

Costello College of Business

Instructional Faculty Fall/Spring Overload, Summer, and Adjunct Pay Matrix - Effective Fall 2026

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

		Instructional Faculty Overload Pay: 1st Overload Course (Per Semester)¹				Instructional Faculty Overload Pay: Additional Overload Courses (Per Semester)²				Adjunct Pay			
		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 (9 or 12 month Faculty) Summer (12 month Faculty)	Undergraduate	3.3% of 9-month base salary, capped at \$3,333	5% of 9-month base salary, capped at \$5,000	6.7% of 9-month base salary, capped at \$6,667	10% of 9-month base salary, capped at \$10,000	\$1,667	\$2,500	\$3,333	\$5,000	\$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

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 for Instructional Faculty.

Non-Standard Courses Fall, Spring, & Summer (9 or 12 month Faculty)	Internships (3 Credit Course)	\$350 per student (up to 14 students) \$5,000 or on load if enrollment is 15 or more students	\$350 per student (up to 14 students) \$5,000 or on load if enrollment is 15 or more students	\$350 per student (up to 14 students) \$5,000 if enrollment is 15 or more students
	Undergraduate Recitations (excluding FNAN 303)	\$2,500 per recitation	\$2,500 per recitation	\$2,500 per recitation
	Graduate Recitations	\$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 or on load if enrollment is 15 or more students	\$116.67 per student (up to 14 students) \$1,667 or on load if enrollment is 15 or more students	\$116.67 per student (up to 14 students) \$1,667 if enrollment is 15 or more students

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. Graduate Recitations Courses if teaching the lecture course and recitation(s) - no compensation for the 1st recitation. Graduate 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 Summer Pay: First Three Credits taught in Summer				Instructional Faculty Summer Pay: All Credits Beyond Three taught in Summer				Adjunct Pay			
		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 (9 month Faculty)	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

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 per the overload matrix.
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 will be credited towards the upcoming academic year load.