

**A Faculty Senate  
RESOLUTION**

**On Faculty Overload Assignments and Overload Compensation\***

Whereas, according to Stephen F. Austin State University Policy A-18, section 2.0, “The standard full-time load at SFASU is 24 Teaching Load Credits (TLC) for the combined (fall and spring) semesters,” and

Whereas, according to Stephen F. Austin State University Policy A-37, “Overload teaching assignments may be necessary to meet the university's teaching obligations,” and

Whereas many untenured faculty members may feel obligated to perform overload teaching even when no salary supplementation is provided, and

Whereas, according to Stephen F. Austin State University Policy E-9, Section II, 6, “increases in teaching load (overload) approved by the provost/vice president for academic affairs” are among “The activities . . . for which an employee may receive extra compensation,” and

Whereas, according to Stephen F. Austin State University Policy E-9, Section III, 1, e, (2), the type of compensation for overload teaching is salary supplementation, and “Examples of salary supplements may include compensation for . . . faculty course overloads (Policy A-37, Overload Assignments),” and

Whereas, the policy of providing supplemental salary compensation for overload teaching historically has not been implemented equally across colleges at Stephen F. Austin State University,

Therefore, be it Resolved that:

The Faculty Senate of Stephen F. Austin State University supports:

1. consistent implementation of the policies in place governing the assignment and subsequent salary supplementation for overload teaching,
2. the better education of the faculty at Stephen F. Austin State University of the policies relating to salary supplementation as described in the above,
3. that every faculty member may negotiate with their chair and dean the salary supplementation for overload teaching BEFORE any overload teaching assignment is made.

\*Unanimously passed by the SFA Faculty Senate on April 18, 2008