

## Q&A's to DCP Faculty Salary Savings & Course Buyout Policy

1) What a 9-month faculty is already teaching both summer sessions in addition to the regular academic year – does this process still pertain to them? Would they then get this as an overload?

This policy would only affect the 9-month academic term. Summer appointments are not a part of the normal 9-month academic term so that would be separate from this policy. No, the policy is not designed to provide overload as an option.

2) Do you want to suggest that this discussion should occur prior to the proposal being submitted, so there isn't any misunderstanding later?

It is never too early to start the discussion. I think the earlier the better. This will allow you and your Director or Chair time to work out the details of the plan.

3) If this expense is Travel, aren't meals allowed? Or is this something different?

Travel for meals is reimbursed with your Expense Reports, so yes this is different. The "no food expenditures allowed" would be apply to food purchased outside of travel. For example, ordering or reimbursing an employee to cover food purchased for a workshop or luncheon.

4) For faculty under centers, would the center director be the person who discusses and approves the plans?

The policy notes that each Director would sign off, this is intended to be the Director or Chair of the units, however for those faculty members under the centers both the center directors and unit directors would sign off.

5) I think it is better to have a college-wide policy on this. The savings from the redistribution of faculty salary from state to grant funds will be available for the faculty member's use.

The policy is a college-wide policy; however, each unit manages its state allocated budgeted dollars. Since the savings would be generated on the unit level, the decision was made to have it managed on that level. Just like with the overall budget, the college will maintain oversight.

6) We need to use it to cover graduate assistantships as well.

Graduate Assistants are covered OPS, as long as the expenditures are research based this would be acceptable.

7) These savings should function as a rainy-day funds, the expenditure time should be longer than 1 year.

The salary savings aren't designed to be used for long term savings. The purpose is to assist with immediate research expenses. The college feels that unrestricted funds are best used as rainy day funds and can serve as more of long term purpose. Also, we are required to limit the amount of state funds that we carry over from year to year, as they are more vulnerable to budget cuts and more restricted in their usage.

8) Course Buyout of 1/8 (12.5%) is a bit high for senior faculty, much higher than the instructor replacement cost.

While your concerns are understood, the purpose of the policy is to have uniformity across the college. The goal is to maintain equity across all faculty ranks in terms of the proportion of salary charged rather than the amount. I would suggest allowing the faculty to find its own replacement instructor to teach the course and pay for the instruction cost.