

The banner features the text "UNIVERSITY OF OREGON" in a small, light green, sans-serif font at the top. Below it, the words "Policy Statements" are written in a large, light green, serif font with a subtle drop shadow. The entire banner has a dark green background and a thin gold border at the bottom.

UNIVERSITY OF OREGON Policy Statements

University of Oregon

Policy Statement

3.000 Personnel Practices

Title: Guidelines for Overload Compensation for Faculty

Purpose: To call attention to the Oregon University System directive defining overload compensation, and implementation guidelines.

Procedure:

Overload compensation is any compensation, other than an administrative stipend, paid to a faculty member for additional services for campus sponsored addition to full-time salary.

1. The following activities are typical sources of overload compensation:

a.-continuing education c.-consulting

b.-extension service d.-seminars and similar services

2. Activities involving overload time shall not exceed more than one day in a seven day week on an average or its equivalent during the academic year or other period of appointment.

3. All overload compensation and the income and expenses of the activities for which the compensation is to be paid shall be channeled through the regular institution accounting processes.

4. Regular on-campus classes as well as time spent in support of grant and research activities shall not be allowable activities for overload compensation except under extraordinary or emergency circumstances.

5. Overload compensation will not be based on the number of students per class or any similar ratio except for correspondence or independent study courses.

6. Institution Presidents may not delegate approval of overload compensation requests below the level of a college, school or division dean or equivalent officer.

7. Overload compensation amounts will be determined by the campus President.

8. Presidents, Vice-Presidents, Deans and other equivalent level officers are not eligible for overload compensation.

Promulgated By: Chancellor 9/12/85

Date: 10/4/85

Reviewed and Approval Recommended By: President's Staff

Reissued By: President

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