

Indiana University School of Social Work  
Academic Year Teaching Overloads  
Summer Teaching Salary for 10-Month Faculty  
Summer Teaching Overloads for 12-Month Faculty

Effective Summer I, 2011

Academic Year Teaching Overloads for All Full-Time Faculty

During the fall and spring semesters, salary for course overloads for all full-time faculty members (tenured, tenure-track, non-tenure track) will be compensated at the highest rate paid to associate faculty (currently \$3,600 for a 3 credit hour course). This does not apply to IUN which has its own similar policy and pay scale.

Course overloads are not guaranteed to any faculty member. They are available on an as needed basis for extraordinary reasons, such as, sabbatical or grant buy-out coverage, unanticipated enrollments necessitating additional sections of courses, unavailability of appropriate associate faculty, etc. As with associate faculty appointments, assignments of course overloads are made on the basis of faculty expertise and teaching experience. Typically, a course overload is assigned when the need is apparent, often close to the beginning of a semester when it is clear that other faculty resources are not available for the course in question. However, if the course is cancelled due to low enrollment or other factors, there shall be no obligation to find a substitute for the faculty member.

Course overloads are limited to one per semester in the regular academic year (fall and spring) and there must be evidence that the faculty member will meet other contractual teaching obligations. Additional considerations may limit the assignment of course overloads:

- Tenure-track faculty will be strongly discouraged from pursuing course overloads in order to concentrate on scholarship activities necessary for promotion and tenure;
- Faculty with course buy-outs from grants will be limited and strongly discouraged from pursuing course overloads to meet requirements of grant activity and reporting;
- Faculty with administrative and other related compensation will be strongly discouraged from pursuing course overloads in order to effectively complete the extra responsibilities associated with administrative assignments.

### Summer Teaching Salary for 10-Month Faculty

For full-time faculty on 10-month appointments, compensation for summer teaching will be 10% of the 10-month base salary for a 3 credit-hour course. These are not considered overloads for faculty not receiving salary in the summer months. In these cases, faculty members are limited to two courses in the summer sessions. Summer course assignments are not guaranteed, but are dependent on faculty demand for summer teaching and availability of courses. If a summer course is cancelled due to low enrollment or other factors, there shall be no obligation to find a substitute for the faculty member.

Tenure-track and tenured faculty are strongly encouraged to seek grant funding for the summer months to advance their research and scholarship agendas. When grant funding and teaching activities are combined, total compensation in the 13-week summer period cannot exceed 32.5% of the 10-month base salary.

### Summer Teaching Overloads for 12-Month Faculty

Full-time faculty members on 12-month appointments may be offered one course overload in one of the summer sessions (one course per summer). Compensation will be at the highest rate paid to associate faculty (currently \$3,600 for a 3 credit hour course). This does not apply to IUN which has its own similar policy and pay scale.

Summer teaching overloads are not guaranteed to any faculty member. They are available on an as needed basis. As with associate (adjunct) faculty, assignments of course overloads in the summer are made on the basis of faculty expertise and teaching experience. Typically, course overloads are assigned when the need is apparent, often close to the beginning of a semester when it is clear that other faculty resources are not available for the courses in question. If a summer course is cancelled due to low enrollment or other factors, there shall be no obligation to find a substitute for the faculty member.