COURSE BUYOUT

Standard practice for determining course buyout is to calculate the cost based on a percentage of the faculty’s salary (the individual who is buying out the course) rather than the replacement cost for the course. At Bryn Mawr the normal percentage of faculty time allocated to a course is 17%. A course buyout would be calculated by multiplying the faculty’s salary by 17% and then adding to that the cost of fringe benefits at the current rate (see http://www.brynmawr.edu/grants/grants_data.html. Thus, someone earning $100,000 per year would have to allocate $21,860 for a course buyout. This method of calculating course buyout means that the College is not paying full-time salary for less than full-time work. It is a more responsible fiscal policy for the College than the replacement cost method we used previously and it is applied to all departments of the College. Although this policy has actually been in place for some time, it seems appropriate to reiterate it, as department chairs rotate and current chairs may not have been made aware of the policy.