Weitzman School of Design

# Buy-Out from Teaching for Research Activities

# Purpose

To release Weitzman faculty from a course/studio within their full-time teaching load assignment in order to dedicate more time and effort to their research activities.

Definitions

1. Buy-Out

Replacement of a percentage of academic base salary in exchange for release of teaching effort.

1. Full-Time Teaching Load

Teaching (4-5cus) combined with other activities that determine a faculty’s academic base salary.

1. Academic Base Salary

Salary paid to faculty over the fiscal year (July - June) for teaching and other activities as agreed upon with their department chair. *Standing faculty* base salaries are 9 months (September – May) paid over a 12-month period.

1. Summer Months

June, July, and August.

1. Course Unit

A course unit (CU) is a general measure of academic work over a period of time, typically a term (semester or summer). PennDesign courses are generally worth 1 cu, studios 2 cus.

Policy

Faculty can buy-out each course unit within their annual full-time teaching load assignment over the fall and/or spring terms for 20% of their academic base salary plus the appropriate employee benefit rate. Buy-outs require the written approval of the faculty’s chair with verification from Finance of the source(s) of funding.

Standing faculty can supplement their academic base salary up to 2/9ths over the summer months.

See Faculty Handbook section II.E.5 Policy on Extra Faculty Compensation <http://provost.upenn.edu/policies/faculty-handbook/faculty-policies/ii-e>