

Lamar University

Salary Savings Guidelines

ings - generated when a position is vacated for a period less than a full fiscal

y Savings - created when a variance exists between a position's budget and a
, or through position reclassification.

generated when a portion of a position's salary is being funded by an external

ese buckets are as follows:

Buyout Savings

These funds are generated when _____ sources, such as a grant, funds a portion of a position for a fixed period. Faculty members can reduce their teaching loads to devote more time to research if external sourced funding is available to support a portion of their academic-year base salary.

Specifically, the standard teaching load for faculty is four courses per semester and eight per year. A faculty member may buy out of teaching by providing funds equal to 12.5% (1/8) of his or her academic-year base salary for each course reduction in teaching load. The buyout savings available for distribution will be base salary buyout amount less any additional cost required for the release, such as adjunct compensation.

Distribution of Buyout Savings will be as follows:

- 40% - University General Fund
- 20% - College
- 20% - Department
- 20% - Research and Sponsored Programs

The portions of buyout savings will be distributed annually, after faculty have certified and submitted their time & effort report for the Fall and Spring semesters. Use of distributed buyout savings will be in accordance with the same spending guidelines that apply to the University General Fund. Some examples of allowable expenditures include the following:

- Summer salary (requires prior approval)
- Student support
- Travel
- Honoraria
- Equipment & Supplies (University owned)