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*SJSU Policy on Overloads/Additional Employment for Faculty*

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The Collective Bargaining Agreement is the primary source for regulating faculty overloads. Article 36.5 reads:

A faculty unit employee shall be limited in CSU employment to the equivalent of one (1) full-time position in his/her primary or normal employment. An "overage" of twenty five percent (25%) of a full-time position shall be allowed if the overage employment: (a) consists of employment of a substantially different nature from his/her primary or normal employment; (b) is funded from non-general fund sources; or (c) is the result of the accrual of part-time employment on more than one (1) campus.

HR 2002-05, has instructed the campuses to develop appropriate guidelines and procedures for prior approval and monitoring of all additional employment. Additional employment and overload may be denied and/or restricted by the campus President or designee.

Faculty overloads can be a

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