered. Of this rebate...
 - 75% will be allocated back to PI's.
 - This will support future grant efforts. For Co-PI's, funds will be allocated to each faculty in proportion to their ownership of the grant award.
 - 15% will be allocated to the PI's department.
 - Departments should use funds to support departmental grant efforts.
 - 10% will be allocated to the college.
 - The college will use funds to support all departmental and interdisciplinary grant efforts.

The following incentive structures shall be effective when a faculty's base pay is funded through the college operating budget. Any salary savings distributed will remain in unrestricted operating budget accounts, which will expire at the end of the fiscal year.

Course Buyouts

- Faculty may buy out course(s) with Department Chair and Assoc. Dean approval.
- Buying out one course typically equates to 12.5% (1/8th) of a faculty's base pay. Research faculty are typically 50% research and 50% teaching, with a 2-2 course load prior to additional downloads.
- When a course is bought out, the faculty member's salary will be reduced by 12.5% (1/8th) of their base pay. This reduction will be applied to the faculty member's salary for the remainder of the fiscal year.