

Policy on Faculty Overtime, Overload and Other Payment Rates	
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History	<p>The Policy was reviewed and updated by the UC on 18th December 2024.</p> <p><i>Addition of Article 7: Group Research Project and Individual Business Plan.</i></p>

Policy on Faculty Overtime, Overload, and Other Payment Rates

1) Overload Rates for FULL-TIME YU Faculty members (UG and PG):

For faculty members who are teaching extra credit hours (above the maximum teaching load for their academic rank) during weekdays or weekends at any level (UG or PG) whether during the day or evening, the following rates will be applied:

- MS/Lecturer 100 SR/contact hour
- PhD Holder 150 SR/contact hour

2) Part-Time (NON-YU) Faculty Members weekday basic (wage) pay rates for day or evening (UG and PG):

- MS Holder: 200 SR – 300 SR /contact hour (*based on the approval of the University President*).
- PhD Holder: 300 SR – 500 SR/contact hour (*based on the approval of the University President*).

3) PGS:

- Full-time YU PhD faculty members who teach EMBA during the weekend (Thursday evening, Friday, Saturday) as part of their regular teaching load or as overload will be paid an extra **SR 200 incentive bonus** per contact hour.
- For local NON-YU PhD holders, a weekend overtime rate of **SR 100** per contact hour will be paid.
- International Faculty members / International partners will be paid according to the signed agreements.
- No payment is due for supervising Business Plans and Graduate Projects.

4) Small-sized Class (Sections below minimum class size):

Small-sized study courses for sections below minimum class size will carry ½ (half) the credit load for faculty towards their teaching load against the actual credit hours of the course.

5) Senior Projects – Undergraduate:

Faculty who are assigned to teach senior project-based courses will receive one-half of the course's total credit hours for the calculation of their teaching loads.

6) Research Supervision and PGS Graduation Projects:

Faculty assigned to teach independent research PGS courses will receive one-half of the credit hours for calculating their teaching load.

7) Group Research Project and Individual Business Plan:

- The payment for a standalone group research project (i.e., an undergraduate senior project and a graduate research project) if taken on an overload basis is **SAR 3,375**.
- The payment for an individual business plan (i.e., MGT 590) if taken on an overload basis is **SAR 2,225**.

8) Invigilation Stipend for Mid-semester and Final Examinations (*on weekends or after 4:00 PM on weekdays*):

- **100 SR /contact hour** to be paid for the invigilation in the evening during the weekdays and at any time on the weekend.
- A College may request an Admin staff member to invigilate if there is a shortage of faculty invigilators, and the admin staff will be paid as per the overtime policy based on hand punch report (only after 4:00 PM on weekdays and anytime on weekends). In case of invigilation during regular working hours, no overtime or incentive will be paid.

Exceptions

The University Council reserves the right to decide on any situation/circumstance outside of the conditions stated in this policy.

Authorization

This policy was authorized by:



University President

Date: 24-12-2024