



Faculty Extra Compensation Policy

I. Introduction

Although full time faculty already have their responsibilities in teaching, scholarship/ creative activities, and service, from time to time, the institution may need faculty to teach an additional course in order to assist students in their efforts to progress and reach graduation.

In the event that any information contained within this policy conflicts with any Board of Regents (BOR) policy, the BOR policy controls.

II. Purpose

This policy outlines faculty overload pay.

III. Policy

Acceptance of additional courses and the related overload pay come with the expectation that the faculty member will expend time more than their normal faculty workload. **That is, expectations for teaching, scholarship/ creative activities, and service are not reduced because of overload.** In a normal semester, each faculty member will be limited to two classes above the normal workload. In exceptional circumstances, the chair and/or dean may decide that the needs of the institution necessitate additional overloads to meet the needs of our students. Full time faculty should be given priority when assigning courses, unless there is a greater expertise available from an adjunct, and the distribution amongst full time faculty members should be equitable.

The normal pay for overloads is listed below. Faculty will be paid at credit hour rates listed in the tables below.

Compensation per Undergraduate Level Course (All Modalities)

Highest Earned Degree	1-hr course	2-hr course	3-hr course	4-hr course	5-hr course
Master's Degree or below	825.00	1650.00	2475.00	3300.00	4125.00
Ed.S	900.00	1800.00	2700.00	3600.00	4500.00
Ph.D/Ed.D/JD/MFA/DNP	1000.00	2000.00	3000.00	4000.00	5000.00

Compensation per Graduate Level Course (All Modalities)

Highest Earned Degree	1-hr course	2-hr course	3-hr course	4-hr course	5-hr course
Master's Degree or below	925.00	1850.00	2775.00	3700.00	4625.00
Ed.S	1000.00	2000.00	3000.00	4000.00	5000.00
Ph.D/Ed.D/JD/MFA/DNP	1100.00	2200.00	3300.00	4400.00	5500.00

IV. Exceptions

In all but the rarest circumstances, any proration of this amount will be avoided. In some unique situations, the faculty member's supervisor may ask them to teach a course at a prorated rate. In those

situations, the Provost (or their designee) must officially disclose and the faculty member must agree to the prorated amount prior to the first day of class.

V. Applicability

ASU Faculty

VI. Accountability

Provost and Vice President for Academic Affairs

VII. Contacts

Provost and Vice President for Academic Affairs

Last Update

August 2018