

Teaching Overload Guidance for College of Education Faculty

The University of Iowa policy about extra compensation for teaching academic courses (also known as teaching an “overload”) is available in the Operations Manual. See [17.17\(6\) Extra Compensation for Teaching Academic Courses](#). This page provides key information about the limitations on courses taught for extra compensation.

More information and guidelines from the university are available. See [the Provost Office page regarding extra compensation for teaching academic courses](#). When possible, overload courses should be banked rather than compensated with extra compensation. We do allow course banking in the College of Education, and it is tracked by the DEO in each department.

In addition to the factors identified in the university policy, the following will be considered in determining eligibility for overload teaching:

1. It must be important/critical for the program to have a full-time faculty member teaching the course. If an adjunct, graduate assistant, post-doc, etc. would be an acceptable option, overload will not be offered.
2. The faculty member must have a “satisfactory” performance review in all three areas (teaching, research, and service) for the past two years.
3. The faculty member must be uniquely qualified to teach the course. For instance, a faculty member might be the only person with specific licensure, or the only faculty member with certain subject matter expertise.
4. Overload is to be considered on a situational basis and is not intended to be part of a faculty member’s ongoing compensation for multiple years. If a situation arises where overload is continuing for the same course and same faculty more than two years in a row, the course will be reviewed to determine if other solutions are available.
5. Faculty who have received a course release in the semester when they would like to teach an overload course may teach the course only under exceptional or unexpected circumstances.
6. Faculty members who retain administrative positions or stipends, including collegiate administration and center (co-) directors, are typically not eligible for overload. The course must be clearly unrelated to their administrative responsibilities and must be approved by the Dean as an overload.