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THE CALIFORNIA STATE UNIVERSITY
Office of the Chancellor
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Date: February 16, 2004 **Code: HR 2004-07**

To: CSU Presidents **Supersedes:** FSA 1975-55

From: Jackie R. McClain
Vice Chancellor
Human Resources

Subject: **Grant-Related/Specially-Funded Instructional Faculty Classification Update**

The California State University (CSU) and the California Faculty Association (CFA) have concluded negotiations and reached an agreement to extend the Faculty (Unit 3) Collective Bargaining Agreement (CBA). This HR Letter outlines changes to the use of Grant-Related Instructional Faculty classifications (codes 2387 and 2388) and provides updated related policy information. The updated classification standard is provided in Attachment A.

Classification Changes:

- Effective February 1, 2004, the classification title is changed to "Grant-Related/Specially-Funded Instructional Faculty."
- Effective February 1, 2004, the salary differential for the Grant-Related/Specially-Funded Instructional Faculty classifications is 5% to 35% above the corresponding salary of the instructional faculty classification.
- CSU and CFA agreed that the CSU will not employ systemwide more than one hundred (100) faculty in these classifications at any one point in time. This limit will be monitored by systemwide Human Resources.

Policy:

These classifications were established originally by the Board of Trustees to permit campuses to appoint to their faculties individuals of regional and national professional stature. Such appointees receive additional compensation as outlined in the CBA. The differential portion, including related employee benefit costs, of the total compensation paid to each incumbent is funded by grants, individual gifts and bequests, or by foundation allocation.

Prior to making appointments into these classifications, each campus must transmit its procedures for selection of appointees to the Chancellor. Such procedures should

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involve faculty consultation and recommendation similar to those currently used in other faculty personnel actions.

Each appointment is to be made for one academic year or 12-month period only, subject to additional reappointments by the president after faculty consultation and within funding limits. No tenure accrual or salary rights attach to either classification separate from the tenure rights and salary normally accruing from regular full-time faculty appointment. Appointment to either classification does not constitute a promotion; nor does termination of an appointment without renewal constitute a demotion.

Please note that this policy is currently under review and any subsequent changes will be communicated as appropriate. Questions regarding this HR Letter may be directed to Cordelia Ontiveros at (562) 951-4503 or via e-mail at contiveros@calstate.edu.

This memorandum also is available on the Human Resources Administration's Web site at: http://www.calstate.edu/HRAdm/memos.shtml.

JRMcC/co

Attachment

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Grant-Related/Specially-Funded Instructional Faculty

12 Month Class Code: 2388
Academic Year Class Code: 2387
Date Established: 08-22-75
Date Revised: 02-01-04

OVERVIEW:
The Grant-Related/Specially-Funded Instructional Faculty serves as a California State University instructional staff member in a non-permanent, 12-month or academic year assignment. This classification can be used for grant-funded faculty assignments as well as faculty assignments funded by gifts and bequests or by foundation allocations.

MINIMUM QUALIFICATIONS:
The candidate must have a combination of education and experience required for the academic rank to which he/she is to be appointed plus exceptional professional merit in scholarship and teaching as evidenced by regional or national recognition in his/her discipline(s), as determined by the President, after appropriate consultation.

COMPENSATION:
5% to 35% differential above the corresponding salary of the Instructional Faculty classification.