



ACADEMIC POLICY

Academic Faculty Summer, Winter, and Overload Pay Policy (HR 8)

POLICY STATEMENT

This policy clarifies summer, winter, and Overload pay for Instructional Academic Faculty.

DEFINITIONS

Instructional Academic Faculty: For the purposes of this policy, includes full-time faculty teaching, tutoring, instructing, and lecturing in the activity of imparting knowledge.

Overload: Extra pay for a course taught or other academic work that can be equated to courseload credits, completed over and above an Instructional Academic Faculty member's contractual workload requirement.

PROCEDURES

I. Overview

Summer term, winter term, and Overload pay rates for Instructional Academic Faculty are the same and are published in the Summer Term Salary Schedules section of the NSHE Procedures and Guidelines Manual. Tenure-track faculty holding administrative positions with teaching as a required part of their workload and who are evaluated as academic faculty will be paid the published academic faculty summer, winter, or Overload rate for their academic rank.

II. Review of Pay Rates

The summer term, winter term, and Overload rate will be reviewed at a minimum of once every three years by a Provost-appointed task force. The task force will include Cost-of-Living Adjustments (COLA) in their considerations.

CONTACTS

UNIT	PHONE	EMAIL
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Human Resources	X2322	hr@nevadastate.edu

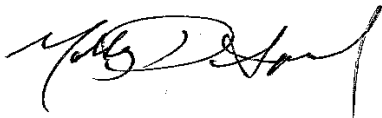
RELATED INFORMATION

- [NSHE Procedures & Guidelines Manual Chapter 3, Section 6](#)

HISTORY

Rate reviewed in the 2022-23 academic year.

APPROVALS PAGE



11/14/2023

Faculty Senate (Chair's Signature)

Date

	Denial	Approval	Approval w/ condition*
<i>Recommendation</i>		X	



4/19/24

Office of the Provost (Provost's Signature)

Date

Recommendation (check one):

	Denial	Approval	Approval w/ condition*
<i>Recommendation</i>		X	



5.29.2024

Office of the President (President's Signature)

Date

Final decision (check one):

	Denial*	Approval
<i>Recommendation</i>		X

*Attach rationale for denial or conditional approval