

FIU College of Arts, Sciences & Education Overload and Adjunct Pay Policy
Updated 5-1-14

Overload compensation is any compensation, other than an administrative increment, paid to a faculty member in addition to the academic year salary. Overloads will be approved after consideration of the differential assignment and the policy below. Any exceptions must be approved by the Dean's Office.

FACULTY OVERLOAD POLICY FOR FACULTY

Maximum overload teaching per year for CASE faculty is two sections each semester (including Summer for 12 month faculty).

OVERLOAD PAY POLICY FOR FACULTY AND STAFF

Faculty Compensation:

Prior to completing Faculty Teaching Overload contracts in PantherSoft, all requests must be submitted and approved through the following SharePoint site: [Overload Form](#)

Please Note: Faculty Administrators must use the Additional Compensation Request (found on My.FIU.EDU>HR Admin>Self Service>Employee Resources>Employee Forms>Compensation Forms), not the SharePoint site.

- Face-to-face
 - 2 credit courses = \$2,700
 - 3 or 4 credit courses (< 210 students enrolled) = \$4,000
 - 3 or 4 credit courses (\geq 210 students enrolled) = \$4,800
 - 5 credit = \$4,250
- Online
 - 1 credit courses = \$1,000 (an additional \$20 per student over 50 is paid if no TAs have been assigned)
 - 3 credit courses = \$3,000 (an additional \$60 per student over 50 is paid if no TAs have been assigned)
 - 4 credit courses = \$4,000 (an additional \$80 per student over 50 is paid if no TAs have been assigned)
 - 5 credit courses = \$5,000 (an additional \$100 per student over 50 is paid if no TAs have been assigned)

Staff Compensation (1.0 FTE non-faculty employees):

All Overload contracts must be accompanied by a completed Additional Compensation Request (found on MY.FIU.EDU>HR Admin>Self Service>Employee Resources>Employee Forms>Compensation Forms).

- Face-to-face
 - 1 credit undergraduate lab for a lab assistant with less than a Master's degree = \$900
 - 1 credit undergraduate lab for an Instructor with a Master's degree or above = \$1,200
 - 1 credit course, First Year Experience = \$1,200 (maximum = two courses per semester)
 - 3 or 4 credit courses (< 210 students enrolled) = \$2,500
 - 3 or 4 credit courses (\geq 210 students enrolled) = \$3,000

Note: Ph.D. staff members teaching graduate courses = \$4,000 (maximum allowed = one course per semester with Dean's approval)

- Online
 - 1 credit courses = \$1,000 (an additional \$20 per student over 50 is paid if no TAs have been assigned)
 - 3 credit courses = \$3,000 (an additional \$60 per student over 50 is paid if no TAs have been assigned)
 - 4 credit courses = \$4,000 (an additional \$80 per student over 50 is paid if no TAs have been assigned)
 - 5 credit courses = \$5,000 (an additional \$100 per student over 50 is paid if no TAs have been assigned)

ADJUNCT PAY POLICIES FOR CASE

- Face-to-face
 - 1 credit undergraduate lab for a lab assistant with less than a Master's degree = \$900
 - 1 credit undergraduate lab for an Instructor with a Master's degree or above = \$1,200
 - 3 or 4 credit courses (< 210 students enrolled) = \$2,500
 - 3 or 4 credit courses (\geq 210 students enrolled) = \$3,000
 - 5 credit courses = \$ 2,750

Note: Ph.D. level adjuncts may be paid up to \$4,000 in exceptional circumstances with Dean's approval, e.g., retired faculty.

- Online
 - 1 credit courses = \$1,000 (an additional \$20 per student over 50 is paid if no TAs have been assigned)
 - 3 credit courses = \$3,000 (an additional \$60 per student over 50 is paid if no TAs have been assigned)
 - 4 credit courses = \$4,000 (an additional \$80 per student over 50 is paid if no TAs have been assigned)
 - 5 credit courses = \$5,000 (an additional \$100 per student over 50 is paid if no TAs have been assigned)