

Research buy out in Global Studies

Larger research grants should include income for some of the researcher's time in the costing of the grant. In Global Studies this leads to a proportional reduction in your total allocated workload – sometimes referred to as 'buy out'. Other Schools at Sussex operate slightly different systems, usually requiring buy out to reach a certain threshold before it results in any reduction of other duties. In Global Studies we have confirmed that buy out of *any* amount will result in a reduction in overall workload. This policy has been followed for some time in some departments, but not always across the School. This clarifies the approach that will be taken across the School. For most people it is not a change.

The current policy

Everyone on a T and R contract has a total workload of 100%, nominally split 40% teaching, 40% research and 20% administration. Individuals who are awarded grants which include a proportion of their time get a *reduction in their total workload equivalent to whatever proportion of their time is paid for by a grant*. This is irrespective of the source of the grant. It is obviously important to be as realistic as possible in estimating the amount of time that a grant will take.

For example: someone has 20% of their time covered by grant A. This would mean that their new workload model would be: 20% grant A, 32% teaching, 32% other research, 16% administration.

Different funding sources means different amounts of funding to the School

It is also important to be aware that income to the School from research buy out varies considerably depending on the source of the grant. The 'Full Economic Cost' (FEC) of researchers' time to the University is calculated by adding Direct costs (salary, National Insurance, pension contribution) and Indirect Costs (a share of all other costs of the University, like the costs of cleaning, electricity, maintaining the library etc. often referred to as 'overheads'). Direct costs vary depending on an individual's salary grade. Indirect costs are fixed and do not change with salary.

Once EU funding disappears we are faced with three broad groups of funders:

1. Government departments who pay 100% FEC
2. UKRI Research Councils paying 80% FEC
3. Charitable funders (eg. Leverhulme, Nuffield, Joseph Rowntree) who do not pay overheads or salaries but usually cover replacement teaching at a fixed rate¹.

For example: two different members of staff devote 40% of their time to a new research grant:

	100% FEC	80% FEC (UKRI)	Charitable funder
40% Grade 8 (point 41)	54,200	43,360	17,037
40% Grade 10 (point 51)	62,492	49,993	17,037

The School will not recoup all of this money, though it will all go to the School's bottom line (i.e. to contribute to surplus). From charitable funders, the School obviously receives no overhead. For the other two, the proportion of the overhead the School receives is not straightforward as it depends on other costs in the grant. Where there is a choice, it is obviously better for the School to apply to funders who do pay overheads. As an incentive, the individual researcher receives 10% of the first £10,000 of overheads paid into their incentive account and a declining proportion of overheads in excess of £10,000.

¹ If charitable funding has been obtained through peer-reviewed open competitions it does attract additional 'Quality-Related' funding but this comes up to 2 years later as a proportion of the total grant (usually 3-4%).