



**Office of Human Resources & Workforce Diversity**

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August 13, 2013

To: Chancellors

From: Alan N. Crist, Associate Vice President 

Re: Overload Policy Guidance for Consideration 2013-14

Thank you for your input during our discussion in the last Administrative Staff meeting of a possible systemwide policy cap for overloads now that we no longer have the \$12,000 statutory limitation. I know that several institutions have developed specific policies to provide needed guidance for the coming academic year. I have made some changes to the draft policy that we discussed based on your input and on what we have learned from the policies and practices of institutions outside the UW System.

We agreed that the attached policy would be used to provide interim guidance during this next year over which time you would have discussions with your governance groups on what a systemwide policy might be. Then toward the end of the 2013-14 academic year, we would come back to this issue and make a recommendation to the UW System President with regard to systemwide policy for overloads. In the meantime, Kevin has delegated to you the authority to administer policies and practices that you have established or will be developing for your use over the 2013-14 academic year. I have stated in the attached revised draft that overload compensation may not exceed the higher of 20 percent of the employee's base appointment salary or \$18,000, unless the chancellor or designee determines that good cause exists to exceed this threshold and issues an exception in writing.

Please let me know if you have questions.

Thank you.

Attachment

Xc: President Reilly

Cabinet