

## **College of Engineering Non-Teaching Related Salary Release Policy**

Faculty can use research funds to release part of their 9-month academic salary. Such a mechanism can enhance the resources available for research-related expenses. The guiding principles are:

- The distribution should be incentive driven to encourage faculty to pursue academic salary release.
- The distribution should be primarily negotiated between the faculty member, the department, and the College to encourage resource generation for units.

### **Buying out from Research Duties**

- The faculty member can request up to 30% release from normal research load which cannot be counted towards any release in teaching or service load. If multiple requests are made during an AY, their sum cannot exceed 30% total release. The release costs will be the proportion of the 9-month salary being released. Example: if the workload of a faculty member is 20-60-20, a 30% release from research would require  $0.6 \times 0.3 = 0.18$  of the 9-month salary. These buy out funds will be divided as follows: 70% to an account controlled by the faculty, 20% to the Department, and 10% to the College.
- A request by the faculty for greater than 30% release from normal research load requires Chair and Dean approval.

### **Buying out from Service Duties**

- Release from service duties follows the exact same rules as buying out from research duties, with the exception that any service release requires approval from the Chair and Dean.