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**University of Memphis Research Council**

**October 29, 2020**

**Faculty Teaching Buyout Proposal**

**Purpose**

To create a University-level policy on faculty teaching buyout that accommodates high levels of research funding.

**Current Practice**

Policies are set at the college level or are undocumented:

* [College of Arts and Sciences](https://www.memphis.edu/cas/faculty-resources/info_and_policies/faculty_teaching_guide.php)
  + Policy focuses on teaching loads absent research funding
  + Reductions below 2/2 require research funding
  + Reductions below 1/1 require approval of the Dean
  + Funding level to trigger teaching buyout not explicit, but 12.5% given as a guide
* [College of Education](https://www.memphis.edu/caep/standards/2016_6/exhibit_6.4.f.1_coe_faculty_workload_policy.docx)
  + Policy focuses on teaching loads absent research funding
  + Reductions below 1/1 are not allowed
  + Reductions appear to require approval of Chair
  + Funding level to trigger teaching buyout not stated

**Limitations**

* Policies assume research funding is never higher than 25% AY
* Approval process for buyouts is not clear
* Funding levels not explicit

**Proposal**

* Create a policy that allows for 100% research funding
* Automatic approval process that allows for Dean/Chair to object
* Make funding level for teaching buyout explicit

**Peer Institutions**

Policy websites for the following OIR-identified, funding-peer institutions were searched using *buyout*, *reduction*, *teaching*, and *course* as search terms.

* University of Arkansas
* University of South Florida
* Florida International University
* Georgia State University
* University of Alabama
* University of Louisville
* University of Oklahoma
* University of South Carolina
* University of Houston
* Texas Tech University
* George Mason University
* Virginia Commonwealth University

None of these peer institutions had a university-wide policy on this topic. Related policies involving teaching load, faculty workload, or effort reporting typically focused on normal teaching or otherwise were not specific on teaching buyout.

College-level policies among these peers were noted during the search and are included below for reference:

* [University of Arkansas, College of Education](https://education.ua.edu/wp-content/uploads/2019/08/FACULTY-HANDBOOK-2018-1.11.19.pdf)
* [Florida International University, College of Nursing and Health Sciences](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwjOvZebmMbsAhUBVN8KHYG1D2UQFjABegQIBRAC&url=https%3A%2F%2Fcnhs.fiu.edu%2F_assets%2Fimages%2Fresources%2Fnwcnhs-faculty-workload-assignment-policy-2017.docx&usg=AOvVaw30MFQQ9SLvB7isq1TYWOsh)
* [Georgia State University, College of the Arts](https://thearts.gsu.edu/files/2018/09/COTA-course-buy-out-policy-82918-for-website.pdf?__cf_chl_jschl_tk__=8340d1243d4196766fbec213de593a4e06750acb-1603300894-0-AU5Gd6UR0U1yUqWY52j8Zv5S3tcfk4bR-pZM_Pab8AUtf7s58YI_3uIK--DKUlXT9_NpCxcGuWd7hTavA_op7Z4YfHGYId-O88Z0x6-JTApeCmNV9z3KBslIBKIBeA-r3MCcBvkhl5ZIM8eTnNy3Bmi4LbQnDxCO_YiaYhqtCMo9J-qYTVNOrduzNX_6AH-TLyNrlEGi9T62okd9Nz50XJxinVUURpIV_E47dllcq4JPI8Je5Zcp0yf0Q39A_pBZvD124vppJeGqR4HoK69qJszMk65E57KfYAXva28uivaUgTlZn32P5X6Sc8tiRrR9CBuwI7i8QOHLHoPi-xgPMjTBqGyh0EkxAaKKUEORCh3E)
* [University of Oklahoma, College of Arts and Sciences](https://www.ou.edu/cas/faculty-staff/policies-procedures/faculty-teaching-expectations)
* [University of Houston, College of Liberal Arts and Social Sciences](https://uh.edu/class/grants/_docs/proposal-submission-prep-docs/3_class-idc-and-course-buy-out-policy.pdf)
* [George Mason University, College of Health and Human Services](https://chhs.gmu.edu/course-buyouts)

These policies vary on maximal reduction, ranging from 0/0 to 1/1. Funded effort percentage for a one course reduction typically falls within the 10-12.5% range.