



Department Policy Regarding ICR Flow and Teaching Loads

Teaching load for T/TT:

The base teaching load for T/TT faculty members is 3 courses/AY, once the faculty member has successfully gone through Reappointment. Prior to completion of Reappointment, the base load for T/TT faculty members is 2 course/AY. Adjustments to this load can be made based on partial appointments and administrative appointments. In addition, faculty have the opportunity to buy out of 1 course using the following pay structure:

- \$7.5k for Assistant Professors
- \$10k for Associate Professors
- \$12.5k for Full Professors

Note: The expectation is that all T/TT faculty are research active. If a faculty member is not research active then the above policy does not apply to them and additional teaching and/or service roles will be assigned.

ICR Flow:

For all faculty in ME, ICR will flow as follows:

\$0-2k in ICR, all ICR flows to the PI

\$2k-22k in ICR, 50% flows to PI and 50% flows to department

>\$22k in ICR, 80% flows to PI and 20% flows to department

Note, this calculation will use the ICR year as dictated by the University.

Sabbatical Support:

For all research active faculty that are taking a full year sabbatical, the department will grant 1 month of AY salary to further encourage professional development.

This policy is to be reviewed annually by the Department's Executive Committee.