

### **NIH K award recipients Policy**

If an NIH K award is received by a faculty member who already has a reduced course load of two (2) courses per year per her/his hiring agreement, an additional one (1) course reduction may be permitted per year. The faculty member may also be permitted to “bank” a portion (up to 75%) of the summer funding received from the School as part of her/his hiring agreement as long as s/he is meeting the School’s existing buyout requirements. Once the faculty member’s teaching load returns to the normal four (4) courses per year, s/he will be permitted to buyout of two (2) courses per academic year. If the faculty member is eligible for the School’s course-load reduction policy accounting for graduate and undergraduate mentoring, s/he will be permitted to have a course load of one (1) course per year. However, if s/he is not eligible for a course reduction per the graduate/undergraduate mentoring policy, her/his course load will not fall below two (2) courses per academic year regardless of the amount of effort paid by her/his grants. A faculty member must always teach at least one (1) course per academic year and is not allowed to buy out of her/his entire course load regardless of percentage of effort paid by her/his grants. In all cases, faculty must cover enough academic year salary to meet the School’s existing buyout policy (currently 20% of salary and benefits per course). This could be accomplished by adjusting summer salary effort or having other funding sources available to meet the School’s current buyout requirement.