

Costello College of Business

Instructional Faculty Fall/Spring Overload, Summer Compensation and Adjunct Pay Matrix - Effective Fall 2024

The full Costello College of Business Overload Compensation Policy can be found on the Document Library site (URL- <http://business.gmu.edu/doclib/>)

		Instructional Faculty Overload:				Instructional Faculty Overload:				Adjunct			
		1st Overload Course (Per Semester) ¹				Additional Overload Courses (Per Semester) ²							
		1 Credit	1.5 Credits	2 Credits	3 Credits	1 Credit	1.5 Credits	2 Credits	3 Credits	1 Credit	1.5 Credits	2 Credits	3 Credits
Fall & Spring	Undergraduate	3.3% of 9-month base salary,	5% of 9-month base salary,	6.7% of 9-month base salary,	10% of 9-month base salary,	\$1,667	\$2,500	\$3,333	\$5,000	\$1,925	\$2,888	\$3,850	\$5,775
	Graduate (MBA, MSA, MSBA, MSF, MSM, MRED)	capped at \$3,333	capped at \$5,000	capped at \$6,667	capped at \$10,000					\$2,450	\$3,675	\$4,900	\$7,350
	Graduate International Residencies	\$3,333	\$5,000	\$6,667	\$10,000					\$3,333	\$5,000	\$6,667	\$10,000

Notes:

1. The most highly compensated course will be considered the first course (to maximum of three credits).
2. All credits beyond the first course will be compensated at the \$1,667 per credit rate.

Non-Standard Courses Fall, Spring, & Summer	Internships (3 Credit Course)	\$350 per student (up to 14 students) \$5,000 / on load if enrollment is 15 students or more	\$350 per student (up to 14 students) \$5,000 / on load if enrollment is 15 students or more	\$350 per student (up to 14 students) \$5,000 if enrollment is 15 students or more
	Undergraduate Recitations (excluding FNAN 303)	\$2,500 per recitation	\$2,500 per recitation	\$2,500 per recitation
	Graduate Recitations (MBA Wiley Only)	\$7,000 per recitation	\$7,000 per recitation	\$7,000 per recitation
	FNAN 488 (1 Credit Course)	\$116.67 per student (up to 14 students) \$1,667 / on load if enrollment is 15 students or more	\$116.67 per student (up to 14 students) \$1,667 / on load if enrollment is 15 students or more	\$116.67 per student (up to 14 students) \$1,667 if enrollment is 15 students or more

Notes:

1. For Instructional Faculty Only: Undergraduate Recitations - 2 (0 credit) Recitations may count as the equivalent of a 1 (3 credit) course when teaching on-load.
2. MBA Wiley Recitations Courses if teaching the main course and recitations - no compensation for the recitations. MBA Wiley Recitations may not be taught on load.
3. For courses where compensation is based on the number of students enrolled, the Last Day to Drop with 100% Tuition Refund date is the date that will be used to determine enrollment # for pay.

		Instructional Faculty Compensation:				Instructional Faculty Compensation:				Adjunct			
		First Three Credits taught in Summer				All Credits Beyond Three taught in Summer							
		1 Credit	1.5 Credits	2 Credits	3 Credits	1 Credit	1.5 Credits	2 Credits	3 Credits	1 Credit	1.5 Credits	2 Credits	3 Credits
Summer	Undergraduate	3.3% of 9-month base salary	5% of 9-month base salary	6.7% of 9-month base salary	10% of 9-month base salary	3.3% of 9-month base salary	5% of 9-month base salary	6.7% of 9-month base salary	10% of 9-month base salary	\$1,925	\$2,888	\$3,850	\$5,775
	Graduate (MBA, MSA, MSBA, MSF, MSM, MRED)									\$2,450	\$3,675	\$4,900	\$7,350
	Graduate International Residencies	\$3,333	\$5,000	\$6,667	\$10,000	\$3,333	\$5,000	\$6,667	\$10,000	\$3,333	\$5,000	\$6,667	\$10,000

Notes:

1. 9-month faculty must meet their academic year teaching load obligation before receiving any summer teaching compensation. If a 9-month faculty member did not teach their full load during fall or spring, their summer teaching will be used to complete their outstanding credits.
2. 12-month instructional faculty do not receive summer compensation. If they teach in the summer the course is counted towards teaching load obligation. Once load is met any additional summer teaching is paid as overload.
3. Summer teaching beyond three credits is compensated at 10% of base salary or Residency rate as long as no unit financial constraints exist.
4. Cross-listed / Hybrid / Hyflex courses are considered to be the same course and compensation is provided at the applicable single course rate (this is applicable in Fall, Spring and Summer semesters).
5. 12-month instructional faculty summer courses delivered in summer session A and graduate summer module 1 are credited towards previous academic year load. Summer sessions B, C, and D and graduate summer module 2 will be credited towards the upcoming academic year load.