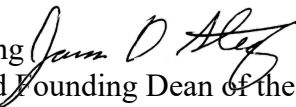


MEMO TO: Dr. John Harris
Provost and Executive Vice Chancellor for Academic Affairs

FROM: Dr. James Sterling 
Vice Provost and Founding Dean of the Kummer College of Innovation,
Entrepreneurship, and Economic Development

DATE: September 8, 2025

RE: Kummer College Faculty Course Buyout Policy

Starting in FY26, the Kummer College of Innovation, Entrepreneurship, and Economic Development will enforce the guideline that faculty members buying out from their assigned teaching workload (typically via an external grant or contract) will compensate their department with the larger of 10% of their academic year salary or the actual cost to cover a qualified replacement instructor salary plus benefits.

In situations where 10% of salary is more than the negotiated cost of replacement instruction, the additional money will be transferred into the department's account for supplemental core instruction to support future teaching needs.

The cost for course buyouts for internal administrative or service appointments (e.g., center directors, faculty fellows, etc.) will be \$8,827.30 per course. This number is based on the average cost of replacement instruction (\$8,200 in salary plus \$627.30 in FICA benefits) in the Kummer College for FY25, which is above the salary compensation of \$7,000 currently provided for most adjuncts. For programs offering higher adjunct compensation, the actual cost to cover a qualified replacement instructor salary plus benefits for the course being bought out is required. The college will examine the compensation level bi-annually and adjust this amount as necessary.

Faculty course buyouts are at the discretion of the department chair, based in part on ensuring proper course coverage or other workload considerations.

☒ Approve ☐ Not Approve



John Harris, Ph.D.
Provost and Executive Vice Chancellor for Academic Affairs

9/8/2025

Date