

**Marshall University College of Science
Policy No. COS-Fac-02
Overload/Adjunct Compensation**

Effective Date: December 15, 2020

Amended: July 1, 2022

1.0 Full-Time Faculty

1.1 For situations in which course schedules exceed available teaching capacity, full-time faculty members may request, or be requested, to teach more than their assigned teaching load during a single academic year.

1.2 Faculty who are assigned overload teaching in an undergraduate course*, will be compensated according to the schedule below.

Enrollment	Contact Hours for Overload						
	1	2	3	4	5	6	N
12 or more, total pay	\$2,000	\$2,750	\$3,500	\$4,250	\$5,000	\$5,750	\$3,500 + ((\$750*(N-3))
11 or fewer, per student pay ** †	\$167	\$230	\$300	\$355	\$417	\$480	[regular rate for N contact hours]/12

- * the same rate schedule and enrollment requirements apply to combined enrollment in 400/500 courses
- ** undergraduate courses with enrollments under 12 will only be offered if approved by CoS Dean/AD
- † compensation per student enrolled with a minimum rate of \$500 per course. Compensation is capped at the “12 or more” rate

1.3 Faculty who are assigned to overload teaching in a graduate course* will be compensated according to the table below.

Enrollment	Contact Hours for Overload						
	1	2	3	4	5	6	N
8 or more, total pay	\$2,000	\$2,750	\$3,500	\$4,250	\$5,000	\$5,750	\$3,500 + ((\$750*(N-3))
7 or fewer, per student pay** †	\$250	\$344	\$438	\$532	\$625	\$719	[regular rate for N contact hours]/8

- * courses at the 500 level or above, which exclude undergraduate enrollment
- ** graduate courses with enrollments under 8 will only be offered if approved by CoS Dean/AD
- † compensation per student enrolled with a minimum rate of \$500 per course. Compensation is capped at the “8 or more” rate

2.0 Adjunct Faculty

2.1 Adjunct Rates for all types of instruction will be compensated according to the table below.

	Contact Hours					
	1	2	3	4	5	6
	\$ 1,000	\$ 2,000	\$ 3,000	\$ 4,000	\$ 5,000	\$ 6,000
Undergraduate, Per Student Enrollment, 11 or fewer ** †	\$ 85	\$ 170	\$ 255	\$ 340	\$ 425	\$ 500
Graduate, Per Student Enrollment, 7 or fewer *** †	\$ 125	\$ 250	\$ 375	\$ 500	\$ 625	\$ 750

- ** undergraduate courses with enrollments under 12 will only be offered if approved by CoS Dean/AD
- *** graduate-level courses with enrollments under 8 will only be offered if approved by CoS Dean/AD
- † compensation per student enrolled with a minimum rate of \$500 per course.

3.0 The pay rates contained herein may be increased periodically with the approval of Academic Affairs. Changes in the rates of pay for overload instruction can be made without altering the remainder of this policy.

4.0 Approval of payment for teaching an overload will be based on the expected teaching assignment for the academic year. A faculty member who is assigned to a teaching load above 12 contact hours per semester will not be approved for overload compensation unless the teaching load for the entire academic year exceeds their assigned annual teaching load. Chairs requesting approval for overload compensation shall provide either the teaching load for the previous semester, or the expected teaching load for the following semester during the same academic year.