



Center for  
**COMMUNICATION, COLLABORATION & CREATIVITY**  
*at Texas State University*

**Research incentive with instructional workload buyout**

\* Buyout means "that a grant or gift pays for a portion of a faculty's salary to buyout a course release to have time to work on the grant".

**Eligibility:**

\* The principal investigator (PI) or co-investigator (Co-I) of an externally-funded sponsored program (i.e. grant) are eligible for incentive compensation.

\* Incentive compensation is based on the faculty portion of the base salary directly related to instructional duties. The maximum an assistant or associate dean or chair or director may buy out is 50 percent of their salary.

\* A PI or Co-I may not buy out instructional workload and receive compensation for a teaching overload in the same semester.

1 instructional workload (25% buyout):		
Base Salary:	\$ 60,000	9-month academic year (Sept 1 - May 31)
Monthly Base Salary:	\$ 6,667	Base salary / 9
Recovered salary per semester (25%):	\$ 7,500	Base monthly salary * 4.5 months * 25%
Maximum compensation incentive (35%):	\$ 2,625	Recovered salary per semester * 35%

\$ 2,625 Direct deposit occurs at the end of the semester.

2 instructional workloads (50% buyout):		
Base Salary:	\$ 60,000	9-month academic year (Sept 1 - May 31)
Monthly Base Salary:	\$ 6,667	Base salary / 9
Recovered salary per semester (25%):	\$ 15,000	Base monthly salary * 4.5 months * 50%
Maximum compensation incentive (35%):	\$ 5,250	Recovered salary per semester * 35%

\$ 5,250 Direct deposit occurs at the end of the semester.

Note: The yellow box can be changed to adapt the base salary, as needed.

**The above 35% rate for maximum compensation is per policy:**

Faculty Incentive Compensation for Externally-Funded Sponsored Programs

<https://policies.txstate.edu/division-policies/academic-affairs/03-01-12.html>

Policy Revised: 10/15/2018